REPORT TITLE: Pay Policy Statement 2025/2026 (Reference from Personnel Committee)

Meeting Date	**Council – 23 April 2025**
Cabinet Member	**N/A**
Key Decision **Eligible for Call In**	**No – Not applicable** **No**
Purpose of Report To comply with the requirements of Sections 38 – 43 of the Localism Act 2011, that the authority produces a policy statement that covers matters concerning the pay of the authority's principal Chief Officers.	
Recommendations • That Council approve the Annual Pay Policy Statement for 2025-26, as appended to the report, in accordance with the Localism Act 2011. **Reasons for Recommendations** • The report was considered by Personnel Committee on 7 April 2025 and was recommended for approval by Council.	
Resource Implications: • There is sufficient revenue budgetary provision within the approved budget plans for 2025/26 to implement the attached 2025/26 Pay Policy Statement.	
Date signed off by <u>Executive Director</u> & name. **Is it also signed off by the Service Director for Finance?** **Is it also signed off by the Service Director for Legal Governance and Commissioning?**	**Steve Mawson 28/3/2025** **Kevin Mulvaney 26/3/2025** **Sam Lawton 26/3/2025**

Electoral wards affected: **All**

Ward councillors consulted: **All**

Public or private: **Public**

Has GDPR been considered? This report contains no information that falls within the scope of the General Data Protection Regulation.

1. Executive Summary

- Sections 38 – 43 of the Localism Act 2011 requires that the authority produce a policy statement that covers several matters concerning the pay of the authority's staff, principally Chief Officers. The attached policy statement appendices meet the requirements of the Localism Act.

- Section 39 (1) of the Localism Act 2011 specifically include the requirement that a relevant authority's pay policy statement must be approved by a resolution of the authority before it comes into force, and as per Section 39 (3) of the Act, that each subsequent annual statement must be prepared and approved before the end of the 31 March immediately preceding the financial year to which it relates.

2. Information required to take a decision.

- The report is submitted to ensure that the Council complies with the requirements of Sections 38 – 43 of the Localism Act 2011. This requires the Council to produce an annual pay policy statement that covers matters concerning the pay of the authority's principal Chief Officers. It also requires a Council resolution to approve the annual statement before the end of the 31 March immediately preceding the financial year to which it relates.

- This policy also has some connection with the data on pay and rewards for staff which the Authority publishes under the Code of Recommended Practice for Local Authorities on Data Transparency and the data which is published under The Accounts and Audit (England) Regulations (2015). This policy statement does not cover or include school staff and is not required to do so.

- The proposed 2025/26 Pay Policy Statement is attached in more detail for Council approval see the appendices.

3. Implications for the Council

3.1 Working with People

N/A

3.2 Working with Partners

N/A

3.3 Place Based Working

N/A

3.4 Climate Change and Air Quality

N/A

3.5 Improving outcomes for children

N/A

3.6 Financial Implications

There is sufficient revenue budgetary provision within the approved budget plans for 2025/26 to implement the attached 2025/26 pay policy statement.

3.7 Legal Implications

None to report

3.8 **Other (e.g., Risk, Integrated Impact Assessment or Human Resources)**
None to report

4. Consultation
N/A

5. Engagement
N/A

6. Options

6.1 **Options considered**
N/A

6.2 **Reasons for recommended option**
N/A

7. Next steps and timelines
Publish the Pay Policy Statement on the Council's Internet site, to meet the requirements of the Localism Act.

8. Contact officer
Shauna Coyle – Head of People Services, shauna.coyle@kirklees.gov.uk
Margaret Lunn – Human Resources Partner, People Services, Margaret.lunn@kirklees.gov.uk

9. Background Papers and History of Decisions
2024-25 Pay Policy Statement approved and published on the Council Website.
Government Pay policy statement guidance: Openness and accountability in local pay: supplementary guidance - GOV.UK

10. Appendices
Ai) Kirklees Pay Policy Statement 2025/26
Remuneration of Chief Officers
Kirklees Council Single Status Grades (1st April 2024) this will be subject to the national pay award consultations for 2025/26.
Range of Policies

11. Service Director responsible
Rachel Spencer-Henshall – Strategic Director Corporate Strategy, Commissioning and Public Health