

Pay Policy Statement 2026/27 (Reference from Personnel Committee)

Meeting	Personnel Committee
Cabinet Member	Not applicable
Key Decision Eligible for Call In	No 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 the annual Pay Policy Statement for 2026-27 be approved. Reasons for Recommendations - To approve the annual Pay Policy Statement attached to this report in accordance with the 2011 Localism Act. The report was received by Personnel Committee at its meeting on 1 July 2026.	
Resource Implications: There is sufficient revenue budgetary provision within the approved budget plans for 2026/27 to implement the attached 2026/27 pay policy statement.	
Date signed off by Strategic Director & 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?	Rachel Spencer-Henshall – 23/6/26 Kevin Mulvaney – 23/1/26 Samantha Lawton – 23/6/26

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 2026/27 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 2026/27 to implement the attached 2026/27 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

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Margaret Lunn – Human Resources Partner, People Services,

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9. Background Papers and History of Decisions

2025-26 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

Kirklees Pay Policy Statement 2026/27

Remuneration of Chief Officers

Kirklees Council Single Status Grades (1st April 2025) this will be subject to the National pay award consultations for 2026/27.

Range of Policies

11. Executive Director responsible

Rachel Spencer-Henshall – Deputy Chief Executive and Executive Director Public Health and Corporate Resources