

Agenda

Employment Panel

Date: **Wednesday 21 January 2026**

Time: **3.00 pm**

Place: **Conference Room 2 - Herefordshire Council, Plough Lane Offices, Hereford, HR4 0LE**

Notes: Please note the time, date and venue of the meeting.

For any further information please contact:

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Agenda for the meeting of the Employment Panel

Membership

Chairperson **Councillor Jonathan Lester**

Councillor Terry James
Councillor Liz Harvey
Councillor Pete Stoddart
Councillor Clare Davies
Councillor Stef Simmons

Agenda

	Pages
1. APOLOGIES FOR ABSENCE To receive any apologies for absence.	
2. NAMED SUBSTITUTES (IF ANY) To receive details of any member nominated to attend the meeting in place of a member of the panel.	
3. DECLARATIONS OF INTEREST To receive declarations of interests in respect of items on the agenda.	
4. MINUTES To approve and sign the minutes of the meetings held on 24 September and 22 October 2025.	9 - 12
HOW TO SUBMIT QUESTIONS Deadline for receipt of questions is 5pm on Thursday 15 January 2026. Questions must be submitted to councillorservices@herefordshire.gov.uk . Questions sent to any other address may not be accepted. Accepted questions and the response to them will be published as a supplement to the agenda papers prior to the meeting. Further information and guidance is available at www.herefordshire.gov.uk/getinvolved	
5. QUESTIONS FROM MEMBERS OF THE PUBLIC To receive any written questions from members of the public.	
6. QUESTIONS FROM COUNCILLORS To receive any written questions from councillors.	
7. PAY POLICY STATEMENT To recommend the pay policy statement 2026-27 to Full Council for approval and publication.	13 - 26

The public's rights to information and attendance at meetings

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- Inspect agenda and public reports at least five clear days before the date of the meeting. Agenda and reports (relating to items to be considered in public) are available at www.herefordshire.gov.uk/meetings
- Inspect minutes of the council and all committees and sub-committees and written statements of decisions taken by the cabinet or individual cabinet members for up to six years following a meeting.
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www.herefordshire.gov.uk/downloads/file/1597/hereford-city-bus-map-local-services-

The Seven Principles of Public Life (Nolan Principles)

1. Selflessness

Holders of public office should act solely in terms of the public interest.

2. Integrity

Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

3. Objectivity

Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

4. Accountability

Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

5. Openness

Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

6. Honesty

Holders of public office should be truthful.

7. Leadership

Holders of public office should exhibit these principles in their own behaviour and treat others with respect. They should actively promote and robustly support the principles and challenge poor behaviour wherever it occurs.

**Minutes of the meeting of Employment Panel held at
Herefordshire Council Offices, Plough Lane, Hereford, HR4 0LE
on Wednesday 22 October 2025 at 10.00 am**

Present: Councillor Jonathan Lester (chairperson)
Councillor Diana Toynbee (vice-chairperson)

Councillors: Terry James, Liz Harvey and Pete Stoddart

Officers: Democratic Services Officer and Director of HR and OD

29. APOLOGIES FOR ABSENCE

Apologies were received from Councillor Clare Davies and Paul Walker.

30. NAMED SUBSTITUTES (IF ANY)

There were no named substitutes.

31. DECLARATIONS OF INTEREST

No declarations of interest were made.

32. QUESTIONS FROM MEMBERS OF THE PUBLIC

There were no questions received from members of the public.

33. QUESTIONS FROM COUNCILLORS

There were no questions received from Councillors.

34. RECRUITMENT OF THE CHIEF EXECUTIVE

The Director of HR & OD introduced the report; the following principal points were noted:

- The council's current chief executive would be leaving at the end of March 2026.
- The chief executive is an important role in the council as is also the designated head of paid service which is a statutory role.
- The process for recruiting a new chief executive is set out in the council's constitution and employment panel is responsible for carrying out the selection for a new chief executive and proposing their preferred candidate to council. The report set out a proposed time line and process for fulfilling that responsibility.

Following panel discussion, the following points were noted.

1. There had been no substantive changes made to the role profile since the position was last advertised.
2. The panel were in agreement that the post was necessary and that a fundamental change to the leadership model in Herefordshire could be destabilising at a time when effective and consistent leadership was critical.

3. Consideration had been given to the timetable with the budget setting being a major factor.
4. The director explained the two-stage selection process and highlighted that all members would be given the opportunity to meet the candidates during stage two of the process, a factor that did not occur and was highlighted at full council in the previous appointment to the post.
5. The panel were in agreement with the current remuneration.
6. The following aspects to be inserted in to the role profile.
 - I. the council's ambitions regarding environmental aspects for example flooding changes in agricultural practises, river health, climate change and net zero.
 - II. vision of the council.
 - III. leading on the child friendly Herefordshire work.
 - IV. performance based culture.
 - V. focusing on the specific needs of a rural council.
 - VI. transformation and digitalisation.
 - VII. ensuring the direction of Herefordshire Council as an organisation is sustainable for the long term.

RESOLVED THAT:

- a) the recruitment for the post of Chief Executive is initiated in line with the estimated timescales set out in the report;**
- b) subject to the agreed amendments Employment Panel approves the role profile in appendix A and**
- c) agrees the remuneration for the post of Chief Executive.**

The meeting ended at 10.25 am

Chairperson

**Minutes of the meeting of Employment Panel held at
Herefordshire Council Offices, Plough Lane, Hereford, HR4 0LE
on Wednesday 24 September 2025 at 2.45 pm**

Present: Councillor Jonathan Lester (chairperson)

Councillors: Terry James, Liz Harvey, Clare Davies, Elissa Swinglehurst and Mark Woodall

Officers: Democratic Services Officer, Director of HR and OD and Chief Executive

22. APOLOGIES FOR ABSENCE

Apologies were received from Councillor Pete Stoddart and Councillor Diana Toynbee.

23. NAMED SUBSTITUTES (IF ANY)

Councillor Elissa Swinglehurst was present as a substitute for Councillor Pete Stoddart.
Councillor Mark Woodall was present as a substitute Councillor Diana Toynbee.

24. DECLARATIONS OF INTEREST

There were no declarations of interest.

25. MINUTES

The minutes of the meeting held on 14 July 2025 were approved as an accurate record and signed by the chairperson.

26. QUESTIONS FROM MEMBERS OF THE PUBLIC

There were no questions received from members of the public.

27. QUESTIONS FROM COUNCILLORS

There were no questions received from Councillors.

28. APPOINTMENT OF CORPORATE DIRECTOR, ECONOMY AND ENVIRONMENT

Resolved that subject to no valid objections being received from cabinet members by 4.00pm on 25 September John Hobbs is appointed as Corporate Director, Economy and Environment.

The meeting ended at 3.15 pm

Chairperson



Title of report: Pay Policy Statement 2026/27

Meeting: Employment Panel

Meeting date: 21 January 2026

Report by: Director of Human Resources and Organisational Development

Classification

Open

Decision type

Non-key

Wards affected

(All Wards);

Purpose

To recommend the pay policy statement 2026-27 to Full Council for approval and publication.

Recommendation(s)

That the pay policy statement in Appendix A is recommended to Full Council.

Alternative options

1. There are no alternatives to the recommendation; the publication of the pay policy statement is a statutory requirement as stated in the Localism Act 2011. This provides transparency on the council's approach to pay and remuneration relationship for the highest and lowest earners. This statement does not introduce any policy changes but does provide a summary of policies already in place.
2. Employment panel are able to determine any changes to the statement to improve transparency, whilst having regard to statutory guidance issued by the Department for Levelling Up, Housing and Communities.

Key considerations

3. The Localism Act 2011 places an obligation on the council to produce an annual pay policy statement for each financial year and for this statement to be approved by Council before the start of the financial year to which it relates.
4. The statement must set out the council's policies relating to:
 - a) The remuneration of its chief officers
 - b) The remuneration of its lowest paid employees; and
 - c) The relationship between the remuneration of its chief officers and the remuneration of its employees who are not chief officers.
5. The statement must include the council's definition of 'lowest paid employees' and the reason for adopting that definition.
6. The statement must include policies relating to:
 - a) The level and elements of remuneration for each chief officer
 - b) Remuneration of chief officers on recruitment
 - c) Increases and additions to remuneration for each chief officer
 - d) The use of performance related pay for chief officers
 - e) The use of bonuses for chief officers
 - f) The approach to the payment of chief officers on their ceasing to hold office under, or to be employed by the authority; and
 - g) The publication of and access to information relating to remuneration of chief officers
7. The statement draws together factual material and provides a summary of the current pay policies of the council.

The ratio between the council's lowest paid staff and the chief executive's salary is included in the statement. For 2026/27 this ratio is 1:7.03 which is a marginal improvement from the previous year (1:7.37). A comparison of the most recently published pay ratios for similar or neighbouring local authorities is below and this shows the council's ratio to be amongst the lowest.

- a) Worcestershire County Council, 1:9
- b) Gloucestershire County Council, 1:20
- c) Shropshire Council, 1:8
- d) Powys County Council, 1:6.46
- e) Staffordshire County Council, 1:9
- f) Dudley MBC, 1:8
- g) Oxfordshire County Council, 1:10.09
- h) Sandwell Council, 1:9

The pay policy statement also includes the ratio between the median (average) full time equivalent earnings of staff and the chief executive's salary. In Herefordshire Council this ratio is 1:5.27 and benchmarking data for regional or neighbouring authorities is shown below:

- a) Worcestershire County Council, 1:6.63
- b) Gloucestershire County Council, 1:5.04
- c) Shropshire Council, 1:6

- d) Powys County Council, 1:5.20
- e) Staffordshire County Council, 1:6
- f) Dudley MBC, 1:6
- g) Oxfordshire County Council, 1:6.34
- h) Sandwell Council, 1:6

- 8. All posts, whether chief officer or not, have their level of remuneration established through assessment by a nationally recognised and independent job evaluation scheme. Council must approve any new salary packages not included in the pay policy statement, or severance payments, exceeding £100,000.
- 9. In approving its statement, Council must have regard to any guidance issued by the Secretary of State. This has been taken into consideration in the development of the statement.

Community impact

- 10. By complying with the legal requirements placed on it, the council continues to ensure that the resources available are used in the most effective way and there is transparency in how public money is used. This contributes to the corporate plan priority to secure better services, quality of life and value for money.
- 11. By publishing this statement the council is demonstrating the code of corporate governance principles of implementing good practices in transparency, reporting and audit to deliver effective accountability, and behaving with integrity, demonstrating strong commitment to ethical values, and respecting the rule of law.

Environmental Impact

- 12. Whilst this decision will have minimal environmental impact, consideration has been made to minimise waste and resource use in line with the council's environmental policy.

Equality duty

- 13. The Public Sector Equality Duty requires the Council to consider how it can positively contribute to the advancement of equality and good relations, and demonstrate that it is paying 'due regard' in our decision making in the design of policies and in the delivery of services.
- 14. The mandatory equality impact screening checklist has been completed for this statement and it has been found to have no impact for equality.
- 15. The pay policy statement clearly sets out that pay levels are set in line with equality legislation.

Resource implications

- 16. There are no costs arising directly from this report.

Legal implications

- 17. The requirement to publish an annual Pay Policy Statement is a requirement of section 38 of the Localism Act 2011. The Council also must consider the minister's [statutory guidance](#) issued in February 2012 when publishing the Statement.
- 18. The Statement must be approved by Council and cannot be delegated to a committee.

Risk management

19. The risks identified with the pay policy statement are detailed below.

Risk / opportunity	Mitigation
Failure to approve and publish a statement will result in non-compliance with a statutory requirement	Arrangements are in place to ensure the statement is published following Council's full approval

Consultees

20. None

Appendices

Appendix 1 Pay Policy Statement 2026-2027

Background papers

None identified.

PAY POLICY STATEMENT 2026/27

1. Introduction

1.1 This statement is published in line with section 38(1) of the Localism Act 2011. The Act requires councils to produce an annual pay policy statement that sets out the council's own policies towards a range of issues relating to the pay of its workforce, particularly its senior staff and lowest paid employees. The majority of terms and conditions are universal and apply to all employees, unless otherwise specified.

1.2 This pay policy statement does not apply to schools, other than in reference to pay bargaining for support staff in locally maintained schools.

1.3 Herefordshire Council's rules with regard to the employment of staff are set out within the employment rules contained within part 4, section 9 of the constitution.

1.4. This statement is subject to annual review.

2. Pay structure, national and local frameworks

2.1. Herefordshire Council (the council) is committed to fair pay and grading determined by a robust and objective job evaluation process. The National Joint Council's (NJC) job evaluation scheme is used for identifying the pay grade for all posts up to 07HC and the Hay job evaluation scheme for posts above this level.

2.2. The council's pay structure is based on the National Joint Council for local authorities pay spine up to 11HC. Pay structures above this are locally determined. The pay structure is at appendix A. The council adheres to the national pay bargaining for local government employees, including any negotiated annual cost of living increases. This also applies to support staff in local authority maintained schools.

2.3. To reflect market conditions, the council currently pays enhancements such as market forces supplements to attract candidates or to retain employees where there is an identified and evidenced skills shortage to enable the council to pay a competitive rate for the job. The council has a robust policy in place to manage market forces supplements. The majority of these supplements are paid to staff working in children's social care where there are nationally recognised shortages in the supply of qualified children's social workers. A small number of market forces supplements are in place for some senior management posts and these are illustrated in the table under section 3. Proposals for new market forces supplements are approved by the Director of HR and OD. Existing market forces supplements are reviewed no less frequently than every two years and may be withdrawn subject to notice, where the market conditions no longer warrant the payment.

2.4 To respond to the challenges faced by the council of retaining qualified and experienced social workers, the council has a welcome scheme payment and a retention scheme payment, which is supported by robust qualifying rules.

2.5 All other pay related allowances are the subject of either nationally or locally negotiated rates, having been determined from time to time in accordance with collective bargaining machinery and/or as determined by council policy.

2.6 The terms and conditions of employment for the majority of council employees are determined by the National Joint Council (NJC) for local authorities. Chief Officers are aligned to the Joint Negotiating Committee (JNC) for Chief Officers of Local Authorities (or Joint Negotiating Committee for Chief Executives of Local Authorities). These may be amended, supplemented or superseded by decisions on conditions of service made by the council from time to time and contained within the council's employment policies and procedures.

2.7 Where there are instances of differing pay awards determined for NJC and JNC granted by the national employers, the council reserves the right to adopt the most equitable pay award for senior officers whose salaries fall within the grades HoS1, HoS2 and HoC1 to ensure fairness and to maintain the pay structure.

2.8 Nationally or locally determined rates and terms and conditions apply for other employee groups including:

- Employees whose pay and conditions are determined by the Soulbury Committee;
- Centrally employed teachers whose pay and conditions are determined nationally;
- Employees who have transferred from the NHS to the council and retain their former terms and conditions of employment;
- Employees who have retained terms and conditions of employment from other employers following a TUPE transfer to the council.

3. Level and elements of remuneration for each chief officer

3.1 The definition of chief officer is defined as the head of the authority's paid service or a statutory chief officer which under the Local Government and Housing Act 1989 means Director of Children's Services, Director of Adult Social Services, Director of Public Health, Section 151 Officer and Monitoring Officer or equivalent.

3.2 The definition of chief officer also includes non-statutory chief officers which means a person who, for most of the duties of his/her post, is required to report directly to the head of the authority's paid service.

3.3 The definition of a deputy chief officer means, a person who, for all or most of the duties of his/her post, is required to report directly to one or more of the statutory or non-statutory chief officers.

3.4 Those posts listed below are reported where there is a permanent established post and an employee in post at the time of writing. A copy of the [senior management structure](#) is available on the council's website.

Post Title	Salary grade
Chief Executive (head of paid service)	CEX
Statutory chief officers	
Corporate director, children and young people ³	DIR2
Corporate director, community wellbeing	DIR2

Director of governance and law (monitoring officer)	DIR1
Director of finance (s151)	DIR0
Director of public health ²	HOC1
Non statutory chief officers	
Corporate director for economy and environment	DIR2
Director, human resources and organisational development	HOC1
Deputy chief officers	
Service director all age commissioning	HOS1
Service director adult social care and housing	HOS1
Head of delivery and improvement	HC13
Head of culture, museum, libraries and archives	HC13
Service director, education, skills and learning	HOS1
Service director, early help, CIN and safeguarding ¹	HOS1
Service director, corporate parenting	HOS1
Head of service, business support and performance	HC13
Head of legal services & deputy monitoring officer	HOS2
Head of practice management – governance & law (0.8 fte)	HC13
Democratic services manager	HC13
Information governance manager	HC10
Electoral services manager	HC09
Complaints and children's rights manager	HC11
Head of strategic finance (deputy s151)	HoS2
Strategic capital finance manager	HC13
Strategic finance manager – financial planning & analysis	HC13
Chief accountant	HC13
Head of corporate performance and intelligence	HC13
Commercial services manager	HC12
Risk and assurance manager	HC10
Counter fraud manager	HC11
Consultant in public health (1.6 fte)	HOS2
Public health principal (0.6 fte)	HC13
Head of communities (0.8 fte)	HC13
Head of resilient communities	HC13
Service director, growth	HOS1
Chief operating officer, resident services	HOS1
Major contracts, programme director	HOS1
Head of learning and organisational development	HC13
HR improvement manager	HC11
Health & safety manager	HC11
Head of transformation	HC13
Talk community customer lead	HC12

¹Market forces supplement £10,000 to be reviewed March 2027

²Market forces supplement £9,567 to be reviewed September 2026

³Market forces supplement £7,000 to be reviewed April 2026

4. Remuneration of lowest paid employees

4.1 'Lowest paid employees' is defined as those paid on full time equivalent salaries on

Grade 02HC, spinal column point (SCP) 3. The NJC pay structure shows a Grade 02HC, spinal column point 2, which is not used and no staff are paid at this salary.

4.2 In July 2023 the council voluntarily adopted the Real Living Wage as a supplement to those employees whose hourly rate fell under the Real Living Wage, on a discretionary basis.

5. Relationship between remuneration of chief officers and remuneration of employees who are not chief officers

5.1. The salary ratio between the council's lowest paid scale point and the chief executive's salary is 1:7.03. This is a marginal improvement on the previous year. The salary ratio between the council's lowest paid staff and the chief executive's salary when considering the real living wage supplement is 1:6.72.

5.2 The multiple between the median FTE earnings of £33,063 p.a. and the Chief Executive is 1:5.27; and between the median full time equivalent earning for Chief Officers is 1:3.9.

6. Equality in pay – Gender Pay Gap

6.1 Since April 2018, employers with more than 250 employees have been legally required to publish the difference between the average earnings for male and female employees, known as the gender pay gap. This is not measuring Equal Pay (equal pay for equal value) which, has been illegal since the adoption of the Equal Pay Act 1970, now covered by the Equality Act 2010.

6.2 Employers who adopt equal pay can still have a large gender pay gap caused by where male and female employees sit along the pay structure. This is demonstrated in Appendix 2.

6.3 The council's gender pay gap is published annually within the equality analysis of our workforce, and the most recent report can be found here: [2025 Equality in Employment report](#)

6.4 The report includes the council's gender pay gap information for 2024 as the most recent data available at the time of publishing and is summarised below.

	Mean hourly pay	Median hourly pay
Female	£18.21	£15.69
Male	£ 18.26	£ 16.61
Pay gap	0.28% lower	5.55% lower

6.5 The following table puts the data into context and it shows that while Herefordshire Council has a pay gap of 5.55 %, it has decreased significantly since the previous year (10.4%), and it is performing better than some other organisations and the UK public sector overall.

Local authorities	Median pay gap
Powys Council	6.9%
Worcestershire County Council	6.7%
Herefordshire Council	5.55%
Shropshire Council	10.3%
Other organisations or sectors	
Hoople Ltd	15.2%
UK Public Sector	13.5%
West Midlands (all sectors)	10.1%

West Mercia Police	16%
Wye Valley NHS Trust	15.7%

7. Remuneration on recruitment

7.1 New appointments will normally be made at the minimum of the relevant grade, although exceptions can arise where necessary to secure the best candidate or if an internal candidate is appointed on promotion so that a pay rise ensues.

7.2 The chief executive, s151 officer, monitoring officer and corporate directors are on a spot salary as specified in this statement. Spot salaries are where there are no annual incremental increases in the salary structure; these are DIR0, DIR1, DIR 2, and CEX detailed in the pay structure at the end of this statement.

8. Increases and additions to remuneration

8.1 Employees within a salary pay band receive annual increments until the top of their salary grade has been reached. The increment is paid in April each year or after 6 months in post, whichever is the latter. In exceptional circumstances increments may be accelerated within the grade on grounds of special merit or ability, subject to the maximum of the level not being exceeded.

8.2 The chief executive is the returning officer for Herefordshire. No additional payment is made for fulfilling this duty for local elections as this is built into the overall salary. Employees who undertake election duties are paid a fee that is set by the returning officer depending on the duties undertaken.

8.3 From time to time it may be necessary to take account of the external pay market in order to attract and retain employees with particular experience, skills and capacity. Where this is necessary the council may apply pay supplements to posts which are determined to be 'hard to fill'. At all times the council will ensure the requirement for such supplements is objectively justified by reference to clear and transparent evidence of relevant market conditions. These supplements are regularly reviewed.

8.4 Honoraria payments are made to recognise either a special contribution an employee has made that is over and above general performance in a role, or where they have temporarily undertaken additional responsibility at a higher grade.

9. Use of performance related pay, bonuses or pension enhancements

9.1 The council does not apply any bonuses or performance related pay to employees.

9.2 Pension enhancements are made in line with the council's Local Government Pension Scheme (LGPS) discretions policy. The council's LGPS discretions policy is published and in the previous 12 months any mandatory and non-mandatory discretions which would result in a cost for the council have not been exercised.

10. Benefits in kind

10.1 Employees currently have access to salary sacrifice schemes for bicycles. The council operates a childcare voucher scheme to those employees already in the scheme at 1 April 2018 and subject to prevailing legislation. The council also offers staff access to a package of high street discounts and benefits. This reflects the benefits available to staff in neighbouring authorities so that the council is able to be competitive in recruitment markets.

10.2 Reasonable relocation expenses may be paid for new employees or workplace relocation. Employees are reimbursed for reasonable travel and subsistence expenditure incurred in the course of their work. Subsistence is only paid when travelling outside of the county.

10.3 Worcestershire County Council administers the local government pension scheme on behalf of the council.

11. Approach to payment on ceasing to hold office under or to be employed by the authority

11.1 The council's policy on termination of employment of employees prior to reaching normal retirement age is to base redundancy payments on the statutory calculation multiplied by 1.5.

11.2 The council operates a discretionary mutual early resignation scheme (MERS) under which an individual employee, in agreement with the council, chooses to leave employment in return for a severance payment or, if in the Local Government Pension Scheme and aged over 55, a pension that is not actuarially reduced. It is not a redundancy or a voluntary redundancy.

12. Accountability and decision making

12.1 In accordance with the council's constitution, the employment panel is responsible for decision making in relation to the recruitment, terms and conditions and severance arrangements for the chief executive, monitoring officer, section 151 officer, director of public health and corporate directors.

12.2 In accordance with the council's constitution, the chief executive is responsible for decision making in relation to all other employees of the council.

12.3 For those pay accountability matters identified within the Localism Act as being reserved to Council, the employment panel will be the body accountable for formulating recommendations to council. This includes the undertaking of an annual review of this statement before recommending its approval to council as one of the suite of documents council approves as part of its medium term financial strategy. The pay policy statement therefore forms part of the budget and policy framework of the council.

12.4 In addition to approval of this statement, the right of approval of new salary packages for additional posts not listed in this statement over £100,000 is reserved to Council. In such circumstances the employment panel will be the body accountable for developing recommendations to Council.

12.5 In line with [HM Treasury Guidance on Public Sector Exit Payments](#), decisions will be made at full council for any severance package exceeding £100,000. Any decision required for a severance payment over £20,000 and under the £100,000 threshold will be made by the chief executive and the council leader. Any decision on a severance package under £20,000 falls within the scheme of delegation.

13. Publication of and access to information

13.1 After approval by Council, this statement will be published on the council's website. In addition, statutory employees' (chief executive, directors, including the chief finance officer, and monitoring officer) details are disclosed in the council's annual statement of accounts setting out the total amount of:

- Salary, fees or allowances paid to or receivable by the person in the current and previous year.
- Any bonuses so paid or receivable by the person in the current and previous year.
- Any sums payable by way of expenses allowance that are chargeable to UK income tax.
- Any compensation for loss of employment and any other payments connected with termination.
- Any benefits received that do not fall within the above.

APPENDIX 1 - NATIONAL JOINT COUNCIL FOR LOCAL GOVERNMENT GRADES:
PAY STRUCTURE AS AT 1 APRIL 2025

Grade	SCP	Annual Salary (£)	Hourly Pay Rate (£)
02HC	2	24,413	12.65
	3	24,796	12.85
03HC	3	24,796	12.85
	4	25,185	13.05
04HC	4	25,185	13.05
	5	25,583	13.26
	6	25,989	13.47
05HC	6	25,989	13.47
	7	26,403	13.69
	8	26,824	13.9
	9	27,252	14.13
	10	27,694	14.36
	11	28,142	14.59
06HC	11	28,142	14.59
	12	28,598	14.82
	13	29,064	15.07
	14	29,540	15.31
	15	30,024	15.56
	16	30,518	15.82
	17	31,022	16.08
	18	31,537	16.35
	19	32,061	16.62
07HC	19	32,061	16.62
	20	32,597	16.9
	21	33,143	17.18
	22	33,699	17.47
	23	34,434	17.85
	24	35,412	18.36
	25	36,363	18.85
08HC	25	36,363	18.85
	26	37,280	19.32
	27	38,220	19.81
	28	39,152	20.29
	29	39,862	20.66
	30	40,777	21.14
09HC	30	40,777	21.14
	31	41,771	21.65
	32	42,839	22.21
	33	44,075	22.85

	34	45,091	23.37
10HC	35	46,142	23.92
	36	47,181	24.46
	37	48,226	25
	38	49,282	25.55
	39	50,269	26.06
11HC	40	51,356	26.62
	41	52,413	27.17
	42	53,460	27.71
	43	54,495	28.25
	44L*	55,915	28.98
12HC	45L	57,373	29.74
	46L	58,876	30.52
	47L	60,329	31.27
	48L	62,003	32.14
	49L	63,628	32.98
13HC	50L	65,303	33.85
	51L	67,020	34.74
	52L	68,784	35.65
	53L	70,596	36.59
HoS2	1	88,296	45.77
	2	90,623	46.97
	3	93,012	48.21
HoS1	1	95,466	49.49
	2	97,986	50.79
	3	100,571	52.13

*SCP 44 and above are local SCPs

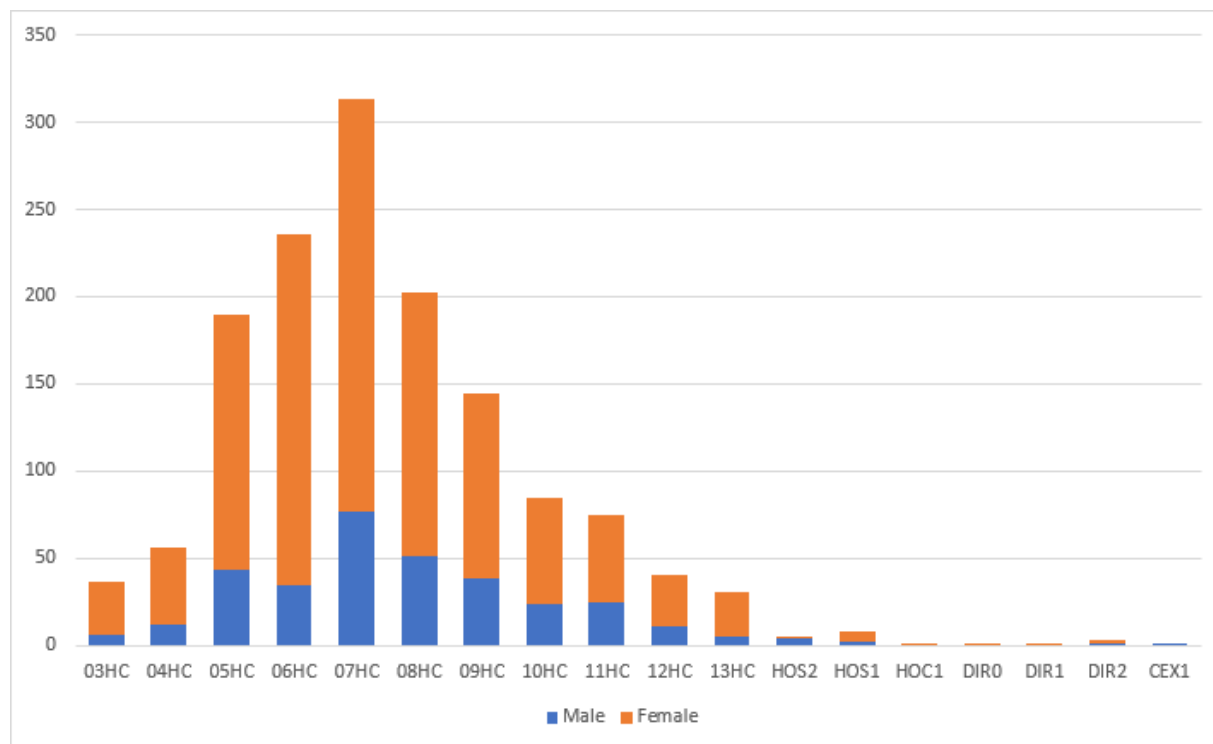
JNC Chief Officer Pay Structure

Grade	SCP	Annual Salary (£)	Hourly Pay Rate (£)
HoC1	1	95,465	49.48
	2	97,986	50.79
	3	100,571	52.13
DIR0	1	110,628	57.34
DIR1	1	120,865	62.65
DIR2	2	147,526	76.47

Chief Executive Pay Structure

Grade	SCP	Annual Salary (£)	Hourly Pay Rate (£)
CEX	1	174,377	90.39

APPENDIX 2 - Staff distribution across grades* as at September 2025



The table above demonstrates the distribution of employees across the whole organisation against the council's pay structure. This should not be used in comparison to the table in section 3, which lists roles that the authority is required to report under the definitions of chief officers, non-statutory chief officers and deputy chief officers.