

## **Executive Committee**13<sup>th</sup> January 2026

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### **PAY POLICY STATEMENT 2026/27**

Relevant Portfolio Holder		Councillor Spilsbury
Portfolio Holder Consulted		
Relevant Assistant Director		Hannah Corredor, Assistant Director of Transformation and Corporate Services
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Wards Affected		All
Ward Councillor(s) consulted		N/A
Relevant Council Priority		Sustainability
Non-Key Decision		
If you have any questions about this report, please contact the report author in advance of the meeting.		

#### **1. RECOMMENDATIONS**

**The Committee is asked to RECOMMEND to Council that**

**1) the Pay Policy 2026/27 be approved.**

#### **2. BACKGROUND**

- 2.1 The Localism Act 2011 requires English local authorities to produce a Pay Policy Statement ('the statement'). The Act requires the statement to be approved by Full Council and to be adopted by 31<sup>st</sup> March each year for the subsequent financial year.

The proposed Pay Policy Statement 2026/27 for the Council is included at Appendix 1.

The Statement must set out policies relating to-

- (a) The remuneration of its chief officers,
- (b) The remuneration of its lowest-paid employees, and
- (c) The relationship between-
  - (i) The remuneration of its chief officers, and
  - (ii) The remuneration of its employees who are not chief officers.

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The provisions within the Localism Act 2011 bring together the strands of increasing accountability, transparency and fairness in the setting of local pay.

### **3. OPERATIONAL ISSUES**

- 3.1 The Pay Policy Statement is in place to ensure that employees receive the appropriate remuneration during the financial year.

### **4. FINANCIAL IMPLICATIONS**

- 4.1 All financial implications will be addressed as part of the budget setting process and posts are fully budgeted for.

### **5. LEGAL IMPLICATIONS**

- 5.1 The Localism Act 2011 requires English local authorities to produce a Pay Policy Statement. The Act requires the statement to be approved by Full Council and to be adopted by 31<sup>st</sup> March each year for the subsequent financial year.

### **6. OTHER - IMPLICATIONS**

#### **6.1 Local Government Reorganisation**

There are no specific implications for local government reorganisation.

#### **6.2 Climate Change Implications**

There are no specific climate change implications.

#### **6.3 Equalities and Diversity Implications**

There are no implications in relation to this report.

### **7. RISK MANAGEMENT**

- 7.1 There is a risk that if Members do not approve the Pay Policy Statement, then the Council will not be compliant with legal requirements.

### **8. APPENDICES and BACKGROUND PAPERS**

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Appendix A – Pay Policy 2026/27