



Pay Policy Statement

April 2026

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1. PAY POLICY STATEMENT FOR THE YEAR 2026/27

- 1.1. The Pay Policy Statement sets out the Council's approach to pay policy in accordance within the requirements of Section 38 of the Localism Act 2011. This pay policy applies for the year 2026/27 unless replaced or varied by Full Council.
- 1.2. The Pay Policy Statement applies to all Council employees excluding teachers and staff in schools who are outside the scope of the Localism Act 2011. This Statement complies with all statutory and legal requirements. It does not cover teaching staff whose salaries and terms and conditions of employment are set by the Secretary of State. Academy Schools are an entirely separate legal entity from the Council and are covered by Academies Act 2010 and as a separate employer are responsible for setting salaries for their employees.
- 1.3. The purpose of the Pay Policy Statement is to ensure transparency and accountability with regard to the Council's approach to setting pay. The Pay Policy Statement has been approved by Council and is publicised on the Council's website annually, in accordance with the requirements of the Localism Act 2011.
- 1.4. Once approved by full Council, this policy statement will be publicly available and will come into effect on the 1st April 2026 superseding the 2025/26 statement. The policy statement will be subject to review on a minimum of an annual basis, the policy statement for the next year being approved by 31st March each year.

2. UNDERLYING PRINCIPLES

- 2.1. The Council is committed to, and supports, the principle of equal pay for all our employees. The Equality Act 2010 requires employers not to discriminate on grounds of the nine protected characteristics.
- 2.2. The Council applies 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, these are then incorporated into contracts of employment.
- 2.3. The Pay Policy Statement identifies:
 - The method by which salaries and severance payment are determined.
 - The detail and level of remuneration of the Council's most senior staff, which accords with the requirements of the Localism Act 2011.
 - The process for ensuring that the Pay Policy Statement is applied consistently, including the Staffing Panel which has delegated powers in relation to senior manager pay and employment.
 - The detail and level of remuneration for the lowest level of employee.
 - The ratio of pay of the top earner and that of the median earner.
- 2.4. In this Pay Policy Statement, we use the term "Senior Manager" to mean the same as "Chief Officer" as described in the Localism Act 2011. The Council already separately publishes information about pay and average pay, which is also set out here.

Highest Pay (per annum)	£204,396 p.a. (fte)
Average Pay (per annum)	£36,071.78 p.a. (fte) (based on mean) £33,869.04 p.a. (fte) (based on median)

Pay difference (between average & highest pay)	£168,324.22 (based on mean) £170, 526.96 (based on median)
Pay Multiple (ratio between the average and the highest pay)	5.7:1 (based on mean) 6.0:1 (based on median)
Pay Multiple (ratio between the lowest and the highest pay)	8.2:1

3. POLICY ON THE REMUNERATION OF SENIOR MANAGEMENT ('CHIEF OFFICERS')

- 3.1. Chief Executive and Chief Officers conditions of service are in line with the Joint Negotiating Committees for Chief Executives and Chief Officers. The pay levels for the Chief Executive and Directors are determined by the Council's Senior Staffing Panel on appointment, having regard to the Council's duty to ensure best value and after taking professional advice on pay levels, market conditions and other relevant employment factors.
- 3.2. Assistant Director pay is determined by a job evaluation process. The scheme used was one designed by the Local Authority Employers Organisation, which advises Councils at a national and regional level on employment and pay issues.
- 3.3. The level of remuneration is determined as set out above. Other than allowable out of pocket expenses, the Council does not make other payments to Senior Managers in addition to basic salary for undertaking their core role Overtime is not payable to Senior Managers. Any remuneration package in excess of £100K will be determined by Full Council.
- 3.4. The details of the Senior Manager pay structure are as follows:

Assistant Director Grades

- Assistant Director 1 £95,162.00
- Assistant Director 2 £107,521.00
- Assistant Director 3 £114,408.00

Director Grades / salary ranges

- Director Level 1 £113,520 - £123,840
- Director Level 2 £129,000 - £144,480

Chief Executive Grade / salary range

- Chief Executive £204,396.00

- 3.5. The remuneration paid to the Chief Executive and Chief Officers including statutory chief officers, non-statutory chief officers and deputy chief officers is published on the [Council's Transparency Data](#) and in the [Statement of Accounts](#). Any pay supplements paid to Senior Officers are available within the [Council's Chief Officers' salaries and wages information](#).
- 3.6. The Council's Senior Management Structure including statutory and non-statutory Chief Officers and their direct reports is published on the Council's [Organisational Structure Chart](#).

4. POLICY ON THE REMUNERATION OF ITS LOWEST PAID EMPLOYEES

- 4.1. In this policy, we use the definition of lowest paid employee as being those paid on spinal column point (SCP) 3 of the National Joint Council for Local Government Services, plus the Living Wage (LW) supplement payment where SCP 3 is below the LW rate, which was introduced within the

Council pay structure in September 2016. We use this because it is the lowest substantive pay point used for local authority employees.

- 4.2. Our policy is that an employee would normally only be paid at this rate if they were in the first year of appointment to a post which has been evaluated under the national scheme for evaluating local authority jobs. The Council uses the nationally agreed job evaluation scheme for employees of local authorities, which, is used by a large proportion of other local authorities.
- 4.3. Once someone has been in post a year, they will, subject to satisfactory performance, move to the next increment in the pay scale (Grade C upwards). Increments are payable each year on 1 April, until the maximum point of the grade is reached.
- 4.4. The Council's pay structure is available on the website at <https://www.tameside.gov.uk/paystructure>
- 4.5. The Council has employees who have transferred under TUPE to the Council who, remain on the terms and conditions of their previous employer. The Council also employs staff on Soulbury and Youth and Community Workers terms and conditions.

5. POLICY ON THE RELATIONSHIP BETWEEN -

- (i) **THE REMUNERATION OF ITS SENIOR MANAGERS, AND**
- (ii) **THE REMUNERATION OF ITS EMPLOYEES WHO ARE NOT SENIOR MANAGERS**

- 5.1. The Council has no formal policy on the relationship between the remuneration of Senior Managers. The Hutton review entitled Fair Pay in the Public Sector considered the multiple should be no greater than 20 to 1 (lower is better) and based on the current situation the Council falls well below this threshold. The 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. These pay rates may increase in accordance with any pay settlements which are reached through their respective national negotiating bodies.
- 5.2. The pay multiple between the Chief Executive's pay and the lowest paid employee in the organisation is 8.4:1 and is therefore well within this recommended range.

6. POLICY RELATING TO THE REMUNERATION OF SENIOR MANAGERS ON RECRUITMENT

- 6.1. All posts are subject to the Council's recruitment and selection process for job appointments, including promotion. Appointments will normally be made at the minimum of the relevant pay scale for the grade, although this can be varied if it is necessary to secure the best candidate. When recruiting to all posts the Council will take full and proper account of all provisions of relevant local government, employment and equalities legislation.
- 6.2. On occasions, the Council may need to consider market forces supplements for employees, which might include Senior Management posts. Authorisation arrangements for market forces supplements would be subject to approval by the Chief Executive (Head of Paid Service) No such supplements are currently in place.
- 6.3. The Council will ensure that before an offer of appointment is made, any salary package for any post that is in excess of £100,000 is considered by full Council.

7. POLICY RELATING TO INCREASES AND ADDITIONS TO REMUNERATION FOR EACH SENIOR MANAGER

- 7.1. Senior Managers are paid at a spot rate salary. The majority of Council staff receive nationally agreed pay awards when they are applied. Senior Manager salaries are increased in line with agreed national pay awards. The most recent pay award was applicable from 1 April 2025. Senior

Management salaries were increased by 3.20 per cent on basic salary in 2025/26 to reflect the national pay award.

8. POLICY RELATING TO THE USE OF PERFORMANCE RELATED PAY FOR SENIOR MANAGERS

- 8.1. The Council does not pay performance related pay to Senior Managers or any other member of the workforce. The Council believes that it has sufficiently strong performance management arrangements in place to ensure high performance. Any areas of under-performance would be addressed through the capability/disciplinary procedure as appropriate.

9. POLICY RELATING TO THE USE OF BONUSES FOR SENIOR MANAGERS

- 9.1. The Council does not pay bonuses to Senior Managers or any other member of the workforce and does not intend to introduce any bonus schemes.

10. THE APPROACH TO PAYMENT OF SENIOR MANAGERS ON THEIR CEASING TO HOLD OFFICE UNDER OR TO BE EMPLOYED BY THE AUTHORITY

- 10.1. The approach to payment of Senior Managers is the same as those which apply to all Council employees.
- 10.2. Currently, the Council operates a discretionary scheme where employees may apply for voluntary severance. Payments under the scheme are capped at a maximum of 30 weeks' pay for all employees, including Senior Managers. Any applications within this scheme are subject to approval by the Council's statutory officer monitoring panel. As indicated within the Voluntary Severance Scheme, the consideration of any exceptions may be made where a robust business case exists to do so in the interests of the organisation.
- 10.3. Compensation payments for loss of office are considered in situations where an employee's post becomes at risk and/or the employment relationship is no longer tenable. A maximum payment of 12 weeks applies to all employees, including Senior Managers.
- 10.4. The Council's approach is to treat each case on its individual merits, taking professional advice on the appropriateness, and ensuring that all payments represent value for money to the taxpayer.
- 10.5. Employees who are 'at risk', having been displaced from their role, are supported to seek suitable alternative employment across the organisation. If the secured employment is at a grade lower than their previous post they will be assimilated to the new grade at the top spinal column point and receive pay protection up to their previous salary rate for a maximum period of 6 months. If an employee does not secure alternative employment, subject to the individual case, employees **may** be offered access to the Voluntary Severance Scheme.
- 10.6. No severance package will be made in excess of £95K. The components of any such package will be clearly set out and will include pay in lieu of notice, redundancy payment, pension release costs, settlement payments, holiday pay and any fees or allowances paid in line with the relevant legislation.

11. TRANSPARENCY

- 11.1. The Council meets its requirements under the Localism Act, the Code of Practice on Data Transparency and the Accounts and Audit Regulations in order to ensure that it is open and transparent regarding senior officer remuneration.
- 11.2. Senior Managers' pay is published on the Council's website each year. The current pay rates for senior managers are available at: [Transparency in Local Government \(tameside.gov.uk\)](https://www.tameside.gov.uk/transparency)

12. GENDER PAY GAP

12.1. From April 2017, gender pay legislation requires employers (public, private or voluntary sector) with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

12.2. There are two sets of regulations which impose the mandatory gender pay gap reporting obligations on employers:

- The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017
- The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017

12.3. The legislation requires the following 6 measures to be reported:

1	Mean gender pay gap	The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.
2	Median gender pay gap	The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees
3	Mean bonus gap*	The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees
4	Median bonus gap*	The difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees
5	Bonus proportions*	The proportions of male and female relevant employees who were paid bonus pay during the relevant period
6	Quartile pay bands	The proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands

**Measures 3, 4 and 5 are not reportable at Tameside Council as there are no bonus payments.*

12.4. As at 31 March 2025 a snapshot of the Council's workforce (including all employees, apprentices and casual staff in post) provides:

Mean gender pay gap	2.71%
Median gender pay gap	-3.99%
Mean bonus gap	N/a
Median bonus gap	N/a

Bonus proportions	N/a		
Quartile Pay Bands	Quartile	Count of female	Count of male
	Lower	415 (22%)	296 (30%)
	Lower Middle	467 (25%)	245 (25%)
	UpperMiddle	462 (25%)	250 (26%)
	Upper	527 (28%)	185 (19%)

12.5. Tameside's **mean** gender pay gap is 2.71% meaning that overall males have higher pay than females. Tameside's **median** gender pay gap is -3.99% meaning that overall females have higher pay than males.

12.6. Tameside's negative median gender pay gap shows that females are paid more than males, due to the high percentage of females in the upper and upper middle quartiles. Over half, 53% of females are in the upper and upper middle quartiles.

12.7. The upper quartile has the highest percentage of females at 28%, while the lower quartile has the highest number of males at 30%.

12.8. The Council is committed to continue to achieve a low gender pay gap and will continue to monitor and review recruitment and reward processes, develop career pathways to enable and support career progression and continue to support flexible working and family friendly policies to enable both men and women to progress within the workforce.

13. COMMITMENT TO THE LIVING WAGE

13.1. The Council is committed to becoming an accredited Living Wage Foundation Employer. The Living Wage is a rate of pay per hour, which is enough to make sure workers and their families can live free from poverty.

13.2. The Council implemented the Living Wage Foundation rate of pay in September 2016 for all employees (excluding apprentices, work placements and traineeships, which have been created to enable access to the workplace training and job opportunities). This is paid by means of a supplement to Council employees whose hourly rate of pay falls below the nationally set rate, as required annually. This rate will continue to be reviewed in line with the nationally negotiated NJC pay award.

13.3. The Council will encourage and promote all employers, both directly and through their subcontractors, to pay a Living Wage, and promote the Living Wage principles when there are opportunities to so do in the Borough.

13.4. The Council strives to make Tameside a better place and is of the view that payment of a Living Wage can have a positive impact on the delivery of services as well as economic and social benefits in the Borough.

13.5. The Council is committed to providing better quality value for money services and feels the payment of the Living Wage Foundation will contribute to this goal.

14. LOCAL GOVERNMENT PENSION SCHEME

14.1. Eligible employees are automatically enrolled into the Local Government Pension Scheme (LGPS). The Council has agreed policies in place on how it will apply any discretionary powers it has under Pensions regulations. It is not Council policy to apply the available discretions to award additional pension to any members of the pension scheme (regulation 31). Details of the [Council's Local Government Pension Scheme employer discretions](#) are published.

15. RE-EMPLOYMENT OF STAFF

15.1. The Council is under a statutory duty to appoint on merit and has to ensure that it complies with all appropriate employment and equalities legislation. The authority will always seek to appoint the best available candidate to a post who has the skills, knowledge, experience, abilities and qualities needed for the post.

15.2. Where a person has previously left the organisation through voluntary early retirement, voluntary severance or a mutually agreed resignation scheme, this will be part of the considerations to support fairness and value for money across the public sector.

15.3. The Small Business, Enterprise and Employment Act 2015 does enable the recovery of exit payments when high earners return to the same part of the public sector within 12 months of leaving. The Council will comply with any legislative requirements in relation to exit payments prevailing at the time.

15.4. If a candidate is a former employee in receipt of an LGPS pension or a redundancy payment this will not rule them out from being re-employed by the Council. Where a former employee left the authority on redundancy terms then the old post has been deleted, and the individual cannot return to the post as it will not exist.

15.5. The Council will also apply the provisions of the Statutory Redundancy Payments Modification Order regarding the recovery of redundancy payments if this is relevant and appropriate. Pensions Regulations also have provisions to reduce pension payments in certain circumstances to those who return to work within the local government service.

15.6. The authority will apply the provisions of the Recovery of Public Sector exit payments in accordance with any regulations made under The Enterprise Act 2016 and any other applicable legislation and guidance.

16. POLICY AMENDMENT

16.1. The Council may seek to change elements within the pay policy as part of any necessary efficiency review or as other circumstances dictate.

16.2. This policy statement will be reviewed each year and will be presented to full Council each year for consideration in order to ensure that a policy is in place for the authority prior to the start of each financial year.

17. PAY POLICY REFERENCES

- Agency workers directive 2011

- Hutton Fair Pay in the Public Sector Final Report (March 2011)
- Joint Negotiating Committee for Local Authority Chief Executives
- Joint Negotiating Committee for Chief Officers of Local Authorities
- Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006
- Local Government Pension Scheme (Benefits, Membership Contributions) Regulations 2007
- Localism Act 2011
- National Joint Council for Local Government Services
- Tameside Borough Council Scheme of Delegation
- The Accounts and Audit (England) Regulations (2011)
- The Equality Act 2010
- The Secretary of State for CLG Code of Recommended Practice for Local Authorities on Data Transparency
- Local Government Transparency Code 2014
- Statutory guidance on the making and disclosure of Special Severance Payment by local authorities in England