

Pay Policy Statement 2025/26 London Borough of Ealing

Organisational context and principles for pay policy

1. High quality public services require high calibre staff to deliver them. Maintaining and improving local public services during a period of radical public service reform and unprecedented budgetary constraint is a major challenge for the Council. To succeed it is vital to ensure that our staff are fairly rewarded for their contributions, and that the shared commitment to public services - that motivates so many Council staff – is maintained. In this context, remuneration at all levels needs to be adequate to secure and retain a talented workforce but at the same time must not be excessive.

Key elements of the Council's pay policy

- The Council participates in national pay bargaining and adopts staff terms and conditions agreed by national and regional negotiating bodies.
- Pay grades are determined using externally developed job evaluation schemes.
- For Chief Officers incremental pay progression is dependent upon a performance appraisal
- No employee or agency worker will be paid less than the real Living Wage (rLW) {formerly the London Living Wage (LLW)}. Where an employee's/agency worker's contractual entitlement is to a rate of pay lower than the rLW then, for 25/26, the Council will pay a discretionary supplement to bring their rate up to the rLW. The rLW will be paid for the time periods during which employees are carrying out what might be described as (for example) the normal duties of the post. However, it will not be paid for the time periods on which employees are on a standby shift, or a sleep-in shift, and not carrying out the normal duties of the post.
- All staffing appointments are made on merit.
- The Council's policy on pensions discretions payments applies to all employees including Chief Officers. Please see Appendix 3.
- Special severance payments of £100,000 will be approved by full council. Any special severance payments below that will be approved in accordance with the statutory guidance on making and disclosure of special severance payments by local authorities in England.

Pay Policy Statement

2. Policies on pay and reward are intended to support and reinforce the organisational context, principles for pay policy and objectives of the workforce strategy.

Definition of "Chief Officer"

3. The Localism Act 2011 defines “Chief Officer” (for the purposes of pay statements) as anyone within any of the following categories:
 - (a) the Head of Paid Service designated under section 4(1) of the Local Government and Housing Act 1989;
 - (b) the Monitoring Officer designated under section 5(1) of that Act;
 - (c) a statutory Chief Officer mentioned in section 2(6) of that Act;
 - (d) a non-statutory Chief Officer mentioned in section 2(7) of that Act;
 - (e) a deputy Chief Officer mentioned in section 2(8) of that Act.
4. Thus, where the expression “Chief Officer” is used within this document, it refers to an officer within the above-mentioned definition unless otherwise stated.

Determining grades and pay levels

National and regional agreements

5. The Council supports the system of collective bargaining. It applies the terms and conditions agreed by the Joint Negotiating Committee for Chief Officers of Local Authorities (“JNC”) to those within the scope of that agreement, which includes all employees who are Chief Officers. It applies the terms and conditions of service agreed by: the National Joint Council (“NJC”) for Local Government Services and the Greater London Provincial Council (“GLPC”); the Soulbury Committee; and the JNC for Youth and Community Workers to other employees.
6. National agreements are a significant determinant of staff remuneration, notably through national negotiation of annual pay awards.

London Weighting Allowance.

7. National and regional agreements are also a determinant of staff remuneration, notably London Weighting Allowance. This Allowance is consolidated into Chief Officer grades but shown as a separate payment for GLPC evaluated grades (grades 1 – 18), Soulbury Committee and JNC for Youth and Community Workers employees.

Ealing Supplement.

8. There is an Ealing Supplement of £282 per annum paid to posts graded Grade 1, 2 and 3.

Job evaluation

9. The pay grades of employees within the scope of the JNC Grades CB1 to CB6 are determined by the application of the Hay Group Job Evaluation Scheme.
10. For other employees, pay grades are determined by the application of the National Soulbury Committee arrangements, the Joint Negotiating Committee for Youth and Community Workers and the Greater London Provincial Council Job Evaluation Scheme (GLPCJES) designed specifically for use by London

boroughs. In Ealing Council, the GLPCJES is used for grades 1- 18. The objective of the GLPCJES is to operate grading arrangements based on principles of fairness, transparency, and consistency and to operate free of gender bias and discrimination.

11. Employees who have joined the Council because of a Transfer of Undertakings Protection of Employment (TUPE) transfer may have different arrangements. In accordance with TUPE, the Council will comply with any such contractual arrangements in relation to the pay for such employees. This means that such employees will not be entitled to any pay awards negotiated and agreed by the national local authority employers and the nationally recognised trade unions.

Progression through pay grades

12. Chief Officers move through the pay scale via annual increments and this is dependent upon a performance appraisal outcome.
13. Employees on grades 1 to 18 have incremental progression.

Performance related pay, allowances and benefits in kind

14. The Council does not pay performance related pay or bonuses to Chief Officers.
15. A number of Chief Officers are paid a travel allowance but, other than this no Chief Officer receives any allowances or benefits-in-kind.

Payment of election fees

16. An officer has a statutory position in each election i.e. the Returning Officer/ Acting Returning Officer, etc. receives a fee in recognition of this role. This fee reflects the advisory fee set for each election by the Ministry of Justice. There are also fees paid to employees who carry out the annual canvass of the electoral register and who undertake additional work at the time of the election – poll staff, inspectors, count staff, etc.

Market supplements

17. The Council has a scheme that provides for market supplement payments to be paid for recruitment and retention purposes. Reports/business cases with internal and external evidence from the market are prepared for approval by the Director of Workforce and Organisational Development who has delegated authority to approve such payments. Market supplements are kept to a minimum. All Market Supplements will be reviewed during the 2025/26 financial year. For Chief Officers, remuneration must be approved by the Employment Panel.

Transparency

Organisation and Pay Structure

18. The pay grades for all employees can be found at the following link.

[Staff salary rates | Ealing Council](#) and are attached as Appendices 1 and 2 to this Statement.

19. The following information is also accessible through the link [Open and accountable | Open and accountable | Ealing Council](#):

- Senior salary count;
- Gender and ethnicity pay gaps;
- Pay multiple; and
- Organisational structure;

20. The "Organisational structure" information on the Open and accountable pages of the public website contains the names of those staff paid over £150K. The list of jobs of all positions earning from £70,000 - CB6 and above - are also shown on the "Organisational structure" excel spreadsheet in multiples of £5,000 so £70,000 to £74,999, etc.

Accountability

Employment Panel

21. The Employment Panel considers all matters related to the terms and conditions, and policies of employment covering JNC Grades CB1 to CB6 of the Council. Decisions on pay scales for Chief Officers, including market supplements and fees, of £100,000 and above will be determined by the Employment Panel.
22. The Employment Panel is responsible for setting the terms and conditions, which includes pay scales for the positions of Chief Executive/Head of Paid Service, those Chief Officers who report to the Chief Executive, the Monitoring Officer and Officers on Grades CB1 to CB6.
23. Council delegates all remuneration decisions for new appointments paid in excess of £100,000 to the Head of Paid Service in consultation with the Leader and the Cabinet Member for Inclusive Economy. This excludes arrangements on the appointment of the Chief Executive/Head of Paid Service, those Chief Officers who report to the Chief Executive and the Monitoring Officer as these are the responsibility of the Employment Panel.

Fairness

Pay multiples

24. As of 31st December 2024, the median earnings figure for all employees is £41,442 per annum, equivalent to a grade Scale 9 (spinal column point {scp} 29). As of 31st December 2024, the ratio between the taxable earnings for the highest paid employee – the Chief Executive - and the median earnings figure for all employees in the Council is 4.27:1.
25. The Council considers this multiple to be appropriate, the acceptable benchmarked ratio is a multiple at or around 8.00:1. The Council does not have

a policy towards maintaining or reaching specific pay multiples targets. The policy regarding pay multiples will be kept under review.

Remuneration of "lowest paid employees."

26. "Lowest paid employees" refers to those employees employed on grades 1, 2 and 3 of the Council's current pay grading structure, other than apprenticeships and traineeships. This includes SCPs 1, 2, 3, 4, 5 and 6.
27. The definition for the expression "lowest paid employees" has been adopted because the Council has traditionally treated grades 1, 2 and 3 differently for the purposes of the Ealing Supplement. Employees on those grades receive the additional Ealing Supplement at the financial value of £282 per annum.

Low pay

28. For 25/26, the Council's policy is that no employee is paid less than the rLW. Where an employee's contractual entitlement is to a rate of pay lower than the London Living Wage then, for 25/26, the Council will pay a discretionary supplement to bring their rate up to the rLW. If, because of an increase to rLW during 25/26, an employee's contractual entitlement falls below the rLW then the temporary discretionary supplement will be paid for the remainder of 25/26 to that employee to ensure they receive an amount equivalent to the rLW. The rLW will be paid for the time periods during which employees are carrying out what might be described as (for example) the normal duties of the post. However, it will not be paid for the time periods on which employees are on a standby shift, or a sleep-in shift, and not carrying out the normal duties of the post.

Severance payments and re-employment

Severance payments

29. The Council's policy on [pensions discretions payments](#) applies to all employees including Chief Officers. Please see Appendix 3.
30. Special severance payments of £100,000 will be approved by a vote of full council. Any special severance payments below that will be approved in accordance with the [statutory guidance on the making and disclosure of Special Severance Payments by local authorities in England](#).
31. At times of reorganisation, if a Chief Officer is redeployed to a lower graded post as suitable alternative employment to avoid a redundancy situation, the Council's arrangement in respect of pay protection for all staff apply. The current arrangements are set out in the attached Appendix 4 to this Pay Policy Statement.

Chief Officers previously employed by other public sector bodies

32. All staff appointments, including Chief Officers, are made on merit. Pay and grading associated with each appointment is determined by the policies set out

in this statement and is not varied to take account of salaries or other payments made under previous employments.

33. Where an individual already in receipt of a local government pension is re-employed by a Local Authority or associated body and has access to the local government pension scheme, on or after 1st April 2014, the council will no longer abate any pension benefits.

Re-employment

34. The Council will not re-engage anyone made redundant within 6 months of their termination date, either directly or through an agency or on a consultancy basis.

Value for money

35. The Council's policy in respect of remuneration for senior appointments is to ensure value for money.

Conclusion

36. The Council's Pay Policy Statement must be approved by a meeting of the full Council. Any variation to the content of this Pay Policy Statement for the duration of the remainder of the financial year to which it currently applies will have to be submitted to a future meeting of the Council for approval. The Statement will be published on the Council's website.

Appendices

- Appendix 1 – Chief Officer pay grades from 1 April 2024
- Appendix 2 – Officers pay grades from 1 April 2024
- Appendix 3 – Pension scheme, discretions policy
- Appendix 4 – Pay protection arrangements