

**SUBJECT: publication Of Pay Policy Statement**

**MEETING: Council**

**DATE: 5 March 2026**

**DIVISION/WARDS AFFECTED: All**

## **1. PURPOSE**

- 1.1 To approve the publication of Monmouthshire County Council's Pay Policy, in compliance with the Localism Act.

## **2. RECOMMENDATION**

- 2.1 That Council approves the Pay Policy for the year 1<sup>st</sup> April 2026 to 31<sup>st</sup> March 2027.

## **3. KEY ISSUES**

- 3.1 Monmouthshire County Council is part of the nationally negotiated and agreed pay award involving the Joint National Councils (JNC) for Chief Executives and Chief Officers. It also applies the JNCs' terms and conditions.
- 3.2 As a result of the 2025/26 pay negotiations between JNC and Trades Unions:
- a. the individual basic salaries of all officers within the scope of the JNC for Chief Executives of Local Authorities increased by 3.20% with effect from 1 April 2025.
  - b. the individual basic salaries of all officers within the scope of JNC for Chief Officers of Local Authorities increased by 3.20% with effect from 1 April 2025.
  - c. the individual basic salaries of all officers within the scope of NJC 'Green Book' terms and conditions increased by 3.20%, with effect from 1 April 2025.
  - d. the individual basic salaries of all teachers within the scope of the School Teachers Pay & Conditions Document increased by 4% with effect from 1 September 2025.
- 3.3 The legal duty to publish a pay policy is set out in s38 of the Localism Act 2011. In providing this report to Council and making the report available, Monmouthshire County Council is satisfying that legal requirement. The policy covers the requirements of the legislation including:

- a. information in relation to pay bands (and salary information) for the Chief Executive Officer, Chief Officers and Local Government Employees (LGE);
  - b. Monmouthshire County Council's pay spine and grading structure;
  - c. updated information in relation to the pension contributions.
- 3.4 The policy is underpinned by the Single Status Agreement signed as a collective agreement with the Trades Unions on 2nd December 2010, and other nationally agreed terms and conditions for employees of the Council.
- 3.5 This is the fifteenth publication of the policy.

#### **4. OPTIONS APPRAISAL**

- 4.1 There is a statutory requirement to produce and publish an annual pay policy statement.

#### **5. EVALUATION CRITERIA**

- 5.1 This report is a statutory requirement.

#### **6. REASONS**

- 6.1 The Council has a statutory requirement under s38 of the Localism Act 2011 to prepare a pay policy statement on an annual basis. The statement needs to be in place by 31st March each year for the following financial year. The proposed Pay Policy will ensure compliance with this legislation.

#### **7. RESOURCE IMPLICATIONS**

- 7.1 There are no direct financial implications arising from the adoption of the pay policy statement.
- 7.2 Pay costs will be incorporated into the 2026/27 budget, and this will include an assumption made of the expected impact of any future national pay awards that may impact the Council's pay costs. The extent that any more local arrangements or enhancements having been agreed have been undertaken within the Authority's decision-making processes as outlined in the constitution.

#### **8. WELLBEING OF FUTURE GENERATIONS IMPLICATIONS (INCORPORATING EQUALITIES, SUSTAINABILITY, SAFEGUARDING AND CORPORATE PARENTING)**

- 8.1 This report is a statutory requirement.

## **9. CONSULTEES**

Chief Executive  
Head of Finance  
Monitoring Officer  
GMB  
UNISON

## **10 BACKGROUND PAPERS**

None

## **11.AUTHOR**

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