

**Bolsover District Council**

**Meeting of the Council on 5<sup>th</sup> March 2025**

**The Pay Policy Statement for 2025/2026**

**Report of the Portfolio Holder for Corporate Resources**

<b>Classification</b>	This report is Public
<b>Contact Officer</b>	Oliver Fishburn, HR & Payroll Manager

**PURPOSE/SUMMARY OF REPORT**

- For the following policy to be brought to Council for consideration:
  - Annual Pay Policy Statement 2025/2026

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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 The Pay Policy Statement is brought to full Council on an annual basis.
- 1.3 Any amendments to the policy statement, other than minor updates to reflect the 2025/26 pay agreement will require the approval of Full Council.
- 1.4 The Annual Pay Policy Statement for 2025/26 reflects the current position based on decisions previously taken at Full Council.
- 1.5 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
- 1.6 Please find attached the Annual Pay Policy Statement 2025/26 for consideration at **Appendix 1**.

**2. Details of Proposal or Information**

2.1 For Council to consider the Annual Pay Policy Statement 2025/26. The Statement reflects decisions previously approved at Full Council.

**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 Full 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.

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**RECOMMENDATION(S)**

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

Approved by Cllr Clive Moesby, Portfolio Holder for Resources

**IMPLICATIONS:**

**Finance and Risk:**            Yes             No

**Details:**

**There are no financial implications arising directly from this report.**

On behalf of the Section 151 Officer

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

**Details:**

On behalf of the Solicitor to the Council

**Environment:**

**Details: N/A**

**Staffing:**            Yes             No

**Details:**

On behalf of the Head of Paid Service

**DECISION INFORMATION**

<p><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:</p> <p><b>Revenue - £75,000</b> <input type="checkbox"/> <b>Capital - £150,000</b> <input type="checkbox"/>  <input checked="" type="checkbox"/> <i>Please indicate which threshold applies</i></p>	No
<p><b>Is the decision subject to Call-In?</b>  <i>(Only Key Decisions are subject to Call-In)</i></p>	No

<p><b>District Wards Significantly Affected</b></p>	N/A
<p><b>Consultation:</b>  <b>Leader / Deputy Leader</b> <input type="checkbox"/> <b>Executive</b> <input type="checkbox"/>  <b>SLT</b> <input 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"/></p>	Details:

<p><b>Links to Council Ambition: Customers, Economy and Environment.</b></p>

DOCUMENT INFORMATION	
Appendix No	Title
1	BDC Annual Pay Policy Statement 2025/26

<p><b>Background Papers</b></p>
<p><i>(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 Executive you must provide copies of the background papers).</i></p>