



**REPORT of  
DIRECTOR OF STRATEGY AND IMPROVEMENT**

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**to  
STRATEGY AND RESOURCES COMMITTEE  
11 JUNE 2026**

**PAY POLICY STATEMENT 2026 / 27**

**1. PURPOSE OF THE REPORT**

- 1.1 To meet the statutory requirement to annually seek the Council's approval of a Pay Policy Statement.

**2. RECOMMENDATIONS**

- (i) That the Committee notes:
- a) the inclusion confirming that payments relating to election duties fall outside the Council's standard pay policy arrangements, reflecting their statutory and distinct nature;
  - b) the removal of Pay Bands A and B, as required under the National Joint Council (NJC) Pay Award 2025/26, and the consequential transition of affected employees to Grade C with effect from 01 April 2026/27;
  - c) that Market Supplements will increase in line with nationally agreed pay awards, ensuring consistency and transparency in pay management arrangements;

To the Council:

- (ii) That the 2026 / 27 Pay Policy Statement attached at **APPENDIX 1** be approved.

**3. SUMMARY OF KEY ISSUES**

- 3.1 The Localism Act 2011 requires that Councils publish a Pay Policy Statement describing the approach of the authority to pay matters and the remuneration of the highest ("Chief Officers") and lowest paid staff. The Pay Policy Statement was originally put in place on 1 April 2012. This is required to be approved annually by the elected Members of the Council.
- 3.2 The Pay Policy Statement has been reviewed and is attached at **APPENDIX 1**. It reflects the current arrangements for pay at Maldon District Council (MDC).
- 3.3 A clarification has been included to confirm that payments relating to the administration of elections fall outside the Council's standard pay policy arrangements. This reflects the statutory and operationally distinct nature of election

duties, which are governed by separate legislation and guidance. The addition is for transparency and does not introduce any change in practice.

- 3.4 Pay Bands A and B have been removed from Maldon pay scales in line with the National Joint Council (NJC) Pay Award 2025/26. This is not a local policy decision but a required implementation of the national pay award and is therefore presented for Members to note.
- 3.5 As a consequence of the removal of Pay Bands A and B, approximately five employees currently aligned to these Bands will transition to Grade C. Due to the Council's commitment to pay The Real Living Wage supplement to those on lower bands, these staff are already in receipt of higher pay than bands A and B. Whilst this change may result in some hourly rates at the upper points of Grade C (C11–C12) where normal increments are applied, exceeding the Council's The Real Living Wage supplement, the overall financial impact on the pay bill is expected to be minimal.
- 3.6 Market Supplements have been updated to reflect that they increase in line with nationally agreed pay awards. This aligns with Senior Leadership Team discussions regarding the consistency and sustainability of pay related allowances.
- 3.7 The Council's pay ratio has modestly increased from 1:3:9 to 1:4:4. This is primarily driven by the implementation of Transforming Together Phase 2, which introduced changes to the senior management structure and associated responsibilities rather than a fundamental change in pay policy. The ratio remains broadly consistent with previous years and within normal local government expectations.
- 3.8 At the time of writing, the NJC annual pay award has not been agreed nationally and therefore not applied to the pay scales shown at **APPENDIX 1**. At the point this is agreed, the Pay Policy Statement will be updated, and staff will be provided backpay to 01 April 2026 as necessary.

## **4. CONCLUSION**

- 4.1 To meet the requirements of the Localism Act 2011 the Committee is requested to recommend to the Council the re-adoption of the Pay Policy Statement attached at **APPENDIX 1**.

## **5. IMPACT ON PRIORITIES AS SET OUT IN THE CORPORATE PLAN 2025 - 2028**

### **5.1 Delivering good quality services**

- 5.1.1 The publication of a Pay Policy Statement supports the Council's commitment to transparency, good governance, and the delivery of efficient and effective services.

## **6. IMPLICATIONS**

- (i) **Impact on Customers** – None directly arising from this report.
- (ii) **Impact on Equalities** – The Pay Policy Statement supports transparency in pay arrangements, including the relationship between the highest and lowest paid employees.

- (iii) **Impact on Risk (including Fraud implications)** – Compliance with statutory requirements mitigates the risk of legal or reputational challenge.
- (iv) **Impact on Resources (financial)** – The removal of Pay Bands A and B and the transition to Grade C will have a minimal impact on the overall pay bill. Any future increase in Market Supplements will be managed within existing budget frameworks and subject to usual approval processes.
- (v) **Impact on Resources (human)** – The changes reflect national pay agreements and existing operational practices, with limited impact on staff.

Background Papers:

**APPENDIX 1** Pay Policy Statement 2026 / 27

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