

Pay Policy Statement 2026/27



MALDON
DISTRICT COUNCIL

Document Control Sheet

Document title	Pay Policy Statement
Summary of purpose	Compliance with Localism Act
Prepared by	Resources Specialist Services Manager
Status	Final
Version number	14
Approved by	Strategy and Resources (S&R) Committee 13.04.25 & Council 03.04.25 Amended by delegated authority 13.10.25 S&R Committee & Council 2026.
Approval date	03 April 2025 (Council) Reviewed May 2024 in line with restructure at Tier 1. Approved Council 29 May 2024. Updated Feb 25 to align pay award 24/25, Salary Sacrifice added, structural updates, inclusion of how pay is calculated, pay ratio, market supplements, overtime and irregular hours in line with WTD (01.01.24 Amendment), removal of SCP P from NJC Payline. Reviewed August 2025 amended the new Payline in line with NJC and JNC pay award. Reviewed October 2025 in line with Transforming Together Phase 1 Senior Leadership Team changes. Reviewed April 2026
Date of implementation	3 April 2026
Review frequency	Annual (or as necessary before then)
Next review date	To apply agreed NJC and JNC pay awards during 26/27 And 01 April 2027 (annually)
Circulation	All staff & Members
Published on the Council's website	Yes

Validity Statement

This document is due for review by the date shown above, after which it may become invalid.

Pay Policy Statement

Introduction

This Statement has been written to meet the statutory requirements of the Localism Act 2011 (the Act), Chapter 8 (Pay Accountability) Section 18 (1) and to aid transparency in respect of Maldon District Council's policy regarding pay to all staff.

The Council seeks to be able to recruit and retain employees in a way which is competitive and fair.

1. General policy

- 1.1 For the purpose of this policy a chief officer and non-statutory chief officer under section 2 of the Local Government and Housing Act, 1989 includes the Chief Executive as Head of Paid Service and Directors on the Council's Senior Leadership Team.
- 1.2 The Chief Executive is responsible for the overall management of the Council and its resources. They have delegated authority to determine pay for all employees of the Council.
- 1.3 The appointment and dismissal of the Chief Executive and Statutory Officers, and appointment of Directors are determined under the Officer Employment and Disciplinary Procedure Rules. The Chief Executive leads on the development and the implementation of the Council's strategies and sets the framework for community engagement.
- 1.4 The Council's pay policy statement is underpinned by the principle of equal pay and recognises equal pay between both female and male officers as a legal right under employment law and ensures fair and non-discriminatory remuneration package across the authority.

2. Determination of Job Grades

- 2.1 Maldon District Council has adopted the "Hay Job Evaluation Scheme" which systematically establishes the relative values of different jobs. The Scheme has been used to determine the grades of all existing posts and for new posts as they arise. It is the only mechanism within the Council for determining the grading of posts. Responsibility for administering and coordinating the Job Evaluation Scheme rests with Human Resources (HR).
- 2.2 A job can only be considered for re-evaluation where there has been a significant change to the responsibilities and accountabilities of the post and where the post holder and the Manager agree a need for a review. The Manager will need to advise where the changes have come from as another post may be affected resulting in a decrease in the applicable grade of that post. If this results in an increase in grade, this will become effective from the date of the job evaluation panel was held. If this results in a decrease, pay protection will apply.

- 2.3 All roles in the Council are job evaluated and place all roles within a single unified pay scale approved by the Council. Any appointment outside of this Policy, for reason of market forces for instance where there are recruitment challenges, would be agreed by Strategy and Resources Committee.
- 2.4 The Job Evaluation process was designed to achieve compliance with Equal Pay legislation and to standardise the contractual terms and conditions of staff. Remuneration of all Council employees is governed by agreed policy and procedures.
- 2.5 The Council's pay policy statement and its principles are applied consistently to all employees. For part-time employees, salary entitlement and the Council's conditions of service are applied pro-rata to comparable full-time employees.
- 2.6 Temporary employees' salary entitlement and the Council's conditions of service will be applied on the basis of an equivalent to that of permanent employees.

3. Policy on Payments

3.1 Chief Officers

3.1.1 The Local Government and Housing Act, 1989 defines Chief Officers as the following statutory roles (the post titles in brackets identify the relevant posts within the council's senior management structure):

- The Head of Paid Service (Chief Executive)
- Chief Financial Officer Section 151 (Director of Finance S151)
- The Monitoring Officer (Director of Legal and Governance)

3.1.2 The Council defines other posts Chief Officers in non-statutory roles:

- Director of Neighbourhood Services and Communities
- Director of Place, Planning and Growth
- Director of Strategy and Improvement

3.2 Pay and its calculation

3.2.1 The Council's pay scales range from C9-P64. Each grade within the spinal column point consists of four spinal points.

3.2.2 To calculate hours pay, the employees' annual salary is divided by 365 (days), multiplied by 7 (days), divided by the number of hours worked.

3.2.3 For employees working less than 37 hours or those on average pay, the actual hours worked are divided by 37 (hours) then multiplied by the annual salary which gives the pro rata rate.

- 3.2.4 The pay line for Directors is subject to the same factors as the rest of staff pay, for example any annual pay award granted and aligns to the National Joint Council (NJC).
- 3.2.5 Any exception to this, such as a proposal to change the pay of senior staff out of line with normal pay awards would be subject to a report to the Council and approval being given.
- 3.2.6 The Chief Executive and Directors have delegated powers to award discretionary points on an officer's salary scale within approved budgetary limits where they deem it to be in the interests of the Authority. This only applies to points up to the maximum of the salary band for that post.
- 3.2.7 New entrants will normally be placed at the bottom of the scale unless in exceptional circumstances it can be demonstrated that they have had experience in the same role with the same level of responsibility in another organisation with the capability to work and function at a high level from the outset. Other considerations to merit an appointment at a higher scale point are when a case is made to establish demonstrable previous skills and experience against proven organisational need. These will need to be agreed by HR in consultation with the appropriate manager above Head of Service. In the case of a Chief Executive appointment this will be confirmed by recommendation to the Council through the Appointments Board. The Section 151 and Monitoring Officer will be confirmed by the Appointments Board however pay will be determined by the Chief Executive.
- 3.3 Performance related pay and bonuses
 - 3.3.1 Maldon District Council does not have performance related pay or bonus payments for any post. As there is no mechanism for linking pay and performance in this way 'earn back' arrangements are not appropriate.
- 3.4 Progression through the Pay Spine
 - 3.4.1 New staff receive an increment after successful completion of their six-month probationary period. Internal movers may receive an increment at the six months anniversary under our performance management scheme. Those appointed at the top of the scale point in their grade will not achieve any movement.
 - 3.4.2 Those at Director level will have their performance reviewed annually by the Chief Executive.
 - 3.4.4 The Leader and the Deputy Leader of the Council will be responsible for reviewing the Chief Executive's performance.
 - 3.4.5 Incremental increases are not paid if the individual is already at the top of their pay band, or, if they have received an incremental rise within the previous six months.

3.5 Fees, allowances, benefits in kind and expenses

- 3.5.1 The Chief Executive is also the Returning Officer for the District, meaning that the post holder has specific responsibilities in respect of all elections and national referenda held in the District. These duties attract fees that are variable depending on the election. For Parliamentary, Police, Fire and Crime Commissioner, European elections and national referenda these are set by the Government, for County elections by Essex County Council and for District and Parish elections these are set locally. The Chief Executive may delegate the Returning Officer duties to the Director of Legal and Governance and in doing so, delegates the allowance also.
- 3.5.2 Apart from these fees, allowances, benefits in kind or expenses are available to all staff and on the same basis. During the course of elections, support from employees may be requested, in such cases, the fee payable will be agreed by the Head of Elections in consultation with the Returning Officer, outside of usual pay policies.
- 3.5.3 Staff appointed as Deputy Returning Officer's by the Returning Officer can receive a proportion of the above fees dependent upon the responsibilities undertaken at each separate election, as determined by the Chief Executive as Head of Paid Service.

3.6 Pension

- 3.6.1 All staff are eligible to join the Local Government Pension Scheme (LGPS) in accordance with the terms of that scheme. No special considerations apply to the posts listed in 2.1.
- 3.6.2 The employee contribution rates for members of the LGPS are reviewed on 01 April each year. The rates as effective from 01 April 2026 are as set out below:

Below are the newly released contribution bands which will be effective from 1 April 2026. These are calculated by increasing the 2025/26 employee contribution bands by the September CPI figure of 3.8% and then rounding down to the nearest £100.

Band	Actual pensionable pay for an employment	Main section contribution rate for that employment	50/50 section contribution rate for that employment
1	up to £18,400	5.50%	2.75%
2	£18,401 to £29,000	5.80%	2.90%
3	£29,001 to £47,300	6.50%	3.25%
4	£47,301 to £59,800	6.80%	3.40%
5	£59,801 to £84,000	8.50%	4.25%
6	£84,001 to £119,100	9.90%	4.95%
7	£119,101 to £140,400	10.50%	5.25%
8	£140,401 to £210,700	11.40%	5.70%
9	£ 210,701 or more	12.50%	6.25%

- 3.6.3 Every three years an independent actuary calculates how much the Council should contribute to the Scheme. Employer contributions are 21.3% of pensionable gross earnings for 2026/27, 20.0% for 2027/28 and 18.8% for 2028/29.

3.7 Severance payments

- 3.7.1 Where senior staff leave in the normal course of business (resignation, retirement, etc.) the same procedures would be applied as for any other staff member, and no additional payments would arise as a result.
- 3.7.2 Should a staff member leave as a result of a settlement agreement these, by their nature, are subject to negotiation with the individual and their representatives and so are variable in their terms. Such agreements are formal legal arrangements and confidentiality binding on both parties is a key component, so any payment arising from such an agreement would not be published. Authorisation of the payment would be in accordance with the Statutory Guidance on the Making and Disclosure of Special Severance Payments, the Council's Terms of Reference and Scheme of Delegation and it would need to represent value for money for the taxpayer in the circumstances.
- 3.7.3 Senior staff that were previously employed by the Authority and left with a severance or redundancy payment may be re-employed on a consultancy basis to cover short term staff pressures where it is considered appropriate and in the public interest to do so.
- 3.7.4 For the purposes of continuous service, employees with multiple roles may have different continuous service dates which reflect the start date within the role. The role being made redundant will be calculated on the correct continuous service date.

3.8 Additional Payments

- 3.8.1 When recruiting to a senior post the salary offered would be that applicable to the grade of the post, as determined by Job Evaluation, and within the established pay line. No additional payments would arise, unless a market supplement to enable recruitment was considered justified due to a recognised technical skill shortage in the job market. See also Market and Retention Supplements.
- 3.8.2 Employees with multiple jobs within the Council, as per HM Revenues and Customs (HMRC) guidelines, have their National Insurance (NI) liability amalgamated to reflect the correct deduction.

3.9 Statutory roles

- 3.9.1 The Monitoring Officer, Section 151 Officer and Head of Paid Service are not subject to any additional payment. The statutory nature of the roles are

considered as part of the substantive role; these are aligned to when being considered under the Hay Job Evaluation Scheme.

3.10 Publication of remuneration of senior staff

3.10.1 This Pay Policy Statement, once approved by the Council, will be published on the Council's website.

3.10.2 The remuneration and pension contributions of senior staff whose remuneration and pension contributions are £50,000 and over are published annually in the Financial Statements of the Authority. These are placed on the Council's website.

4. Lowest paid staff and The Real Living Wage

4.1 Definition

4.1.1 Maldon District Council is committed to paying The Real Living Wage which is a voluntary rate of pay to apply. When The Real Living Wage increase is announced each year, it is requested that the increase is applied within 6 months. Therefore, it is commonplace to apply any inflated rate to employees pay the first date of the following month. Staff in Pay Bands up to the hourly rate of pay of The Real Living Wage are paid a supplement to bring their hourly rate of pay up to that of The Real Living Wage rate. The increased rate of £13.45 per hour was paid to employees from 01 November 2025.

4.2 Pay Policy in respect of lowest paid staff

4.2.1 All staff up to Chief Executive are subject to identical terms and conditions, procedures and policies as all other staff. In some cases, these policies give slightly different benefits to different levels of staff. For example, the lowest pay bands to the top of E benefit from enhanced pay rates for overtime. No enhancement above grade E is paid. In contrast the basic amount of annual leave increases with grade bands.

4.2.2 The Council employs Apprentices, but these are not included within the definition of 'lowest paid employees' and are not subject to The Real Living Wage rate as they are paid the legal pay rate for Apprentices.

4.2.3 In line with the LGPS Pay Award 25-26, the lower pay bands A-B have been removed from the Council's pay scales for 26-27. All staff on bands A-B will automatically be placed at band C. The Real Living Wage applies up to the hourly rate of pay that aligns.

5. Pay Ratio's

5.1 The Pay Multiple is the ratio between the highest taxable earnings and the median earnings figure for the whole authority in accordance with the Transparency Code 2014.

- 5.2 Publishing the ratio of pay of an organisation's top earner to that of its median earner has been recommended to support the principles of Fair Pay (Will Hutton 2011). Maldon District Council, as at the end of Quarter 4 (March 2026), has a pay ratio of 1:4.4 between the Chief Executive's salary and the median earnings of all employees. This represents the relationship between the highest and median levels of pay across the organisation. The Council's pay ratio remains proportionate for an organisation of this size.

6. Pay Award / Negotiation

- 6.1 The NJC for local government services ('Green Book') negotiates pay on behalf for Local Authority staff. Maldon District Council is committed to paying its employees the nationally agreed pay award each year. The award for 2025/26 was aligned to the Council's own pay scale as below;
- Spinal Column Point (SCP) A1 - N56: Increase of 3.2%, pro rata (NJC)
 - SCP O57 - P64: Increase of 3.2%, pro rata Joint Negotiating Committee (JNC)
- 6.2 Apprentice pay rates fall in line with the Apprenticeship rate of pay as set by the government.
- 6.3 Pay for the Chief Executive is paid at SCP P which is subject to pay awards as negotiated by the JNC for Chief Officers of Local Authorities. The pay negotiations for 2025-26 awarded 3.2% uplift. The pay award for 26/27 is still in negotiation nationally, this Policy will be updated when it is agreed.
- 6.4 Employees who have left the Council's employment prior to their pay award being implemented may submit a written request for payment of monies owing to them. Any monies due to that employee from 01 April to the last date of their employment will be paid.
- 6.5 Any agreed increase is published as soon as the agreed increase is known. This will usually be backdated to 01 April where this is agreed part way through a year OR as determined by the NJC / JNC negotiations. Payment to staff is managed as soon as is reasonably practical but usually uplifted the following month and any back payment made the next.
- 6.6 The Council does not employ any staff under the JNC for local authority Craftworkers ('Red Book').

7 Other pay

7.1 Market and Retention Supplements

- 7.1.1 There may be occasions when the evaluated salary for a post fails to attract any suitable candidates and consideration is given to increasing the salary by way of a market supplement. They may also be payable to maintain a skilled and experienced workforce. Managers will need to have tried to recruit at the

evaluated level and provide HR with salary details of similar jobs within the market.

- 7.1.2 Supplements will be benchmarked against the salaries for similar jobs annually to ensure they are still required. This will be undertaken by the line manager in conjunction with HR. Should this research result in the market supplement no longer being required, there will be a three month pay protection before withdrawal of the supplement. Directors will then approve these at Senior Management Team level.
- 7.1.3 Pay for Supplements will be capped at a maximum of 15% of the pro rata salary. These are also subject to pay award increases and are reviewed on an annual basis.
- 7.1.4 Market and Retention supplements are time-limited and subject to annual review. They are identified separately from basic salary in all documentation and records, including pay slips. Market supplement payments will be subject to the following criteria;
- Subject to tax and national insurance contributions
 - Paid pro-rata to part time employees
 - Included in statutory calculations for the purposes of sick pay, redundancy pay, annual leave, maternity, adoption, paternity, parental bereavement leave, neonatal care leave, shared parental leave
 - Included in overtime
 - Increased in line with pay awards
- 7.2 Honorarium payments
- 7.2.1 This may be awarded in recognition of an employee taking on a special project or role for a limited time. This is capped at £500.
- 7.3 Additional Responsibility Allowances (ARA) payments
- 7.3.1 This may be awarded where an employee is covering part of the duties of a post at a higher level due to absence of a more senior member of staff (e.g. sickness or secondment) – for 4 weeks' or more. Payment is capped at a maximum of two spinal column points above the employees' substantive rate of pay.
- 7.4 First aid allowance
- 7.4.1 Employees that are designated first aiders will be paid a flat fee of £6 per month. Employees that are required for the purposes of their job to be first aid qualified will not receive the first aid allowance.

7.5 Events

- 7.5.1 From time to time, the Council may seek support on a corporate basis for employees to put themselves forward to work on a special event outside of their normal contract of employment. Employees will be paid the event rate. Events worked on will be within the district and/or that which the Council supports. A flat fee of £17.50 per hour will be payable regardless of the day and/or time of the week.

7.6 ICT Out of hours Payments

- 7.6.1 Disturbance payments of £166.67 per month are payable to identified individuals as a fee for working unsocial hours as and when required to meet with business needs.

7.7 Duty Rota Out of Hours (OOH) - Housing

- 7.7.1 For employees required to be on call for out of hours, specifically relating to homelessness response, payments will be made at the set fee of Monday to Friday £12.00 per hour, Saturday, Sunday and Bank holidays £20.00 per hour. Additional payments made per call at the employees SCP.

7.8 Overtime

- 7.8.1 The Working Time Regulations (WTD) amendment 01 January 2024, introduced 'rolled up holiday pay' for workers with irregular hours and part year workers. Where overtime is payable to employees, payment for overtime worked continuously over a 3-month period will receive an automatic uplift of 12.07% to their pay to ensure additional holiday accrual is accounted for and separately identified on the payslip.

7.9 Irregular hour workers

- 7.9.1 The Council tries to minimise the number of persons engaged on a zero hours 'irregular worker' contract. However, where they are engaged, under the WTD, annual leave is accrued based on the number of hours they work. The Council manages this obligation by increasing the rate of pay by 12.07% and is itemised separately on the payslip.

7.10 Other pay

- 7.10.1 Information on the Council's policies on Occupational sick pay and maternity, shared parental leave, paternity and adoption, parental bereavement leave, shared parental and neonatal care leave can be obtained from the Council's HR Team.

8 Other benefits

- 8.1 All employees have access to Occupational Health provision and a fully funded Employee Assistance Programme (EAP) which provides access to

Counselling services and 24/7 confidential support for the staff member and their immediate families. This also provides for a wider benefits platform area that offers discounts on a huge variety of shopping platforms.

- 8.2 Free on-site car parking is available to staff, subject to availability, as well as a flexible working approach, flexi-time scheme and learning and development opportunities.
- 8.3 Staff are provided with login details to access Kaarp benefits, a free local government benefit site that provides lifestyle voluntary benefits service thought discounts on personal purchases.
- 8.4 A discount is offered to staff for local gym membership.
- 8.5 The Council offers a salary sacrifice scheme to employees through both a car scheme and cycle-to-work. Both initiatives provide staff by making agreed deductions from salary before tax, NI and pension (if applicable) deductions are made.
- 8.6 The LGPS has a provision within its regulations to allow an employer to contribute to an employee's Additional Voluntary Contribution (AVC) arrangement. This is known as a "Shared cost" AVC which would be administered through a salary Sacrifice.
- 8.7 Any deduction through a Salary Sacrifice Scheme at the Council will not affect any redundancy calculation by any detrimental effect. Should an individual lose their post through a reorganisation resulting in redundancy, it is proposed that 3 months' notice will be given as part of the Consultation process, to ensure they can withdrawal from the salary sacrifice scheme so as it does not have a detrimental impact on any severance payment.
- 8.8 The Essex Pension Fund has confirmed that the salary sacrifice shared cost AVC does not have any impact on provisions for ill-health retirement or death in service.

9 Reimbursement of expenditure

- 9.1 All employees are required to make the best use of council resources and are obliged to consider the most cost-effective option when incurring any expenditure in the course of their duties.
- 9.2 Subsistence allowances are payable when employees incur additional expenditure on meals because they have been unable to follow their normal meal arrangements whilst out on business.
- 9.3 Examples of where an employee may need to incur expenditure on meals are as follows:
 - Attendance at training courses or seminars where meals or refreshments aren't provided

- Site visits
- Meetings at other organisations
- Travelling to locations as part of official duties

9.4 Subsistence amounts are stated in the Council's Mileage and Expenses Policy.

10 Pensions

- 10.1 The Council's pension scheme is administered by Essex County Council. General details of the LGPS are available from HR. Both the employee joining the scheme, and the Council contributes to the scheme.
- 10.2 The rules under which auto-enrolment operates will continue to apply to all Council employees. Eligible staff will be automatically enrolled unless they choose to opt out. This exercise will be repeated every three years on the anniversary of each eligible employee's enrolment.

11 Conclusion

- 11.1 The Localism Act 2011 requires relevant authorities in England and Wales to prepare a Pay Policy Statement for each subsequent financial year. This paper sets out the Council's policy statement on pay for employees. The next statement will be reported to the Council for its approval next year.
- 11.2. Should there be a need to amend the existing Pay Policy Statement during the course of the year that is outside of delegate authority, an appropriate recommendation will be made to the Council.

Salary Bands 2025-26

Pay Scales Subject to NJC 01st April 2025							
Grade		SCP	01 April 2025 Pay	Monthly	Hourly	Time & half	Double
C	C9	9	24648.24	2054.02	12.78	19.17	25.56
	C10	10	25528.65	2127.39	13.23	19.85	26.46
	C11	11	26422.27	2201.86	13.70	20.55	27.40
	C12	12	27408.33	2284.03	14.21	21.32	28.42
D	D13	13	27761.59	2313.47	14.39	21.59	28.78
	D14	14	28590.28	2382.52	14.82	22.23	29.64
	D15	15	29416.78	2451.40	15.25	22.88	30.50
	D16	16	30243.26	2520.27	15.68	23.52	31.36
E	E17	17	30599.83	2549.99	15.86	23.79	31.72
	E18	18	31227.12	2602.26	16.19	24.29	32.38
	E19	19	31859.92	2654.99	16.51	24.77	33.02
	E20	20	32489.41	2707.45	16.84	25.26	33.68
F	F21	21	33081.48	2756.79	17.15		
	F22	22	34026.84	2835.57	17.64		
	F23	23	34973.27	2914.44	18.13		
	F24	24	35916.42	2993.03	18.62		
G	G25	25	36037.47	3003.12	18.68		
	G26	26	37611.21	3134.27	19.49		
	G27	27	39188.25	3265.69	20.31		
	G28	28	40765.29	3397.11	21.13		
H	H29	29	41946.14	3495.51	21.74		
	H30	30	43719.07	3643.26	22.66		
	H31	31	45490.90	3790.91	23.58		
	H32	32	47266.03	3938.84	24.50		
I	I33	33	47855.90	3987.99	24.80		
	I34	34	49640.15	4136.68	25.73		
	I35	35	51401.76	4283.48	26.64		
	I36	36	53175.80	4431.32	27.56		
J	J37	37	53766.78	4480.56	27.87		
	J38	38	55815.16	4651.26	28.93		
	J39	39	57911.50	4825.96	30.02		
	J40	40	60009.02	5000.75	31.10		
K	K41	41	60637.09	5053.09	31.43		
	K42	42	62944.35	5245.36	32.63		
	K43	43	65251.63	5437.64	33.82		
	K44	44	67558.89	5629.91	35.02		
L	L45	45	68189.33	5682.44	35.34		
	L46	46	70075.92	5839.66	36.32		
	L47	47	71964.84	5997.07	37.30		
	L48	48	73851.43	6154.29	38.28		

Living
Wage
£13.45

APPENDIX 2

Grade		SCP	01 April 2025 Pay	Monthly	Hourly	Time & half	Double
M	M49	49	75111.12	6259.26	38.93		
	M50	50	76787.96	6399.00	39.80		
	M51	51	78465.97	6538.83	40.67		
	M52	52	80145.15	6678.76	41.54		
N	N53	53	88702.78	7391.90	45.98		
	N54	54	91094.42	7591.20	47.22		
	N55	55	93484.87	7790.41	48.46		
	N56	56	95876.51	7989.71	49.70		

Pay Scales subject to JNC chief Officers 01st April 2025

O	O57	57	98,219.76	8,184.98	50.91		
	O58	58	100,621.95	8,385.16	52.16		
	O59	59	103,085.01	8,590.42	53.43		
	O60	60	105,610.11	8,800.84	54.74		
P	P61	61	120,220.03	10,018.34	62.31		
	P62	62	128,283.32	10,690.28	66.49		
	P63	63	136,346.51	11,362.21	70.67		
	P64	64	144,409.80	12,034.15	74.85		