

**North East Derbyshire District Council**

**Council**

**3 March 2025**

**NEDDC Annual Pay Policy Statement 2025/2026**

**Report of the Managing Director and Head of Paid Service**

Classification: This report is public

Report By: Lee Hickin

Contact Officer: Lee Hickin

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**PURPOSE / SUMMARY**

For the following policy to be brought to Council for consideration

- Annual Pay Policy Statement 2025/26

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**DECISION ROUTE AND REASON FOR DECISION BEING BROUGHT TO COUNCIL**

- The decision requested is part of the Budget and Policy Framework and thus must be made by Council.

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**RECOMMENDATIONS**

1. That Council support the Annual Pay Policy Statement 2025/26

Approved by the Portfolio Holder – Cllr Nigel Barker, Cabinet Member for Strategic Leadership & Finance

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**IMPLICATIONS**

**Finance and Risk:** Yes  No

**Details:** As covered within the report and attachment

On Behalf of the Section 151 Officer

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**Legal (including Data Protection):** Yes  No

**Details:** As covered within the report and attachment

On Behalf of the Solicitor to the Council

**Staffing:** Yes  No

**Details:** As covered within the report and attachment

On behalf of the Head of Paid Service

## DECISION INFORMATION

<b>Is the decision a Key Decision?</b> A Key Decision is an executive decision which has a significant impact on two or more District wards or which results in income or expenditure to the Council above the following thresholds:  <b>NEDDC:</b> <b>Revenue - £125,000</b> <input type="checkbox"/> <b>Capital - £310,000</b> <input type="checkbox"/> <input checked="" type="checkbox"/> <i>Please indicate which threshold applies</i>	No
<b>Is the decision subject to Call-In?</b> (Only Key Decisions are subject to Call-In)	No
<b>District Wards Significantly Affected</b>	None
<b>Equality Impact Assessment (EIA) details:</b>	
<b>Stage 1 screening undertaken</b> <ul style="list-style-type: none"><li>Completed EIA stage 1 to be appended if not required to do a stage 2</li></ul>	No, not applicable.
<b>Stage 2 full assessment undertaken</b> <ul style="list-style-type: none"><li>Completed EIA stage 2 needs to be appended to the report</li></ul>	No, not applicable
<b>Consultation:</b> <b>Leader / Deputy Leader</b> <input checked="" type="checkbox"/> <b>Cabinet</b> <input type="checkbox"/> <b>SMT</b> <input checked="" type="checkbox"/> <b>Relevant Service Manager</b> <input type="checkbox"/> <b>Members</b> <input type="checkbox"/> <b>Public</b> <input type="checkbox"/> <b>Other</b> <input type="checkbox"/>	Yes  Details:

<b>Links to Council Plan priorities, including Climate Change, Equalities, and Economics and Health implications.</b>
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All indirectly.
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## REPORT DETAILS

### 1 **Background**

- 1.1 The pay policy statement sets out the Council's policy on pay for senior managers and employees and is in accordance with the requirements of Section 38 of the Localism Act 2011 and Supplementary Guidance 2013.
- 1.2 Under the Local Government Transparency Code 2015 additional organisational information is required to be published annually on the website. This consists of third tier organisation charts, senior salaries information, including functional responsibilities, budget amounts and numbers of staff responsible for, together with details of trade union facility time.

### 2. **Details of Proposal**

- 2.1 The Pay Policy Statement is brought to Council on an annual basis.
- 2.2 Any amendments to the policy statement, other than minor updates to reflect the 2025/26 pay agreement will require the approval of Council.
- 2.3 The Annual Pay Policy Statement for 2025/26 reflects the current position based on decisions previously taken at Council.
- 2.4 The Annual Pay Policy Statement 2025/26 for consideration is attached at **Appendix One**.

### 3 **Reasons for Recommendation**

- 3.1 Agreement to the Annual Pay Policy Statement fulfils both legal and best practice guidance for employers. It also reflects decisions previously approved at Council.

### 4 **Alternative Options and Reasons for Rejection**

- 4.1 The alternative option is not to have the Annual Pay Policy Statement which has been rejected on the grounds of risk to the Council of failing to fulfil legal obligations and best practice.

## DOCUMENT INFORMATION

Appendix No	Title
1	NEDDC Annual Pay Policy Statement 2025/2026
<p><b>Background Papers</b> (These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Cabinet you must provide copies of the background papers)</p>	