

Pay Policy Statement 2026-27

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1 INTRODUCTION AND SCOPE

- 1.1 Since the 2012/13 financial year, Section 38(1) of the Localism Act 2011 has required local authorities in England and Wales to produce a pay policy statement annually.
- 1.2 Pay Policy Statements must outline the Council's policies on various pay-related issues for its workforce, particularly senior employees (or 'Chief Officers' as defined by the Local Government and Housing Act 1989) and its lowest-paid employees.
- 1.3 The Act mandates that the Statement be reviewed by Full Council and cannot be delegated to a sub-committee. All pay and reward decisions made in 2025/26 must comply with the Pay Policy Statement. Any amendments during the year must also be approved by Full Council.
- 1.4 This Pay Policy Statement details Nottingham City Council's pay, terms, and conditions for Chief Officers compared to those employed under 'Local Government Scheme' (LGS) terms and conditions. It also outlines the approach for 2025/26.
- 1.5 Sections 1, 2, and 5, use retrospective pay data from 1 April to 31 October to ensure consistency and comparability.
- 1.6 The data in this statement reflects the Council structure as of 31 October 2025 (Appendix 1), which includes five directorates: Children and Education Services, Adult Social Care and Health, Growth & City Development, Communities, Environment and Resident Services, and Finance and Resources. Each directorate delivers specific functions for Nottingham's citizens.
- 1.7 This Pay Policy Statement covers 'Chief Officers,' as defined by the Localism Act 2011 (Section 43(2)) and the Local Government and Housing Act 1989, including:
 - (a) Head of Paid Service
 - (b) Chief Finance Officer (Section 151)
 - (c) Monitoring Officer
 - (d) Director of Children's Services
 - (e) Director of Adult Social Services
 - (f) Director of Public Health
 - (g) Non-Statutory Chief Officers as defined under Section 2(7) of the Act:
 - (i) Individuals directly responsible to the Authority's Head of Paid Service
 - (ii) Individuals reporting directly to the Authority's Head of Paid Service
 - (iii) Individuals accountable to the local authority or any committee/sub-committee
 - (h) Deputy Chief Officer as defined under Section 2(8) of the Act:

(i) Individuals reporting directly to one or more Statutory or Non-Statutory Chief Officers

A list of all Chief Officers and Non-Statutory Chief Officer posts employed at the Council on 31 October 2025, including their remuneration, is provided in Appendix 1.

1.8 'Lowest Paid' Employee

The majority of the workforce is employed under Local Government Service (LGS) terms and conditions. The lowest-paid employee at Nottingham City Council (NCC) is on Grade B, Level 1, with a basic salary of £24,413. This is the lowest pay point for a substantive post at the Council, excluding Level 2 apprentices, who are paid at the National Minimum Wage.

1.9 In accordance with the Localism Act 2011, the Pay Policy Statement excludes the following groups:

- Apprentices
- Employees on NHS terms and conditions
- Employees on East Midlands Council's terms and conditions
- Employees on protected terms and conditions under TUPE
- Employees on Teachers' terms and conditions and school-based staff
- Non-Chief Officer Heads of Services and managers on Senior Leadership Management Group (SLMG) terms and conditions
- Employees on Soulbury terms and conditions
- Employees on the House Agreement for the Theatre Royal and Royal Concert Hall (TRCH)
- Councillors (details of payments made to Councillors are published on the Council's website in accordance with The Local Authorities (Councillor Allowances) (England) regulations 2001).

2 PAY, TERMS AND CONDITIONS AT NOTTINGHAM CITY COUNCIL

2.1 Most Chief Officers at Nottingham City Council are part of the Senior Leadership Management Group (SLMG). Heads of Services and other senior managers are also included in SLMG and its associated terms and conditions, though most are not Chief Officers as defined by the Local Government and Housing Act.

2.2 The Chief Executive receives an all-inclusive salary of £202,040, inclusive of the 2025/26 national pay award. Corporate Directors and Strategic Directors also receive all-inclusive salaries within their respective salary ranges.



- 2.3 Pay and grading matters for the Chief Executive and Chief Officers are ratified by the Council's Appointment and Conditions of Service (ACOS) committee, as outlined in Article 9 of the Council's Constitution. The Head of Paid Service ratifies local pay, terms, and conditions for all other Council employees.
- 2.4 The table below details the total additional payments made to the Council's Chief Officers between 1 April and 31 October 2025. Further information on market supplements is available in section 5.13 of this statement.

Payment Element	Amount
Additional Responsibility	£16,512
Market Supplement	£23,274
Mileage	£117
Standby Payment	£1,527
Total for Chief Officers*	£41,430

* As defined in the Local Government and Housing Act 1989

3 ELECTION DUTY PAYMENTS

- 3.1 The Returning Officer's fee is paid to a nominated Chief Officer, specifically the Chief Executive at Nottingham City Council, for overseeing the proper conduct and administration of relevant elections in accordance with statutory and other requirements.
- 3.2 The Chief Executive is not contractually entitled to a payment for local elections funded by the local authority but is responsible for their proper conduct and administration. No locally run elections occurred during this reporting period.
- 3.3 Parliamentary elections, Police & Crime Commissioner elections, and national referenda, which are not related to Nottingham City Council's terms and conditions, are funded and paid for by central government. The fee for these elections is not set by the Council, and the Chief Executive retains any fee paid for these duties.

4 PAY RELATIONSHIPS

The pay data in this section reflects salaries as of 31 October 2025.

- 4.1 The Chief Executive's basic pay is 5.6 times higher than the average pay of other Council employees when allowances are included. Excluding allowances, the ratio increases to 5.7:1, which is higher than last year's ratio of 5.2:1 as reported in the 2025/26 pay statement.



Chief Executive basic pay and that of the non-Chief Officer average (mean) earner		
	Including allowances	Excluding allowances
CEX salary	£202,040	£202,040
Mean FTE salary	£36,146	£35,597
Ratio	5.6:1	5.7:1

- 4.2 The gap between the Chief Executive’s basic pay and the median pay of other Council employees (including allowances) this year is 6:1 in this reporting period. If we exclude allowances the median FTE salary falls to £33,143 and the ratio rises to 6.1:1 compared to 5.6:1 as reported in the 2025/26 pay statement.

Chief Executive’s basic pay and that of the Council’s non-Chief Officer median earner		
	Including allowances	Excluding allowances
CEX salary	£202,040	£202,040
Median FTE salary	£33,900	<u>£33,143</u>
Ratio	6:1	6.1:1

Published figures for 2025/26 show that Nottingham City Council ranked joint fifth among the UK’s Core Cities for the gap between the highest-paid and median-paid employees, with a ratio of 5.6:1. The reported ratios were: Bristol (8.09:1), Liverpool (7.65:1), Manchester (6.8:1), Birmingham (6.2:1), Nottingham (5.6:1), Leicester (5.6:1), Sheffield (5.6:1) and Leeds (5.6:1). Newcastle did not disclose its median pay multiple figures.

With Guaranteed Payments¹

- 4.3 Chief Officers earn on average 4.0 times more than other Council employees in this reporting period, including guaranteed payments. The ratio is unchanged when these payments are excluded and has risen from 3.6:1 in the 2025/26 pay statement.

Average Chief Officer’s and that of the Council’s (non-Chief Officer) average earner		
	Including guaranteed payments	Excluding guaranteed payments
Mean Chief Officer Salary	£144,617	£143,226
Lowest FTE salary	£36,146	£35,597
Ratio	4.0:1	4.0:1

- 4.4 The gap between the median pay of Chief Officers and the median pay of other Council employees (including guaranteed payments) has continued to widen, increasing from 3.6:1 as stated in the 2025/26 pay statement to 3.8:1 in this reporting period.

¹ Includes basic FTE salary, pension – employer contribution on FTE basic pay, salary protection, market supplements, allowances and enhancements paid between 01/04/2025 to 31/10/2025.



Median pay of Chief Officers and that of the Council’s non-Chief Officer median earner		
	Including guaranteed payments	Excluding guaranteed payments
Median Chief Officers salary	£130,462	£129,288
Median non-Chief Officer median salary	£33,900	£33,143
Ratio	3.8:1	3.9:1

4.5 In 2024, the Council’s median gender pay gap stood at 4.4% (up from -1.7% in 2023), indicating that for every £1 earned by a male employee at the median point of male earnings, a female employee at their median point earns £0.96.

The mean gender pay gap was 1.4% (up from 1% in 2023), meaning that on average, female employees earned £0.99 for every £1 earned by male employees. This reflects a 0.4 percentage point increase from the previous year.

The Council also reports on pay gaps for other protected characteristics, with 2024 data set out below:

- Ethnicity – median pay gap has reduced from 13.9% in 2023 to 8.5% in 2024. The mean pay gap has increased slightly from 4.7% in 2023 to 5.7% in 2024.
- Disability – median pay gap has increased from -6.3% in 2023 to 0.4% in 2024. The mean pay gap has increased slightly from -3.5% in 2023 to -0.3% in 2024.
- LGBT+ - median pay gap has increased from -0.1% in 2023 to 0.0% in 2024. The mean pay gap has also increased from -8.6% in 2023 to -0.8% in 2024.

5 PAY AND CONDITIONS FOR CHIEF OFFICERS FOR 2026/27

This section outlines the Council’s approach to determining pay and conditions for Chief Officers for 2026/27.

5.1 Remuneration of Chief Officers on recruitment

The basic all-inclusive pay for Chief Officers (Chief Executive, Corporate Directors and Strategic Directors) falls within the specified bandings for their roles as of 31 October 2025. (See Appendix 1).

Posts defined as Chief Officers under the Local Government and Housing Act 1989, including Statutory Officers and others reporting to the Chief Executive, are listed in Appendix 1.



The Appointment and Conditions of Service Committee (ACOS) is responsible for recruiting and appointing the Head of Paid Service and several Chief Officer roles, as outlined in Article 14 of the [Council's Constitution](#).

5.2 The level and elements of remuneration for each Chief Officer

Remuneration of Chief Officers is set out in 2.4 above.

5.3 Increases and additions to remuneration for each Chief Officer

The Council's 'chief officer' cohort includes three staff categories: Corporate Directors, Strategic Directors, and SLMG. Incremental pay progression for SLMG employees is subject to satisfactory performance assessment. Corporate Directors and Strategic Directors receive salaries within the pay ranges specified in the pay table in Appendix 2.

Options to introduce performance related incremental pay progression for Chief Officers will be assessed prior to any formal decision to implement for this group in 2026/27.

Decisions to pay market supplements or additional payments to Chief Officers must be supported by a business case and approved by the Strategic Director of HR and EDI, in accordance with the Council's Pay Policy

Annual pay awards are negotiated nationally with trade unions. The 2025/26 pay award for Chief Officers, agreed on 23 July 2025, provided a 3.20% uplift to all officers in scope with payments backdated to 1 April 2025.

The Chief Executive's pay award for 2025/26, agreed on 23 July 2025, provided a 3.20% pay uplift with payments backdated to 1 April 2025.

5.4 The use of performance related pay for Chief Officers

The Council does not provide performance-related pay to Chief Officers. However, for officers in the SLMG cohort, incremental pay progression is contingent upon a satisfactory performance review measured against a range of operational and strategic objectives.

5.5 The use of bonuses for Chief Officers

The Council does not provide bonus payments to Chief Officers.

5.6 Earn-Back Pay



Currently, the Council does not plan to implement an 'earn back pay' policy, which would require Chief Officers to have a portion of their pay at risk, to be earned back annually by meeting pre-agreed objectives.

The Council's Individual Performance Review system mandates several competencies and objectives (both team and individual) that align with the Council's priority outcomes (short, medium, or long term). These are reviewed throughout the year via annual self-evaluations, regular check-ins, and periodic 360-degree feedback. Additionally, Chief Officers are subject to the Council's formal Performance Management and Discipline policies and will be managed under appropriate procedures in cases of underperformance or misconduct, up to and including dismissal if necessary.

5.7 The payment to Chief Officers on their ceasing to hold office or to be employed by the Council

The Council's payments to Chief Officers upon termination are outlined below:

- **Redundancy Dismissal:** Contractual notice and redundancy pay as per the Council's Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006 (DCR Policy).
- **Efficiency: Efficiency payment as per the DCR Policy.**

Employees aged 55 or over who are members of the local government pension scheme with at least two years of qualifying membership or transferred pension rights are entitled to receive an unreduced pension if dismissed due to redundancy or terminated by mutual consent on grounds of business efficiency.

- **Retirement:** Pension benefits can be accessed from age 55 upon leaving employment, with early payment subject to actuarial reduction if taken before normal pension age.
- **Early Retirement:** Pension benefits can be accessed from age 55 upon leaving employment. The Council will not waive actuarial reductions or apply the 85-year rule under its Pension Discretions Statement of Policy.
- **Flexible Retirement:** Officers may apply to access their pension from age 55 while continuing to work under reduced pay or hours as per the employer's Flexible Retirement Policy. ACOS handles decisions for the Head of Paid Service, Statutory Chief Officers, and Chief Officers at Corporate Director level or above. The Head of Paid Service manages decisions for Deputy Chief Officers.



All flexible retirement requests require City Council consent and a business case for approval.

The Council does not award additional pension to Officers in the SLMG pay profile dismissed due to redundancy or efficiency.

5.8 Re-employment of former Chief Officers

Former Chief Officers may apply for vacancies at the Council through the standard competitive recruitment process.

When former Chief Officers seek work with the Council under a contract for services (e.g., as a consultant or casual worker), the Leader of the Council and the Strategic Director of HR and EDI will evaluate the skills required and assess value for money before deciding whether to approve such requests.

5.9 The appointment of former Chief Officers in receipt of a pension (pension abatement)

The Council cannot reduce or suspend pension payments if a Chief Officer is re-engaged or re-employed. The pension fund, managed by Nottinghamshire County Council, sets the rules for abatement.

Until Nottinghamshire County Council amends its policy, the City Council cannot enforce pension abatement for current or former employees.

5.10 Tax Avoidance

The Council is committed to complying with taxation legislation and does not engage in or endorse tax avoidance. Policies and procedures are in place to ensure accurate and timely tax payments.

All employees and contractors are treated equally, regardless of seniority, with no differential treatment in engagement or remuneration methods.

The Council does not pay employees through private companies to avoid tax implications. All payments are processed through the Council payroll system with PAYE applied.

Processes and policies ensure compliance with off payroll working rules (IR35), verifying the employment status of all engaged individuals. This ensures adherence to HMRC regulations, with all deemed employment contracts processed through payroll, including necessary tax and National Insurance deductions.

5.11 Shared Senior Management



The Council does not currently have any shared management arrangements with other organisations.

5.12 Pay and Conditions of Lowest Paid Employees

The Council's Pay Policy outlines the pay and conditions for its lowest-paid employees. The current pay structure, detailed in Appendix 2, ensures that the lowest hourly rate exceeds both the National Minimum Wage and the National Living Wage. The Greater London Provincial Council (GLPC) system is used to evaluate the pay and grading of jobs covered by the Green Book.

Grades NCC B to NCC D consist of three levels, grades NCC E to SLMG each have four levels. New starters progress to Level 2 of their grade on their one-year anniversary, subject to successful completion of a six-month probationary period. Those on LGS pay bands receive annual incremental progression until they reach the maximum of the grade. Progression for SLMG employees is subject to a review of satisfactory performance.

New appointments typically start at Level 1 of the grade. Appointments above Level 1 require robust governance and a business case.

5.13 Market Supplements and Recruitment and Retention Payments

It is acknowledged that a uniform pay approach may not always be suitable for the organisation. Job evaluation outcomes can sometimes result in salary ranges below market rates, especially in cases of recruitment and retention challenges and national skills shortages. When specific business needs are not met by the existing pay policy, managers must submit a business case with supporting market data to the Strategic Director of HR and EDI, who will decide on the appropriateness of awarding a market supplement or recruitment and retention payment.

Business cases undergo rigorous governance and control procedures and are reviewed annually or biennially as appropriate. As at 31 October 2025, there are no market supplement or recruitment and retention payment being made to Chief Officers.

5.14 Local Government National Pay Award

The 2025/26 national pay award for local government staff covered by the NJC Green Book and JNC for Chief Officers, has been implemented. This statement reflects salaries on 31 October 2025

6 Appendices

Appendix 1 - Officers covered by the Pay Policy Statement (on 31 October 2025)

Posts included in this statement are set out below.

1. Head of Paid Service and Statutory Chief Officers:

Post	Chief Officer Designation	Grade	Current Annual Salary Band
Chief Executive	Head of Paid Service	CX-1	£190,505 – £213,340
Corporate Director of Finance and Resources	Section 151 Officer (Chief Finance Officer under Sec 151 of LGA1972)	CDIR-F&R	£147,524 - £171,760
Corporate Director - Children's and Education Services	(Director of Children's Services under Children Act 2004)	CDIR-C&E	£147,524 - £171,760
Corporate Director - Adults Social Care and Public Health	(Director of Adult Social Services under LASSA 1970)	CDIR-ASC&H	£147,524 - £171,760
Strategic Director of Legal and Governance	Monitoring Officer	STRAT-DIRECTOR	£117,061 - £129,288
Director of Public Health	(Director of Public Health under NHS Act 2006)	STRAT-DIRECTOR	£117,061 - £129,288

2. Non-statutory Chief Officers

	Post	Grade	Current Annual Salary Band
Non-Statutory Chief Officers <i>Defined as those who report to the Head of the Paid Service</i>	Corporate Director Communities, Environment and Resident Services	CDIR-CERS	£147,524 - £171,760
	Corporate Director Growth and City Development	CDIR-G&CD	£147,524 - £171,760
	Assistant Chief Executive	NCC SLMG1	£98,389 - £108,698

3. Deputy Chief Officers

	Position Title	Grade	Current Annual Salary Band
Deputy Chief Officers <i>Defined as those who report to Statutory or Non-Statutory Chief Officers</i>	Director of Finance	STRAT-DIRECTOR	£117,061 - £129,288
	Strategic Director Transformation & Change	STRAT-DIRECTOR	£117,061 - £129,288
	Strategic Director of HR and EDI	STRAT-DIRECTOR	£117,061 - £129,288
	Director of Commercial Procurement and Contract Management	NCC SLMG1	£98,389 - £108,698
	Business Performance Manager	NCC K	£56,730 - £60,125
	Head of Resilience	SLMG3	£72,917 - £81,700
	Head of Governance	SLMG4	£64,902 - £70,912
	Head of Legal	SLMG3	£72,917 - £81,700



	Executive Support Officer Level 5	NCC K	£56,730 - £60,125
	Head of Children In Care Regulated Services	SLMG 3	£72,917 - £81,700
	Director of Children's Integrated Services (Social Care)	SLMG1	£98,389 - £108,698
	Head of Children In Care and Care Leavers Service	SLMG3	£72,917 - £81,700
	Director of Children's Integrated Services (Family Help & Partnerships)	SLMG1	£98,389 - £108,698
	Director of Children's Integrated Services (Education)	SLMG1	£98,389 - £108,698
	Director of Children's Integrated Services (School Improvement)	SLMG1	£98,389 - £108,698
	Head of Child Protection	SLMG3	£72,917 - £81,700
	Head of Extensive and Specialist Services	SLMG3	£72,917 - £81,700
	Head of Children in Care Regulated Services	SLMG3	£72,917 - £81,700
	Business Performance Manager x 2	NCC K	£56,730 - £60,125
	Strategic Director Adult Social Care & Health	STRAT-DIRECTOR	£117,061 - £129,288
	Director for Adult Social Care and Health	SLMG1	£98,389 - £108,698
	Director of Commissioning and Partnerships	SLMG1	£98,389 - £108,698
	Head of Business and Performance	NCC SLMG5	£61,439 - £64,034
	Consultant in Public Health x 3	SLMG2	£84,633 - £94,946

Head of Public Health Strategy & Improvement	SLMG4	£64,902 - £70,912
Public Health Principal	SLMG4	£64,902 - £70,912
Interim Director of Economic Development & Property	SLMG1	£98,389 - £108,698
Assistant Director (Housing Solutions)	SLMG2	£84,633 - £94,946
Assistant Director (Strategy) NCCHS	SLMG2	£84,633 - £94,946
Strategic Director Housing	STRAT-DIRECTOR	£117,061 - £129,288
Strategic Director of Planning and Transport	STRAT-DIRECTOR	£117,061 - £129,288
Executive Assistant NCCHS	SLMG5	£61,439 - £64,034
Business Performance Manager	NCC K	£56,730 - £60,125
Strategic Director of Communities	STRAT-DIRECTOR	£117,061 - £129,288
Director of Environment and Sustainability	SLMG1	£98,389 - £108,698
Strategic Director of Operational and Resident Services	STRAT-DIRECTOR	£117,061 - £129,288
Performance & Improvement Manager	NCC K	£56,730 - £60,125
Head of Communications and Marketing	SLMG3	£72,917 - £81,700
Head of Analysis and Insight	SLMG4	£64,902 - £70,912
Head of Chief Executives Office	SLMG3	£72,917 - £81,700

Appendix 2 – Pay Scales

Tier	Grade	Level	NJC point	Salary	Hourly Rate
6	B	1	2	£24,413	£12.65
		2	3	£24,796	£12.85
		3	4	£25,185	£13.05
	C	1	5	£25,583	£13.26
		2	6	£25,989	£13.47
		3	7	£26,403	£13.69
	D	1	8	£26,824	£13.90
		2	9	£27,254	£14.13
		3	10	£27,694	£14.35
	E	1	12	£28,598	£14.82
		2	14	£29,540	£15.31
		3	15	£30,024	£15.56
		4	17	£31,022	£16.08
	F	1	20	£32,597	£16.90
		2	21	£33,143	£17.18
		3	23	£34,434	£17.85
4		24	£35,412	£18.36	
5	G	1	25	£36,363	£18.85
		2	26	£37,280	£19.32
		3	27	£38,220	£19.81
		4	28	£39,152	£20.29
	H	1	30	£40,777	£21.14
		2	31	£41,771	£21.65
		3	32	£42,839	£22.20
		4	33	£44,075	£22.85
	I	1	35	£46,142	£23.92
		2	36	£47,181	£24.46
		3	37	£48,226	£25.00
		4	38	£49,282	£25.54
4	J	1	40	£51,356	£26.62
		2	41	£52,413	£27.17
		3	42	£53,460	£27.71
		4	43	£54,495	£28.25
	K	1	Local	£56,730	£29.40
		2	Local	£57,836	£29.98
		3	Local	£58,962	£30.56
		4	Local	£60,125	£31.16
3	SLMG5	1	Local	£61,439	£31.85
		2	Local	£62,305	£32.29
		3	Local	£63,169	£32.74
		4	Local	£64,034	£33.19
	SLMG4	1	Local	£64,902	£33.64
		2	Local	£66,906	£34.68
		3	Local	£68,909	£35.72
		4	Local	£70,912	£36.76
	SLMG3	1	Local	£72,917	£37.79
		2	Local	£75,846	£39.31
		3	Local	£78,773	£40.83
		4	Local	£81,700	£42.35
2	SLMG2	1	Local	£84,633	£43.87
		2	Local	£88,071	£45.65
		3	Local	£91,508	£47.43
		4	Local	£94,946	£49.21
	SLMG1	1	Local	£98,389	£51.00
		2	Local	£101,826	£52.78
		3	Local	£105,262	£54.56
		4	Local	£108,698	£56.34
1	SDIR	Min	Local	£117,061	£60.68
		Max	Local	£129,288	£67.01
	CDIR	Min	Local	£147,524	£76.47
		Max	Local	£171,760	£89.03
	CX	Min	Local	£190,505	£98.74
		Max	Local	£213,340	£110.58

