

East Herts Council Report

Human Resources Committee

Date of Meeting: 04 February 2026

Report by: Shared Senior HR Business Partner

Report title: Pay Policy Statement 2026/27

Ward(s) affected: N/A

Summary

RECOMMENDATIONS FOR HUMAN RESOURCES COMMITTEE :

a) That the Pay Policy Statement 2026/27 be recommend for approval for council.

1.0 Proposal

1.1 It is proposed that the council's existing Pay Policy Statement, which was last reviewed and approved by HRC and then full council in in February 2025, be revised and updated.

2.0 Background

2.1 A pay policy statement is required to be produced annually under sections 38 of the Localism Act. Regard is to be had to guidance section 40 from the Secretary of State in producing this statement.

2.2 A pay policy statement for a financial year must set out the Authority's policies for the financial year relating to:

- the remuneration of chief officers
- the remuneration of the lowest paid employees
- the relationship between chief officers remuneration and that of other officers

2.3 "Remuneration" for the purposes of this statement includes three elements:

- basic salary
- pension

- all other allowances arising from employment

2.4 The objectives of the report are to:

- a) ensure a capable and high performing workforce;
- b) ensure simplicity, clarity and fairness between employees and between the council and the community;
- c) differentiate between remuneration and other employee related expenses.

3.0 Report

3.1 The Pay Policy Statement 2026/27 can be found at Appendix A.

3.2 The Pay Policy Statement framework for East Herts Council has not yet been updated in line with the pay award for 26/27 in terms of reference to salary scales, salary levels and multipliers (as this has not yet been negotiated and agreed).

3.3 No significant changes to the overall framework it supports have been made.

4.0 Options

N/A - publishing the Pay Policy Statement on an annual basis is a statutory requirement. The statement will be published on the Council Website once it is approved and will be formatted into an accessible document before publication.

5.0 Risks

N/A

6.0 Implications/Consultations

Community Safety

No

Data Protection

No

Equalities

No

Environmental Sustainability

No

Financial

Yes – The Pay Policy Statement has been shared with the Director for Finance, Risk and Performance, and budgets set have been based on the pay changes agreed.

Health and Safety

No

Human Resources

Yes – Policy Statement produced by Shared Senior HR Business Partner

Human Rights

No

Legal

Yes – The Director for Legal, Policy and Governance has confirmed that statutory requirements have been met.

Specific Wards

No

7.0 Background papers, appendices and other relevant material

7.1 Appendix A – Pay Policy Statement 2026/27

Contact Officer/ Report Author

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