

**MIDDLESBROUGH COUNCIL**

<b>Report of:</b>	Director of Legal and Governance Services
<b>Relevant Executive Member:</b>	The Mayor
<b>Submitted to:</b>	Council
<b>Date:</b>	26 March 2025
<b>Title:</b>	Pay Policy Statement 2025/2026
<b>Report for:</b>	Decision
<b>Status:</b>	Public
<b>Council Plan priority:</b>	Delivering Best Value
<b>Key decision:</b>	Not applicable
<b>Why:</b>	Not applicable
<b>Subject to call in?:</b>	Not applicable
<b>Why:</b>	Not applicable

### **Executive summary**

The Pay Policy Statement sets out the Council's policies on remuneration of its staff in accordance with Section 38 of the Localism Act 2011.

This includes various employee policies relevant to the remuneration of Chief Officers in operation within the Council. The actual content of those policies included within the statement will continue to be determined by current mechanisms.

The Pay Policy Statement must be approved by full Council before publication on the Council's website and must be published before 31<sup>st</sup> March each year.

**1. Purpose**

1.1 To seek approval of the Pay Policy Statement 2025/2026 (Appendix 1).

**2. Recommendations**

2.1 That the Council

- Approve the Pay Policy Statement as set out in Appendix 1.

**3. Rationale for the recommended decision(s)**

3.1 It is a statutory requirement of the Localism Act 2011, that the Council produces an annual Pay Policy Statement.

3.2 The Policy must be approved by full Council.

**4. Background and relevant information**

4.1 The Pay Policy Statement sets out details on the Council’s policies including:

- Level of remuneration of Chief Officers
- Level of remuneration paid upon recruitment
- Payment of increments and increases in salary
- Enhanced / additional pension contributions
- Payment of bonuses, performance related pay and severance pay
- Awarding additional fees
- The creation of new posts with a salary package over £100,000 per annum
- Employment of individuals already in receipt of a local government pension
- Employment of ex-employees
- The Council’s approach to the pay of its lowest paid employees
- The pay multiple calculation

**5. Other potential alternative(s) and why these have not been recommended**

5.1 To not approve the Pay Policy Statement. This is not recommended because it would result in failure to comply with the Localism Act 2011.

**6. Impact(s) of the recommended decision(s)**

Topic	Impact
Financial (including procurement and Social Value)	There are no direct financial implications arising from this report. It sets out financial detail but this is determined by the Council’s range of HR policies that are in place.
Legal	As set out above – it is a requirement of the Localism Act 2011 have and publish a Pay Policy Statement.
Risk	The policy positively impacts on the following risks within the Council’s Strategic Risk Register:

	- Corporate Governance is not fit for purpose
Human Rights, Public Sector Equality Duty and Community Cohesion	The statement sets out how the Council remunerates its employees and provides assurance that it is employing fair and transparent employment practices. All information is based on existing HR policies and procedures.
Climate Change / Environmental	There are no direct implications arising as a result of this report.
Children and Young People Cared for by the Authority and Care Leavers	There are no direct implications arising as a result of this report.
Data Protection	There are no direct implications arising as a result of this report.

**Actions to be taken to implement the recommended decision(s)**

Action	Responsible Officer	Deadline
To publish the Pay Policy Statement on the Council's website.	Nicola Finnegan	30 <sup>th</sup> April 2025.

**Appendices**

1	Pay Policy Statement 2025/2026
---	--------------------------------

**Background papers**

Body	Report title	Date
Council	Pay Policy Statement 2024/2025	March 2024

**Contact:** [Nicola\\_finnegan@middlesbrough.gov.uk](mailto:Nicola_finnegan@middlesbrough.gov.uk)