



Full Council	Thursday, 20 February 2025	Matter for Information and Decision
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Report Title:

Pay Policy Statement (2025/2026)

Report Author(s):

Anne Court (Chief Executive / Head of Paid Service)

Purpose of Report:	The Localism Act 2011 ("the 2011 Act") requires every local authority to produce and publish a Pay Policy Statement ("the Statement") for each financial year from 2012/13. This report sets out the Council's proposed Pay Policy Statement for the coming financial year 2025/2026.
Report Summary:	<p>Section 38 of the 2011 Act requires local authorities in England and Wales to produce and publish a Pay Policy Statement for each financial year, which must be approved by Full Council.</p> <p>This statement sets out the Council's policies in relation to:</p> <ul style="list-style-type: none"> (a) The remuneration of its Chief Officers; (b) The remuneration of its lowest-paid employees; and (c) The relationship between the remuneration of its Chief Officers and the remuneration of its employees who are not Chief Officers. <p>For the purposes of this statement, remuneration includes basic salary, bonuses and allowances or entitlements related to employment.</p>
Recommendation(s):	<p>A. That the contents of the report and appendices be noted; B. That Council approves the Pay Policy Statement for 2025/2026 (as set out at Appendix 1); and C. That Council approves the continued commitment to paying the Real Living Wage for 2025/2026.</p>
Senior Leadership, Head of Service, Manager, Officer and Other Contact(s):	<p>Anne Court (Chief Executive / Head of Paid Service) (0116) 257 2602 anne.court1@oadby-wigston.gov.uk</p> <p>Trish Hatton (Head of Customer Services & Transformation) (0116) 257 2700 trish.hatton@oadby-wigston.gov.uk</p> <p>Sarah Driscoll (HR Manager) (0116) 257 2790 Sarah.driscoll@oadby-wigston.gov.uk</p>
Strategic Objectives:	Our Council (SO1)
Vision and Values:	"Our Borough - The Place To Be" (Vision)
Report Implications:-	

Legal:	There are no implications arising from this report.
Financial:	The implications are set out in Paragraph 2 of this report.
Corporate Risk Management:	Decreasing Financial Resources / Increasing Financial Pressures (CR1) Reputation Damage (CR4)
Equalities and Equalities Assessment (EA):	There are no implications arising from this report. EA not applicable.
Human Rights:	There are no implications arising from this report.
Health and Safety:	There are no implications arising from this report.
Statutory Officers' Comments:-	
Head of Paid Service:	The report is satisfactory.
Chief Finance Officer:	The report is satisfactory.
Deputy Monitoring Officer:	The report is satisfactory.
Consultees:	None.
Background Papers:	<ul style="list-style-type: none"> • Equality Act 2010 • Localism Act 2011 • Accounts and Audits (England) Regulations 2011 • Openness and Accountability in Local Pay: Guidance under Section 40 of the Localism Act' Guidance
Appendices:	<ol style="list-style-type: none"> 1. Pay Policy Statement (2025/2026) 2. Senior Leadership Team (SLT) Organisation Chart

1. Background

1.1 The Council is required to publish a Pay Policy Statement for 2024/2025 by 31st March 2024. The Statement for 2025/2026 is attached at **Appendix 1**.

2. Current Applicable Pay Award

2.1 The National Joint Council (NJC) final offer on the pay award for 2024/2025 was agreed as follows:

- With effect from 1 April 2024, an increase of £1290 was awarded to all NJC graded employees (SCP 1 to SCP 43)
- With effect from 1 April 2024, an increase of 2.5% was awarded to JNC Chief Officers.

2.2 For Oadby & Wigston Borough Council this means that the locally agreed pay spines have been reviewed and amended accordingly with the same award.

2.3 The pay offer for 2025/2026 has yet to be agreed and subject to its agreement the Pay Policy statement for 2025/2026 will be updated and presented to Council for approval.

- 2.4 The Real Living Wage (RLW) which the Council is committed to paying increased in October 2024 to £12.60 per hour and has already been implemented.
- 2.5 The Local Government Transparency Code 2015 requires publications of posts with salaries over £50,000. The Accounts and Audits (England) Regulations 2011 require posts with salaries over £50,000 to be published in the annual accounts.
- 2.8 If approved by Council, the Statement will take immediate effect, superseding the 2024/2025 Statement, and will be published on the Council's website.
- 2.6 The Senior Leadership Organisation Chart **Appendix 2** is included for noting.