

Full Council

10 February 2026

Pay Policy Statement 2026/27

For Recommendation to Council

Cabinet Member:

Cllr B Wilson, Corporate Development and Transformation

Local Councillor(s):

All Councillors

Senior Leadership Team:

C Howe, Chief Executive

Report author and job title: Natalie Adam, HR Service Manager – Centre of Excellence

Email: natalie.adam@dorsetcouncil.gov.uk

Statutory Authority: Localism Act 2011

Report status: Public (the exemption paragraph is N/A)

Executive summary

- 1.1 As required by the Localism Act 2011, the attached report sets out the Pay Policy Statement for Dorset Council for the financial year 2026/27.
- 1.2 The Act places a requirement on local authorities to produce a statement on an annual basis, setting out their policies on the remuneration of their Chief Officers, and the relationship between the remuneration of its Chief Officers and non-Chief Officers.

2. Recommendation(s)

- 2.1 It is recommended that the Full Council:
 - (i) Note the provisions of the Localism Act and content of the Pay Policy Statement for the 2026/27 financial year.
 - (ii) Approve the Pay Policy Statement for 2026/27.

3. Reason for the recommendation(s)

- 3.1 The Full Council is responsible for approval of the annual pay policy statement.

4. Introduction

- 4.1 The Localism Act, Part 1, Chapter 8 under the heading 'Pay Accountability' places a requirement on local authorities to produce and publish a Pay Policy Statement on an annual basis.
- 4.2 This report sets out the main requirements of the Localism Act and details the scope of the council's Pay Policy Statement for the financial year 2026/27.

5. Pay Policy Statement 2026/27

- 5.1 The Pay Policy Statement for 2026/27 is attached at Appendix 1 setting out council policies for the financial year relating to:
 - a. the remuneration of its Chief Officers,
 - b. the remuneration of its lowest paid employees, and
 - c. the relationship between the remuneration of its Chief Officers and the remuneration of its employees who are not Chief Officers.
- 5.2 The Pay Policy Statement refers to overview tables setting out the general policies relating to the remuneration of the council's Chief Officers.
- 5.3 Pay Policy Statements also provide details of any partnership arrangements in place which work towards improving efficiency in local government. Currently, the council has no jointly funded partnership arrangements in place.

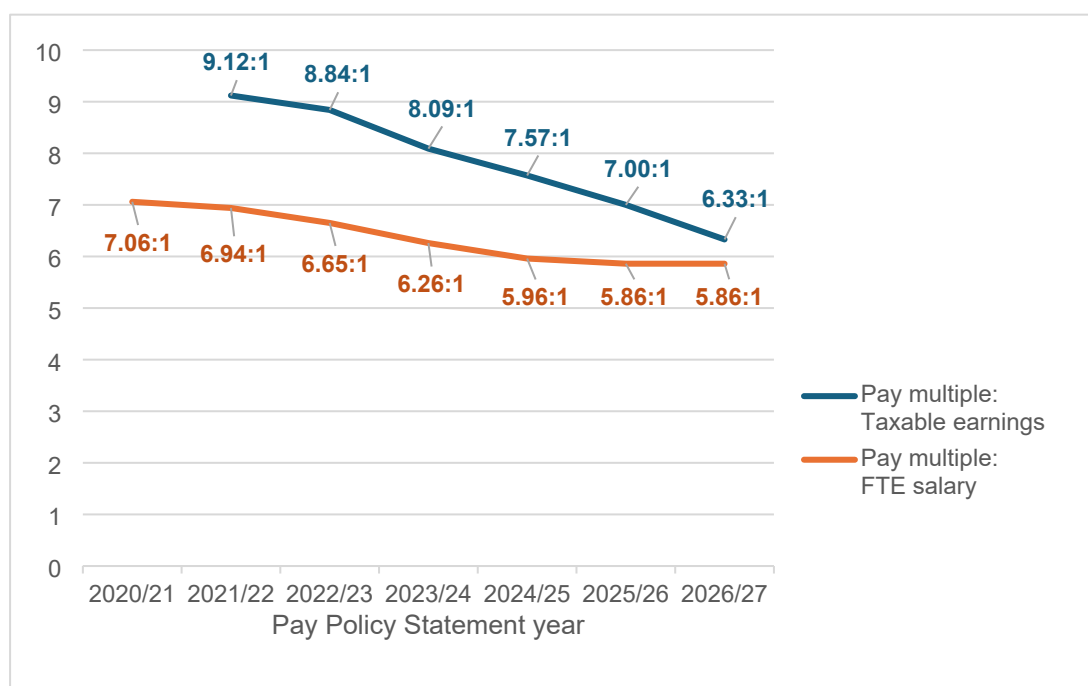
6. Requirements of the Localism Act

- 6.1 In preparing the Pay Policy Statement for the 2026/27 financial year, it is recommended that the Full Council note the following in respect of the Act's requirements.
- 6.2 Chief Officers
 - (a) The Act defines Chief Officers by reference to various sections of the Local Government and Housing Act 1989. For the purposes of this Pay Policy Statement and in terms of the council's structures, the definition of Chief Officers incorporates the Chief Executive, Executive Directors (includes Section 151 Officer, Director of Children's Services and Director of Adult Social Services), Director of Legal & Democratic (Monitoring Officer), Corporate Directors, Director of Public Health & Prevention, Deputy Director of Public Health & Prevention and Consultants in Public Health.
 - (b) The details for Chief Officers (Appendix 1) reflects the position as at 1 January 2026.
 - (c) The council also engages via contracts for service through third party organisations, which have been assessed as IR35 compliant (and fall outside of the IR35 legislation).
- 6.3 Definition of Lowest Paid Employees
 - (a) The council has defined its lowest paid employees as those on the lowest Green Book spinal column point.

- (b) For both Chief Officers and the lowest paid employees, the council adopts all relevant national agreements and the associated national pay bargaining arrangements. As a result, any pay awards negotiated by the National Joint Council and Joint National Council will be contained within the Appendix as required.

6.4 Relationship between Chief Officers and non-Chief Officers

- (a) The relationship between Chief Officer remuneration and non-Chief Officer remuneration is normally calculated as the ratio between the earnings of the highest paid officer (the Chief Executive) and the median earnings of employees.
- (b) In calculating the pay multiple based on total taxable earnings for the 2024/25 tax year (including benefits in kind and elements such as pension contributions) the ratio of the Chief Executive's earnings to the median earnings of employees was 6.33:1. This is slightly lower than the 2023/24 tax year which was 7.00:1.
- (c) In calculating the pay multiple based on FTE salaries (excluding allowances and enhancements) as at 1 January 2026, the ratio of the Chief Executive's salary to the median FTE salary of employees was 5.86:1, which is the same as last year.
- (d) Please note that the pay multiple at 6.4 (b) above (total taxable earnings for the 2024/25 tax year) was calculated using the former Chief Executive's salary, whilst the pay multiple at 6.4 (c) above (FTE salaries) reflects the current Chief Executive's salary.
- (e) The chart below shows the ongoing trends for the two pay multiples since the 2020/21 pay policy statement.



- (f) Most councils in the South-West calculate their pay multiples based only upon FTE salaries. Dorset Council also calculates a pay multiple for total taxable earnings. Comparisons of last year's FTE pay multiples show that Dorset Council was in the mid-range across the region at 5.86:1, within a range of 4.25:1 at Torbay Council and 7:1 at BCP Council.

7. Next Steps

- 7.1 Once agreed, and in advance of 31 March 2026, the Pay Policy Statement will be published on the council's website.
- 7.2 Prior to its publication, Privacy Notices will be issued to each of the Chief Officers detailed in the Schedule (at Appendix 1).

8. Legal considerations

- 8.1 The Localism Act 2011 places a requirement on local authorities to produce a pay policy statement on an annual basis, setting out their policies on the remuneration of their Chief Officers, and the relationship between the remuneration of its Chief Officers and non-Chief Officers

9. Financial implications

- 9.1 None arising directly from the Pay Policy Statement.

10. Natural environment, climate & ecology implications

- 10.1 None arising directly from this report.

11. Well-being and health implications

- 11.1 None arising directly from this report.

12. Other implications

- 12.1 None arising directly from this report.

13. Risk implications

- 13.1 HAVING CONSIDERED: the risks associated with this decision; the level of risk has been identified as:
Current Risk: LOW
Residual Risk: LOW

14. Equalities

- 14.1 The Localism Act was subject to consideration in terms of compatibility with the European Convention on Human Rights and contains a statement by the then Secretary of State that the provisions are compatible with equalities legislation. The Pay Policy Statement is now part of a wider transparency and equality framework alongside gender pay gap reporting requirements.

15. **Appendices**

- 15.1 Appendix 1: Pay Policy Statement (which includes the Schedule of Chief Officers Remuneration and Overview Table of Policies Relating to Remuneration for the Chief Officers).

16. **Background papers**

- 16.1 None.

17. **Report sign-off**

- 17.1 This report has been through the internal report clearance process and has been signed off by the Director for Legal and Democratic (Monitoring Officer), the Corporate Director for Finance & Commercial (Interim Section 151 Officer) and the appropriate Cabinet Member.