

## Pay Policy Statement 2025/2026

### Purpose

1. To present an updated pay policy statement for the financial year 2025/2026 for approval by Staffing Policy Committee prior to agreement by Council and publication on the website.

### Background

2. Under chapter 8 of the Localism Act 2011 every local authority must prepare a pay policy statement for the financial year and each subsequent financial year.
3. Wiltshire Council originally published its pay policy statement in February 2012 and the updated policy is now required to be published on the website by 1st April 2025.

### Main considerations

There are minimal changes this year, with the main updates to the pay policy statement outlined below:

4. Throughout the policy, the total number of council employees, apprenticeships, and pay rates and pay ratios where applicable have been updated. The ratio for the highest to lowest paid has decreased slightly this year due to the appointment of the new Chief Executive and the NJC pay award of £1,290 on all points regardless of salary resulting in the lowest point (Grade B) receiving a 5.7% increase compared with 2.5% for HAY graded staff.
5. A revised introduction to include reference to the Employment Rights Bill and continued developments with the Oracle ERP system.
6. The annual budget will be set in February in time for approval at Full Council and the pay policy statement will be updated to reflect this prior to final publication.

### Reason for the policy/ changes to the policy

7. The Council is required to publish this pay policy statement by 1st April 2025 to comply with the Localism Act.

### **Environmental impact of the proposal**

8. N/A

### **Equalities impact of the proposal**

9. N/A

### **Risk Assessment**

10. N/A

### **Financial Implications of the proposal**

11. N/A

### **Recommendations**

12. That Staffing Policy Committee approve the updated pay policy statement for 2025/2026 to be presented at Full Council for approval on 25th February 2025.

**Tamsin Kielb**  
**Director HR&OD**

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