

LONDON BOROUGH OF REDBRIDGE PAY POLICY STATEMENT 2026/2027

1. Introduction and Purpose

- 1.1 This Pay Policy Statement ('statement') sets out the Council's approach to pay in accordance with the requirements of Section 38-43 of the Localism Act 2011 and associated statutory guidance.
- 1.2 This statement applies to employees of the London Borough of Redbridge ("the Council") whose pay, including salary and terms and conditions, are set and managed by the Council. It does not cover the following:
 - Individuals employed by external organisations contracted to provide services for the Council.
 - Employees seconded to, or from, the Council, where their pay or terms and conditions are not set by the Council.
 - All school-based employees, including temporary teachers, support staff, and agency workers.
 - Employees working for the Council on behalf of an external party, where pay and/or other employment conditions are not determined by the Council.
 - Unpaid volunteers or those on work experience placements.
- 1.3 The Council is obligated to adhere to this statement when determining the remuneration or employment conditions for a chief officer, as defined below.
- 1.4 After receiving full Council approval, this statement will become effective on 1 April 2026. It will be reviewed at least once a year, and the policy statement for the next year must receive approval by 31 March annually.

2. Principles

- 2.1 When determining employee remuneration and benefits, the Council is committed to ensuring value for money in the utilisation of public funds. Simultaneously, it acknowledges the necessity of attracting and retaining skilled personnel in a competitive labour market to fulfil its obligations and deliver high-quality, efficient, and responsive services.
- 2.2 The Council sets pay in line with employment legislation, best practices, and binding collective agreements or contracts, which require mutual consent to amend.
- 2.3 This pay policy is based on the Employment Rights Act 1996, Equality Act 2010, Part-Time Workers Regulations 2000, and TUPE Regulations 2006.
- 2.4 The Council is committed to preventing pay discrimination within its pay structures and ensuring that any differences in pay are based on clear, objective criteria.

3. Chief Officer Pay

- 3.1 Section 112 of the Local Government Act 1972 allows the Council to appoint employees on terms and conditions it deems reasonable and in accordance with Section 41 of the Localism Act 2011, which requires decisions on Chief Officers' terms to comply with the Council's pay policy statement.
- 3.2 In this policy, "Chief Officer" means the Head of Paid Service (Chief Executive), Deputy Chief Executive, Monitoring Officer (Director of Assurance), Section 151 Officer (Executive Director of Resources), as well as statutory and non-statutory Chief Officers,

and deputy Chief Officers, as described in section 43(2) of the Localism Act 2011. It also includes anyone working in Director positions within the Council's current Leadership Group structure.

- 3.3 The Council has a clear structure for its senior leadership team. There are three main levels in the Leadership Group:
- Directors, who have oversight and accountability for their department and report to the Council's Executive Directors.
 - The Executive Directors have strategic oversight and accountability for multiple departments and report to the Chief Executive. This also includes the Director of Assurance and Deputy Chief Executive.
 - The Chief Executive leads the Executive Leadership Team which consists of that role, Executive Directors, the Deputy Chief Executive and the Director of Assurance.
- 3.4 Several key principles shape the Council's approach to rewarding Chief Officers:
- The policy aims to remain affordable, ensuring that reward matches both individual and organisational performance.
 - Reward policies for senior officials will be clear, transparent, and easy to understand.
 - There will be flexibility to determine rewards based on job size, capability, and relevant market rates (supported by evidence where applicable).
 - Rewards for senior positions will be fair and balanced when compared with those for the broader workforce.
- 3.5 With the exception of the Chief Executive, all Director positions are assessed by Human Resources in accordance with the Local Government Employers Senior Manager job evaluation scheme. This evaluation scheme determines the relevant grade and pay band assigned to the post holder.
- 3.6 Chief Officer remuneration is set by the CEX at appointment. Directors are typically offered salaries aligned with the LBR pay structure for the relevant band, unless a higher market supplement is needed, such as to match a previous salary or attract a candidate with required experience and skills.
- 3.7 The Staffing Sub-Committee of the Council is responsible for:
- Receiving an annual report from the Head of Paid Service concerning this statement, focusing on chief officer pay levels, and providing recommendations to Full Council for approval.
 - Appointing permanent Chief Officers, except for the Head of Paid Service, Section 151 Officer, and Monitoring Officer. For these roles, the Sub-Committee will instead recommend appointments to Full Council.
- 3.8 The Council's procedures for recruiting all officers, including senior appointments, are outlined in the Fair Recruitment and Selection Policy.
- 3.9 When appointing to a Chief Officer or deputy Chief Officer position, the Staffing Sub-Committee is responsible for making appointments to these posts, except where authority has been delegated to the Head of Paid Service or another Officer.
- 3.10 For positions such as the Head of Paid Service, Section 151 Officer and Monitoring Officer, the Sub-Committee will make recommendations to the full Council, which retains responsibility for approving these appointments.

- 3.11 The appointment of any Officer other than a permanent Chief Officer or deputy Chief Officer shall be managed exclusively by the Head of Paid Service or an Officer nominated by them.
- 3.12 The starting salary for the Chief Executive is determined by the Full Council, and annual pay increases will align with those negotiated nationally by the JNC for Chief Executives and adopted by the Council.
- 3.13 The Chief Executive, who serves as the Returning Officer, just like London peers, receives occasional fees for these duties at rates determined by central government. Details for 2026/27 will be released when they become available.
- 3.14 Human Resources evaluates all Chief Officer positions using the Local Government Employers Senior Manager job evaluation scheme, which determines the appropriate grade and pay band for the post holder (see Appendix 2). Chief officers will be offered a salary that aligns with the Council's established pay bands and structure unless there is a requirement to;
- match the appointee's previous salary e.g. in the case of a move from another authority; or
 - secure a specific candidate with experience and competence
- 3.15 Any changes to this approach require objectively justified criteria and supporting evidence. Existing pay, experience, and qualifications of an appointee may be considered, but equal pay implications within the Council will also be taken into consideration.
- 3.16 Annual increases in base pay awards for Chief Officers will be determined by those nationally negotiated and agreed by the Joint Negotiating Committee (JNC) for Chief Officers of Local Government Services adopted by the Council.
- 3.17 Chief Officers will have annual performance reviews based on set targets and Council management standards. If criteria are met, an increment to the next salary point may be given. Those at the salary maximum or on a spot salary may receive extra payments at the Chief Executive's discretion.
- 3.18 The Chief Executive Handbook clearly outlines the appraisal process, emphasising that objectives should be mutually agreed and designed to be relevant, challenging, and achievable. The Leader of the Council will undertake the appraisal of the Chief Executive which will be externally facilitated.
- 3.19 The Council's aim is to hire individuals for Chief Officer roles using employment contracts and to apply PAYE for direct tax and National Insurance deductions. If the Council cannot recruit Chief Officers, or needs temporary support to fill a key position, it will implement the most efficient arrangements necessary to engage suitable individuals.
- 3.20 Consultants may be engaged when their expertise is genuinely required. The Head of HR People Services will review all consultancy appointments annually. These arrangements will fully comply with HMRC IR35 regulations and the Council's procurement procedures, ensuring that the Council consistently achieves best value for money.
- 3.21 Additional payments for Chief Officers are governed by the Council's Constitution and policies and must receive delegated approval. Such approval requires evidence of effective service delivery and value for money.

4. Pay and Grading Structure

- 4.1 Pay awards for 2025/26 have been agreed for Chief Executives, Chief Officers, and Employees under NJC terms. Negotiations for 2026/27 are pending; any future agreements will be updated in the Council's pay and grading structure.
- 4.2 The Council is committed to guaranteeing that every employee, except those protected by TUPE Regulations, will earn at least the London Living Wage per hour.
- 4.3 Temporary agency workers will receive pay equal to permanent staff in similar positions, and no agency worker will be paid less than the London Living Wage.
- 4.4 Appendix 1 outlines the salary scale for employees below Director, based on the Council's GLPC evaluation scheme. Employees are usually paid on an incremental pay scale, starting at the lowest point for their role. For internal moves where pay grades overlap, employees are placed at the lowest advantageous point of the new, higher grade. Progression through the scale then follows the established procedure.
- 4.5 In certain situations, it may be appropriate to appoint either internal or external candidates at a higher point within the pay grade to help attract and retain outstanding individuals. Any such decision must be clearly justified and remain within the existing budget. To maintain consistency and control over these appointments, the Head of Service or a delegated manager with the necessary salary authorisation will liaise with Human Resources before offering a higher salary scale point (SCP) within the grade.
- 4.6 Annual incremental pay progression takes place until the maximum SCP within the grade for the post is achieved. Thereafter the employee is only eligible to receive the annual cost of living award as negotiated by the appropriate bodies and implemented by the Council. Increments are usually due on 1st April each year.

5. Market supplements and Retention Payments

- 5.1 Occasionally, it may be necessary to consider external pay rates within the job market and offer market-related supplements or retention payments to attract and keep employees with the required experience, skills, and capability. Where this is needed, the Council will ensure any such payments are clearly justified, using transparent evidence from relevant market comparisons, drawing on data from both the local government sector and, where appropriate, other sectors. These payments will be reviewed at least once a year to confirm they remain suitable and appropriate.

6. Honorarium payments

- 6.1 Additional payments may be made to employees for one-off tasks outside their normal duties, such as temporary responsibilities from a higher-graded role or work that does not fully match a higher position.
- 6.2 The Council is committed to ensuring that these extra payments are justified and relevant. Each case will be objectively assessed to determine the necessity of the payment. The Council will undertake a review of these payments on an annual basis to ensure their continued necessity and appropriateness.

7. Long service Award

7.1 All Council employees who have completed 25 and 40 years of continuous service are entitled to receive either a payment through salary which will be liable to tax and National Insurance deductions or a gift voucher including VAT.

8. Bonus

8.1 Bonuses are not paid to staff, save where the TUPE Regulations may apply to employees transferring their employment to the Council.

9. Pay Protection

9.1 The Council has a pay protection policy that provides a mechanism to assist employees to adjust to a reduction in pay arising from organisational change or redeployment. Pay is protected for a period of twelve months following which the employee reverts to the level of pay for the substantive grade.

10. Redundancy Payments

10.1 Any employee leaving the Council as the result of redundancy will not be permitted to re-join the Council in any capacity, including engagement via employment agencies or as a consultant, for at least one year, except in exceptional circumstances and where specifically agreed by the Chief Executive. There is no such restriction on an individual made redundant by another local authority from securing employment with Redbridge Council.

10.2 Should the Council terminate the employment of any employee on the grounds of redundancy, they may be entitled to a redundancy payment, in line with the prevailing LBR organisational change policy.

11. Special Severance Payments

11.1 In exceptional circumstances the Council may consider enhanced, discretionary compensation payments in line with the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006 to facilitate early retirement, or severance on grounds of business efficiency, and to enable the Council to continue to achieve effective use of resources and provide value for money.

11.2 Appropriate HR, legal and financial advice will be sought and considered in respect of all special severance payments. The Council will take into consideration the Government's statutory guidance on the making and disclosure of Special Severance Payments by local authorities in England, and all such payments will be subject to an internal business case approval process involving the Executive Director of Resources/S151 Officer, Director of Assurance & Monitoring Officer, and Head of People Services.

11.3 Statutory guidance clearly sets out which types of discretionary payments fall within the scope of the guidance (contractual payments are exempt) and includes the financial thresholds for approval.

11.4 The Council reserves the right to change all discretionary elements and will implement any government changes to exit payments when they become law.

12. Release from service in the interest of efficiency

12.1 Where a post is not being deleted, but where an employee is no longer able to carry out the job effectively, the Council may consider the option of early retirement on the

grounds of efficiency. A full assessment of all the circumstances will be carried out in accordance with the Council's relevant policy. Early retirement of a Director on the grounds of efficiency must be authorised by the Chief Executive in consultation with the Executive Director of Resources.

13. Flexible Retirement

13.1 The Council's policy on flexible retirement applies equally to all employees. Flexible retirement provides the ability for an employee to draw their pension at the same time as being able to remain as an employee through a reduction either in hours of work or grade. There is no bar to individuals who have taken flexible retirement from securing work with the Council.

14. Pension Contributions

14.1 The Council operates the Local Government Pension Scheme (LGPS) and makes pension contributions as required to all eligible employees who participate in the scheme.

14.2 The Council has determined policies around the discretions available under the LGPS. Since 1 July 2013, the Council automatically enrolls workers into either the Local Government Pension Scheme or the National Health Service Pension Scheme, as appropriate, if they meet the following criteria:

- Earn over £10,000 a year; and
- Are aged between 22 and State Pension Age

15. Pay Multiples

15.1 The Council will annually publish the ratio of the pay of its Chief Executive to that of its median and lowest-paid earner.

15.2 The median is the salary that separates the higher-earning half of the workforce from the lower-earning half. All salaries will be arranged from lowest to highest value and the middle salary will be selected as the median.

Please see below for 2025/2026 (source: itrent).

	Pay	Ratio*
<i>Chief Executive</i>	<i>£206,214</i>	
<i>Median</i>	<i>£42,060</i>	<i>4.90:1</i>
<i>Lowest Paid</i>	<i>£25,581</i>	<i>8.06:1</i>

** 2026/2027 figures will be calculated at the end of March 2027.*

15.3 The calculation of the pay multiples will be based on all earnings for the year, including base salary, variable pay, allowances, and the cash-value of benefits in-kind. Pay for part-time employees is scaled up to full-time equivalence to enable meaningful comparisons and pay for those that have only worked a part year is also scaled up as though they worked a full year. Benefits which employees participate in but not taxed, (such as salary sacrifice arrangements), are included within total earnings figures.

- 15.4 For the purposes of this statement, the ‘lowest paid employee’ is defined as an employee on the lowest pay point routinely used by the Council for its substantive jobs, calculated at full-time equivalent. The lowest pay point routinely used is SCP 1 of the Outer London pay scale set by the Greater London Provincial Council. Staff paid at levels beneath SCP 1 are not on the pay scale set by the NJC for Local Government Services or are staff who have not been placed onto Council terms and conditions due to the TUPE Regulations.
- 15.5 Officers’ pay (NJC) is negotiated each year, and the Council remains committed to providing the London Living Wage for employees aged 21 and over. For these officers, this will increase from April 2026 to £15.24 per hour from £15.03 per hour.
- 15.6 Any increases to the London Living Wage with effect from 1st April 2026 will be adopted and applied.
- 15.7 Any percentage pay increases effective from 1st April 2026 will also be adopted and applied.
- 15.8 The cost of any pay increases will have to be met from within existing budgets.

16. Publication and access to information

- 16.1 Upon approval by full Council, this Statement will be published on the Council’s website; [Pay Policy Jan - Report.docx](#)
- 16.2 The Council will also publish on the Council’s website, on an annual basis, Gender Pay Gap data in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017; [lbr-annual-gender-pay-gap-report-2024finalpdf.pdf](#)
- 16.3 The Council’s annual Gender Pay Gap report on the Councils website provides further details and data of the mean and median gender pay gap and further information on pay quartiles; [Equality and diversity in Redbridge](#)
- 16.4 As part of the Local Government Transparency Code 2015, senior officers’ pay is published on the Council’s website; <http://www.redbridge.gov.uk/Audited Statement of Accounts 2023-24 Final signed with opinions>

Appendix 1; Officers Pay Scale
Appendix 2; Chief Officers Pay Scale

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Appendix 1; Officers Pay Scales

Officers (GLPC) Effective From					01/04/2025		
LBR Grade	SCP	INCLUSIVE SALARIES	INCLUSIVE HOURLY RATE	ALLOWANCE & ENHANCEMENT RATE	PLANNED OVERTIME RATE		
LBR2	LBR1c	02	£28,221	15.03	13.81		
		03	£28,617	15.24	14.02		
		04	£29,025	15.46	14.24		
LBR3		05	£29,436	15.68	14.46		
		06	£29,856	15.90	14.68		
	LBR4		07	£30,288	16.14		14.91
		08	£30,717	16.36	15.14		
		09	£31,158	16.60	15.37		
LBR5		10	£31,611	16.84	15.62		
		12	£32,535	17.33	16.11		
		13	£33,012	17.59	16.36		
LBR6		14	£33,495	17.84	16.62		
		15	£33,987	18.11	16.88		
		18	£35,520	18.92	17.70		
LBR7		19	£36,048	19.20	17.98		
		20	£36,585	19.49	18.26		
		23	£38,256	20.38	19.16		
LBR8		24	£38,739	20.64	19.41		LBR07 to LBR08 25.12
		25	£39,276	20.92	19.70		
		26	£40,182	21.41	20.18		
LBR9		27	£41,133	21.91	20.69		LBR09 to LBR011 26.89
		28	£42,060	22.41	21.18		
		29	£42,771	22.79	21.56		
LBR10		30	£43,680	23.27	22.04		LBR12 to LBR15 29.19
		31	£44,685	23.80	22.58		
		32	£45,750	24.37	23.15		
LBR11		33	£46,968	25.02	23.80		
		34	£48,003	25.57	24.35		
		35	£49,056	26.13	24.91		
LBR12		36	£50,085	26.68	25.46		
		37	£51,138	27.24	26.02		
		38	£52,194	27.80	26.58		
LBR13		39	£53,172	28.33	27.10		
		40	£54,267	28.91	27.69		
		41	£55,323	29.47	28.25		
LBR14		42	£56,376	30.03	28.81		
		43	£57,402	30.58	29.36		
		44	£58,461	31.14	29.92		
LBR15		45	£59,511	31.70	30.48		
		46	£60,573	32.27	31.04		
		47	£61,653	32.84	31.62		
LBR16		48	£62,766	33.44	32.21		
		49	£63,966	34.08	32.85		
		50	£65,181	34.72	33.50		
LBR17		51	£66,378	35.36	34.14		
		52	£67,575	36.00	34.77		
		53	£68,784	36.64	35.42		
LBR18		54	£69,984	37.28	36.06		
		55	£71,181	37.92	36.70		
		56	£72,399	38.57	37.34		
LBR19		57	£73,602	39.21	37.99		
		58	£74,802	39.85	38.63		
		59	£76,005	40.49	39.27		
		60	£77,550	41.31	40.09		

Appendix 2; Chief Officers Pay Scale

	Scale Point	Annual Basic Salary	Pension Contribution
HAY GRADED - Detailed GLPC table grade			
DIR2	1	£110,001	£21,010.19
	2	£113,577	£21,693.21
	3	£117,270	£22,398.57
	4	£121,083	£23,196.85
	5	£125,001	£23,126.85
DIR2	1	£120,000	£22,920.00
	2	£124,800	£23,836.80
	3	£129,792	£24,790.27
	4	£134,985	£25,782.14
	5	£140,001	£26,740.19
ED	1	£150,000	£28,650.00
	2	£154,875	£29,581.13
	3	£159,909	£30,542.62
	4	£165,108	£31,535.63
	5	£170,001	£32,470.19
DCEX	1	£165,000	£31,515.00
	2	£167,475	£31,987.73
	3	£169,989	£32,467.90
	4	£172,539	£32,954.95
	5	£175,002	£33,425.38
Chief Executive - CEX alace			
Chief Executive - CEX alace	79	£196,185.00	£37,471.34
	80	£202,242.00	£38,628.22
	81	£206,214.00	£39,386.87
	82	£210,192.00	£40,146.67
	83	£214,167.00	£40,905.90
	84	£218,133.00	£41,663.40
	85	£222,105.00	£42,422.06
	86	£226,083.00	£43,181.85
	87	£230,052.00	£43,939.93
	88	£234,024.00	£44,698.58
	89	£237,999.00	£45,457.81
Director of Public Health - DPH			
Director of Public Health - DPH	41	£116,667.00	£22,283.40
	42	£121,323.00	£23,172.69
	43	£123,729.00	£23,632.24
	44	£128,703.00	£24,582.27
	45	£133,926.00	£25,579.87
	46	£139,386.00	£26,622.73

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