

CITY COUNCIL

Date of meeting:	26 January 2026
Title of report:	Pay Policy Statement 2026-27
Lead Member:	Councillor Kate Taylor (Cabinet Member for Customer Experience, Sport, Leisure, Human Resources and Organisational Development)
Lead Strategic Director:	Tracey Lee (Chief Executive)
Author:	Chris Squire (Service Director for HROD)
Contact email:	chris.squire@plymouth.gov.uk
Your reference:	
Key decision:	No
Confidentiality:	Part I - Official

Purpose of Report

Under Section 38(1) of the Localism Act 2011 the Council is required to prepare a Pay Policy Statement by 31 March each year, for the following financial year, which is approved by the City Council. The provisions of the Act do not apply to local authority schools. This includes remuneration and policies for the highest paid staff and the lowest paid employees. To address low pay, the Council introduced the principles of the Real Living Wage, by adding a discretionary, non-contractual market supplement in 2014.

Plymouth City Council continues to adopt the principles of the Real Living Wage, with the lowest paid worker (excluding apprentices) earning £25,947 per FTE (£13.45 per hour) from 1 April 2026, with the national pay award for 2026 not known. The ratio between the lowest paid and highest paid employee will be 1:7.56 from 1 April 2026 (pay award pending), and a reduction from 2012 when the ratio was 1:14.

Approved pay policy statements must be published on the Council's website as soon as reasonably practicable after being approved. The Act also requires that the Council includes its approach to the publication in its pay policy statement, and access to information relating to the remuneration of Chief Officers.

The Pay Policy Statement contains links to the published Statement of Accounts and other remuneration data on the Council's website. Once in force the statement must be complied with, although it may be amended by Full Council during the financial year.

The Pay Policy Statement, which is prescribed in terms of content, sets out the Council's policies in respect of remuneration. Delegated authority is given to the Chief Officer Appointment Panel (COAP) to adjust pay for Chief Officers (as defined in the Localism Act) should the need arise, as postholders are appointed on a spot salary which periodically can be subject to change within the grade band. Any proposal outside of agreed pay bands for Chief Executive, Strategic Directors or Service Directors will be subject to recommendation by COAP to a meeting of Full Council.

This annual Pay Policy Statement has been shared with the trade unions.

The Council's NJC pay structure has been amended to remove scp 2, as part of the 2025 pay award agreement. This updated pay structure needs approval of Full Council, and is an appendix to the Pay Policy Statement.

Recommendations and Reasons

The City Council approves the Pay Policy Statement for 2026/27 and the amended NJC Pay structure in place from 1 April 2026.

The policy sets out the Council's policies in respect of remuneration and is a statutory requirement.

Alternative options considered and rejected

None, this statement is a statutory requirement.

Relevant to the Corporate Plan and/or the Plymouth Plan

The Council's Pay Policy Statement is a statutory requirement, which supports the council's values.

Implications for the Medium Term Financial Plan and Resource Implications

There is a provision in the 26/27 draft budget for the annual pay award.

Financial Risks

Total cost of pay awards for 2026/27 is unknown as the pay negotiations have not yet commenced. The LGPS employer contribution is now set at 16% from 1 April 2026.

Legal Implications

The Localism Act 2011 mandates all English local authorities to produce and publish annually a Pay Policy Statement. This includes remuneration policies for both Chief Officers and the lowest-paid employees. The statement must be approved by a resolution of the full Council before it comes into force, and it must be reviewed and republished annually. This report ensures compliance with those requirements.

Carbon Footprint (Environmental) Implications

There are no implications.

Other Implications: eg: Health & Safety, Risk Management, Child Poverty

* When considering these proposals members have a responsibility to ensure they give due regard to the Council's duty to promote equality of opportunity, eliminate unlawful discrimination and promote good relations between people who share protected characteristics under the Equalities Act and those who do not.

None arising directly from this report.

Appendices

Ref	Title of Appendix	Exemption Paragraph Number (if applicable) If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part 1 of Schedule 12A of the Local

		Government Act 1972 by ticking the relevant box.						
		1	2	3	4	5	6	7
A	Pay Policy Statement 2024/25							
B	Equalities Impact Assessment							

Background papers

* add rows as required to box below

Please list all unpublished, background papers relevant to the decision in the table below. Background papers are unpublished works, relied on to a material extent in preparing the report, which disclose facts or matters on which the report or an important part of the work is based

Title of Appendix	Exemption Paragraph Number (if applicable)						
	If some/all of the information is confidential, you must indicate why it is not for publication by virtue of Part I of Schedule 12A of the Local Government Act 1972 by ticking the relevant box.						
	1	2	3	4	5	6	7

Sign off

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Originating Senior Leadership Team Member: Tracey Lee (Chief Executive)											
Please confirm the Strategic Director(s) has agreed the report?											
Date agreed: 22/12/125											
Cabinet Member approval: Cllr Kate Taylor Cabinet Member for Customer Experience, Sport, Leisure, Human Resources and Organisational Development:											
Data approved: 12/01/26											