

**PAY POLICY
STATEMENT
FOR THE FINANCIAL YEAR
2026/2027**

Statement of Pay Policy for the year 1 April 2026 to 31 March 2027

1. Introduction

Sections 38 – 43 of the Localism Act 2011 require the Authority to produce a policy statement that covers a number of matters concerning the pay of the Authority's staff, principally its Chief Officers and the Authority's lowest paid employees. This pay policy statement meets the requirements of the Localism Act 2011 and takes account of the guidance issued by the Secretary of State for Communities and Local Government in February 2012 and the supplementary guidance issued in February 2013 both entitled "Openness and accountability in local pay: Guidance under section 40 of the Localism Act" together with the Local Government Transparency Code 2015 where applicable.

This pay policy statement does not apply to employees of schools maintained by the Authority and is not required to do so.

2. Definitions used in this Pay Policy Statement

All the posts below are collectively referred to as **Chief Officer**.

- **Chief Executive**, who is the Authority's **Head of Paid Service** under section 4(1) Local Government and Housing Act 1989.
- **Statutory Chief Officers**, which in this Authority are:
 - **Strategic Director - Children's Services**
 - **Strategic Director - Adult Social Care and Health** who is the Authority's designated Director of Adult Social Services.
 - **Strategic Director Corporate Resources** who is the Authority's Chief Finance Officer under section 151 Local Government Act 1972 and section 6 Local Government and Housing Act 1989
 - **Director of Legal and Governance** who is the Authority's Monitoring Officer under section 5 Local Government and Housing Act 1989.
 - **Director of Public Health**
- **Non-statutory Chief Officers and Deputy Chief Officers**, which in this Authority are: -

All other Strategic Directors, Directors, Deputy Directors and Assistant Directors.

The **Lowest Paid Employees** are defined as employees paid on Spinal Column Point 3 of the National Joint Council (NJC) for Local Government Services pay scales. This definition has been adopted as it is the lowest level of remuneration attached to a post in this Authority (see section 5 below).

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3. The Overall Approach to Pay and Remuneration

The Authority's overall approach to pay and remuneration for its employees is based on:

- Ensuring that the overall remuneration aligns with: -
 - The responsibilities and accountabilities of particular posts
 - Market norms for the local government and public sectors
 - Pay levels in the local, regional and national areas, including other public sector employers.
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4. Policy on Remunerating of Chief Officers

Policy on the Remuneration of the Chief Executive

The Chief Executive is employed pursuant to the terms and conditions of employment of the Joint Negotiating Committee (JNC) for Chief Executives of Local Authorities as amended and supplemented by local agreements, decisions and the rules of the Council.

The Chief Executive is employed on a defined salary (not a grade range) and this salary is increased in accordance with any nationally agreed pay awards as determined by the national Joint Negotiating Committee for Chief Executives of Local Authorities.

The salary of the current Chief Executive as of 1 April 2026 is £224,438 per annum (2026/27 pay award pending), which will increase in accordance with the nationally agreed pay award as determined by the national Joint Negotiating Committee for Chief Executives of Local Authorities.

Policy on the Remuneration of Other Chief Officers

Chief Officers are employed pursuant to the terms and conditions of employment of the Joint Negotiating Committee (JNC) for Chief Officers as amended and supplemented by local agreements and decisions.

It is the policy of this authority to establish a remuneration package for each Chief Officer post that is sufficient to attract and retain staff of the appropriate skills, knowledge, experience, abilities, and qualities that is consistent with the authority's requirements of the post in question at the relevant time, which may include reference to appropriate benchmarks. Following the implementation of Single status, all Chief Officers are paid in accordance with the Council's pay spine including national pay awards.

All the posts referred to as 'Chief Officer' for the purpose of this pay policy statement and the respective salary ranges are attached at Appendix B.

Other Aspects of Chief Officer Remuneration

Other aspects of Chief Officer remuneration covered by this pay policy statement include the policies in respect of recruitment, pay increases, performance related pay, earn back (withholding an element of base salary related to performance), bonuses, ex gratia payments, honoraria (payment for increased duties and responsibilities), termination

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payments and re-employment when in receipt of a Local Government Pension Scheme (LGPS) pension or a redundancy/severance payment. These matters are addressed in the schedule that is attached to this pay policy statement at **Appendix A**.

Public Health

Following the transfer of responsibility for public health to local authorities on 1 April 2013, those employees of the NHS assigned to the transferring area transferred to the employment of the Authority and remain on their current terms and conditions of employment including salary and membership of the NHS pension scheme.

There are several of the Public Health Consultants who report to the Director of Public Health on NHS pay rates which fall within the pay ranges assigned to JNC Chief Officers within the Council. As such, some or all of this pay policy statement may not apply to them.

West Yorkshire Pension Fund

Under the Local Government Pension Scheme Regulations, costs of managing local government pension schemes (including salary costs) must be charged to pension fund accounts and not to local authorities' general fund accounts. Under regulation 69 of the Local Government Pension Scheme Regulations 2013 every scheme employer (of which there are several hundred) must pay the administering authority (Bradford Council for the WYPF) a contribution towards the cost of the administration of the Fund, which includes salary costs.

Tax Avoidance Measures

All Chief Officers are remunerated via monthly salary payments through PAYE. Appropriate tax and national insurance deductions are made in accordance with HMRC regulations and there are no arrangements in place for the purpose of minimising tax payments.

Where the Council is unable to recruit senior managers, or there is a need for interim support to provide cover for a substantive Chief Officer role, the Council will, where necessary, consider engaging individuals under a "contract for service". These will be sourced through a relevant procurement process ensuring the Council is able to demonstrate the maximum value for money benefits from competition. In these cases, appropriate tax and national insurance deductions will be assessed and deducted as required in accordance with HMRC regulations.

5. Policy on Remunerating the Lowest Paid Employees in the Workforce

The pay levels are increased in accordance with any nationally agreed pay awards as determined by the National Joint Council (NJC) for Local Government Services.

Remuneration of Lowest Paid Employees

- a. The lowest pay point in this Authority as at 1 April 2026 is spinal column point 3 which relates to an annual full-time salary of £24,423 per annum (2026/27 pay award pending) and can be expressed as an hourly rate of pay of £12.85. This pay point and salary is the lowest pay point routinely used by the Authority for its substantive roles determined by the Authority as part of its pay and grading structure for employees employed on Local Government Services Terms and Conditions. This is the definition of the "lowest paid employees" adopted by the Authority for the

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purposes of this Pay Policy Statement and is only increased in accordance with any nationally agreed pay awards as determined by the NJC for Local Government Services.

- b. There is no bonus pay.
- c. Additional allowances or other payments are made in connection with an employee's pattern of hours e.g. shift work, but these are only paid in accordance with the terms and conditions of employment that have been negotiated and agreed through appropriate collective bargaining mechanisms (national or local) or as a consequence of Authority decisions.
- d. There are no benefits in kind.
- e. Redundancy payments are paid in accordance with the Authority's Discretionary Compensation Policy.

6. Policy on the Relationship between Chief Officer Remuneration and that of Other Staff

This section sets out the Authority's overall approach to ensuring pay levels are fairly and appropriately dispersed across the organisation, including the current pay multiple which applies within the Authority.

This authority does not have a policy on maintaining or reaching a specific 'pay multiple', however the authority is conscious of the need to ensure that the salary of the highest paid employee is not excessive and is consistent with the needs of the authority as expressed in this policy statement and its wider pay policy and approach. The authority's approach to the payment of other staff is to pay that which the authority needs to pay to recruit and retain staff with the skills, knowledge, experience, abilities, and qualities needed for the post in question at the relevant time, which may include reference to appropriate benchmarks, and to ensure that the authority meets any contractual requirements for staff including the application of any local or national collective agreements, or authority decisions regarding pay.

The Local Government Transparency Code 2015 requires the Authority to publish its 'pay multiple' i.e. the ratio between the highest paid salary and the median average salary of the whole of the Authority's workforce. Guidance issued under the Localism Act 2011 recommends that the 'pay multiple' is included in the Authority's pay policy statement.

The highest paid salary in this Authority is £224,438 per annum which is paid to the Chief Executive.

The current median average salary in this Authority (not including employees in schools maintained by the Authority) is £31,022 per annum (2026/27 pay award pending), which is up from £29,572 at February 2025. The ratio between the two salaries, the 'pay multiple' is 7.2:1 (down from 7.4:1 in February 2025). This Authority does not have a policy on maintaining or reaching a specific 'pay multiple', however the Authority is conscious of the need to ensure that the salary of the highest paid employee is not excessive and is consistent with the needs of the Authority as expressed in this pay policy statement.

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7. Approval of New Posts with a Salary Package of £100,000 p.a. or more

All the posts referred to as 'Chief Officer' for the purpose of this pay policy statement and the respective salary ranges are attached at Appendix B.

The Authority will ensure that Full Council must approve any salary package of £100,000 per annum or more before it is offered in respect of a new post not listed in Appendix B or if it is proposed to pay more than the top of the salary range for an existing post in Appendix B (excluding pay awards) unless paragraph 9 of this pay policy statement applies. This does not apply to offers of appointment made to employees employed in schools maintained by the Authority. The salary package will be defined as base salary, routinely payable allowances and any benefits in kind that are due under the contract.

8. Severance Payments for Chief Officers

If the Council is considering making a severance payment to a Chief Officer the decision as to whether such a payment should be made will be taken by Staffing Committee or a sub-committee of Staffing Committee both of which are sub-committees of full Council provided that if the proposed severance payment is £100,000 or more, (excluding accrued pension rights) then the decision as to whether the payment should be made will be taken by full Council.

9. Flexibility to Address Recruitment Issues for Vacant Posts

In most circumstances, the provisions of this pay policy statement will enable the Authority to ensure that it can recruit effectively to any vacant post. There may be exceptional circumstances when there are recruitment difficulties for a particular post and where there is evidence that an element of the overall remuneration is not sufficient to secure an effective appointment. This pay policy statement recognises that this situation may arise in exceptional circumstances and therefore a departure from this policy can be implemented without having to seek Full Council approval for a change of the pay policy statement. Such a departure from this pay policy statement will be expressly justified in each case and will be approved through an appropriate Authority decision making process.

10. Amendments to the Policy

If a major change to this pay policy statement is appropriate during the year, then a revised draft policy statement will be presented to Full Council for consideration.

11. Policy for Future Years

This pay policy statement will be reviewed each year and will be presented to Full Council each year for consideration to ensure that a policy is in place for the Authority prior to the start of each financial year.

12. Publication

The Authority will publish this pay policy statement on its website (www.bradford.gov.uk) as soon as is reasonably practicable after it has been approved by Council. Any subsequent amendments to this pay policy statement made during the financial year to which it relates will also be similarly published. The Authority currently publishes information on Chief Officer

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Remuneration in its Annual Statement of Accounts in accordance with the requirements of the Accounts and Audit Regulations 2015 and the Local Government Transparency Code 2015 [Statement of Accounts | Bradford Council](#)

Appendix A
Other Aspects of Chief Officer Remuneration

Aspect of Chief Officer Remuneration	Authority Policy
Recruitment	The post will be advertised and appointed to at the appropriate approved salary grade and salary range for the post in question (as set out in Section 4 and Appendix B) unless there is good evidence that a successful appointment of a person with the required skills, knowledge, experience, abilities and qualities cannot be made without varying the overall remuneration. In such circumstances a variation to the remuneration package may be appropriate under the Authority's pay policy statement and any variation will be approved through the appropriate decision-making process. The Authority has a relocation scheme that provides assistance to all new employees including Chief Officers meeting the relocation criteria up to a maximum of £8,000.
Pay Increases	The Authority will apply any pay increases that are determined by relevant national negotiating bodies.
Performance Related Pay	The terms of the contract of employment do not provide for performance related pay.
Earn-Back (Withholding an element of base salary related to performance)	The terms of the contract of employment do not provide for an element of base salary to be withheld related to performance. Any areas of underperformance are addressed in accordance with relevant Authority procedure.
Bonuses	The terms of the contract of employment do not provide for the payment of bonuses.
Ex-Gratia Payments	The Authority does not make ex-gratia payments.
Honoraria	Honoraria payments are additional payments paid to employees for increased duties and responsibilities. Honoraria will only be considered where employees take on additional duties and responsibilities beyond the remit of their substantive role and would be subject to approval through the appropriate decision-making process.
Expenses	The Authority pays reasonable out-of-pocket expenses actually incurred.

<p>Local Government Pension Scheme (LGPS)</p>	<p>The Authority provides access to the Local Government Pension Scheme for Chief Officers in accordance with the statutory provisions of the scheme.</p> <p>The employer's contribution rate for all Authority employees who are members of the LGPS is 16.2% (at 1 April 2025) of salary and is set by actuarial valuation of the West Yorkshire Pension Fund every 3 years. How much employees pay themselves in pension scheme contributions depends on how much they earn. The employee contribution rates from 1 April 2026 are:</p> <p>Employees earning up to £18,400 contribute 5.5% Employees earning between £18,401 and £29,000 contribute 5.8% Employees earning between £29,001 and £47,300 contribute 6.5% Employees earning between £47,301 and £59,800 contribute 6.8% Employees earning between £59,801 and £84,000 contribute 8.5% Employees earning between £84,001 and £119,100 contribute 9.9% Employees earning between £119,101 and £140,400 contribute 10.5% Employees earning between £140,401 and £210,700 contribute 11.4% Employees earning more than £210,701 contribute 12.5%.</p>
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<p>Aspect of Chief Officer Remuneration</p>	<p>Authority Policy</p>
<p>Termination Payment of pension on termination</p>	<p>There are no separate provisions for termination payments for Chief Officers. Redundancy payments will be paid in accordance with the Authority's Discretionary Compensation Policy</p> <p>The Authority has agreed written policies on how it will apply any discretionary powers it has under the LGPS regulations. The Authority's policies are provided at LGPS Pension Discretion Policy Statements. There are no separate policies for Chief Officers.</p> <p>Other than payments referred to above, the Authority's policy is not to make any other termination payments, other than where it has received specific legal advice to the effect that a payment may be necessary in appropriate cases to eliminate risk of successful legal claims or to settle legal proceedings against the Authority.</p>

Election Fees	<p>The Chief Executive receives fee payments pursuant to his/her appointment as Returning Officer at national elections. The fees paid in respect of national elections vary according to the size of the electorate and number of postal voters and are calculated in accordance with an allowance set by central government. Fee payments for national elections are, in effect, not paid by the Authority as the fees are reclaimed.</p> <p>The Chief Executive also receives fee payments pursuant to his/her appointment as the Local Returning Officer at the West Yorkshire Combined Authority Mayoral Election. The fee varies according to the size of the electorate. The fee is not funded by the Authority.</p> <p>The Chief Executive does not receive any additional payment for the role of Returning Officer for local government elections.</p> <p>Separate payments set by the Authority are made to the Director of Legal & Governance and Strategic Director Corporate Resources as Deputy/Local Returning Officers, in accordance with the same principles for the Local/Returning Officer as described above.</p> <p>The amounts paid are published on the Authority's website in the Annual Statement of Accounts in accordance with the requirements of The Accounts and Audit Regulations 2015. Statement of Accounts Bradford Council</p>
Re-employment of Chief Officers in receipt of a LGPS Pension or a redundancy/severance payment	<p>The Authority is under a statutory duty to appoint on merit (section 7 Local Government and Housing Act 1989) and must ensure that it complies with all appropriate employment and equalities legislation. The Authority will always seek to appoint the best available candidate who has the skills, knowledge, experience, abilities and qualities needed for the post. The Authority will therefore consider all applications from candidates to try to ensure the best available candidate is appointed. If a candidate is a former employee in receipt of an LGPS pension or a redundancy payment this will not rule a candidate out from being re-employed by the Authority. If a former employee leaves the Authority because of redundancy the individual cannot be reappointed to their old post as it will not exist. The Authority will apply the provisions of the Redundancy Payments (Continuity of Employment in Local Government, etc.) (Modification) Order 1999 regarding the recovery of redundancy payments where appropriate. Pension Regulations also contain provisions to reduce pension payments in certain circumstances to those in receipt of a pension who return to work within the local government service.</p>
Car allowance payment	Chief Officers will be paid Car Allowances in accordance with HMRC rates.
Aspect of Chief Officer Remuneration	Authority Policy
Provision of Mobile Telephones/Communication device/ICT equipment	Where appropriate these will be provided for business use and any workrelated costs will be met by the Authority.
Professional subscriptions	Professional subscriptions are not reimbursed

Appendix B

SENIOR MANAGEMENT STRUCTURE & SALARY RANGES AT 1 April 2026

JOB TITLE	GRADE	SALARY RANGE
Chief Executive	CEX	£224,438
SD Adult Social Care and Health	SD1	£159,862 - £167,495
SD Children's Services	SD1	£159,862 - £167,495
SD Corporate Resources/S151	SD1	£159,862 - £167,495
SD Environment	SD1	£159,862 - £167,495
SD Growth	SD1	£159,862 - £167,495
CHIEF EXECUTIVE'S OFFICE		
AD Office of the Chief Executive	AD2	£99,433 - £112,411
CORPORATE RESOURCES		
Director of Human Resources	D1	£123,289 - £135,486
Director of Legal & Governance	D1	£123,289 - £135,486
AD Finance Corporate and Strategic	AD2	£99,433 - £112,411
AD Finance Management Accounting	AD2	£99,433 - £112,411
AD Revenues, Benefits & Customer Services	AD2	£99,433 - £112,411
AD Asset & Facilities Management	AD2	£99,433 - £112,411
CHILDREN'S SERVICES		
AD Improvement & Partnerships	AD2	£99,433 - £112,411
AD Schools & Learning	AD2	£99,433 - £112,411
AD SEND & Inclusion	AD2	£99,433 - £112,411
ADULT SOCIAL CARE AND HEALTH		
Director of Public Health	D1	£123,289 - £135,486
AD Adults with Disabilities	AD2	£99,433 - £112,411
AD Older Peoples Services	AD2	£99,433 - £112,411
AD People Commissioning & Business Support	AD2	£99,433 - £112,411
ENVIRONMENT		
AD Culture, Sport & Leisure	AD2	£99,433 - £112,411
AD Neighbourhoods & Community Services	AD2	£99,433 - £112,411
AD Waste, Fleet & Environment	AD2	£99,433 - £112,411
GROWTH		
AD Culture Policy and Events	AD2	£99,433 - £112,411

AD Economic & Development Services	AD2	£99,433 - £112,411
AD Planning, Transportation & Highways	AD2	£99,433 - £112,411
AD Sustainability	AD3	£86,458 - £99,433
WEST YORKSHIRE PENSION FUND		
Managing Director of West Yorkshire Pension Fund	SD1	£159,862 - £167,495
Chief Investment Officer	Spot Salary	£213,623
AD Investments (3)	AD3	£86,458 - £99,433
AD Finance, Admin and Governance	AD3	£86,458 - £99,433