



**Full Council**

**Thursday, 19  
February 2026**

**Matter for  
Information and  
Decision**

**Report Title:**

**Pay Policy Statement (2026/2027)**

**Report Author(s):**

**Anne Court (Chief Executive / Head of Paid Service)**

<b>Purpose of Report:</b>	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.
<b>Report Summary:</b>	<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"> <li>a) The remuneration of its Chief Officers;</li> <li>b) The remuneration of its lowest-paid employees; and</li> <li>c) The relationship between the remuneration of its Chief Officers and the remuneration of its employees who are not Chief Officers.</li> </ul> <p>For the purposes of this statement, remuneration includes basic salary, bonuses and allowances or entitlements related to employment.</p>
<b>Recommendation(s):</b>	<p><b>A. That Council approves the Pay Policy Statement for 2026/2027 (as set out at Appendix 1); and</b></p> <p><b>B. That Council approves the cessation of paying the Real Living Wage for the reasons set out at Paragraph 2.5 and revert back to paying the National Living Wage for 2026/2027.</b></p>
<b>Senior Leadership, Head of Service, Manager, Officer and Other Contact(s):</b>	<p>Anne Court (Chief Executive / Head of Paid Service) (0116) 257 2602 <a href="mailto:anne.court1@oadby-wigston.gov.uk">anne.court1@oadby-wigston.gov.uk</a></p> <p>Trish Hatton (Head of Customer Services &amp; Transformation) (0116) 257 2700 <a href="mailto:trish.hatton@oadby-wigston.gov.uk">trish.hatton@oadby-wigston.gov.uk</a></p> <p>Sarah Driscoll (HR Manager) (0116) 257 2790 <a href="mailto:sarah.driscoll@oadby-wigston.gov.uk">sarah.driscoll@oadby-wigston.gov.uk</a></p>
<b>Strategic Objectives:</b>	Our Council (SO1)
<b>Vision and Values:</b>	"Our Borough - The Place To Be" (Vision)
<b>Report Implications:-</b>	

Legal:	There are no implications arising from this report.
Financial:	The implications are as set out at 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.
<b>Statutory Officers' Comments:-</b>	
Head of Paid Service:	The report is satisfactory.
Chief Finance Officer:	The report is satisfactory.
Monitoring Officer:	The report is satisfactory.
<b>Consultees:</b>	None.
<b>Background Papers:</b>	<ul style="list-style-type: none"> <li>• <a href="#">Equality Act 2010</a></li> <li>• <a href="#">Localism Act 2011</a></li> <li>• <a href="#">Accounts and Audits (England) Regulations 2011</a></li> <li>• <a href="#">Openness and Accountability in Local Pay: Guidance under Section 40 of the Localism Act' Guidance</a></li> </ul>
<b>Appendices:</b>	<ol style="list-style-type: none"> <li>1. Pay Policy Statement (2026/2027)</li> <li>2. Pay Grades (2025/2026)</li> <li>3. Senior Leadership Team (SLT) Organisation Chart</li> </ol>

## 1. Background

- 1.2 The Council is required to publish a Pay Policy Statement for 2026/2027 by 31 March 2026. The Statement for 2026/2027 is attached at **Appendix 1**.

## 2. Current Applicable Pay Award

- 2.1 The National Joint Council (NJC) final offer on the pay award for 2025/2026 was agreed as follows:
- With effect from 1 April 2025, an increase of 3.2% was awarded to all NJC graded employees (SCP 1 to SCP 43)
  - With effect from 1 April 2025, an increase of 3.2% 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 2026/2027 has yet to be agreed and subject to its agreement the Pay Policy statement for 2026/2027 will be updated and presented to Council for approval.

- 2.4 Oadby & Wigston Borough Council implemented the Real Living Wage in 2013. The Real Living Wage increases have been much higher than our nationally agreed pay increases for a number of years, which has meant that the gaps between the lower pay points is much smaller than between the higher pay points and further increases at this level would mean that we would need to remove further pay points. In addition, there are some equal pay risks of paying broadly similar salaries when the roles have differing levels of responsibilities.
- 2.5 It is recommended to move away from paying the Real Living Wage and move back to the National Living Wage from 1 April 2026. The employees in these lower bands have had significantly higher pay increases than those in the higher bands for the last 12 years and therefore are in much better financial position than previously and should not be significantly disadvantaged.
- 2.6 A number of other Councils have also taken the decision to move away from the Real Living Wage in recent years for similar reasons.
- 2.7 The Council's Pay Grades are attached for information at **Appendix 2**.
- 2.8 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 2025/2026 Statement, and will be published on the Council's website.
- 2.6 The Senior Leadership Organisation Chart is attached at **Appendix 3**.