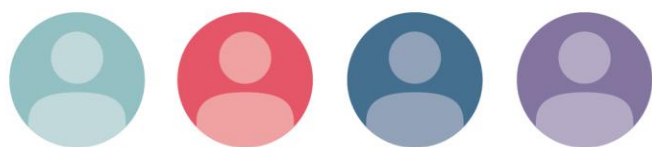


# Pay Policy 2026





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# 1. INTRODUCTION

The purpose of a Pay Policy Statement is to increase accountability in relation to payments made to employees in the public sector by enabling public scrutiny. Monmouthshire County Council recognises that in the context of managing scarce public resources remuneration at all levels needs to be adequate to secure and retain talented employees dedicated to the service of the public, but at the same time needs to avoid being unnecessarily generous or excessive.

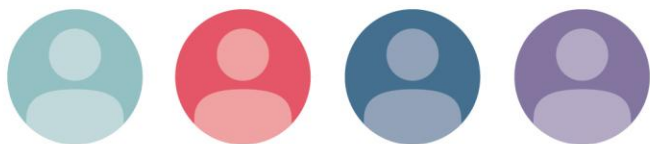
The publication of a Pay Policy supports Monmouthshire County Council's values of openness and fairness. This policy aims to ensure that all employees are rewarded fairly and without discrimination for the work that they do. It will reflect fairness and equality of opportunity and encourage and enable employees to perform to the best of their ability, operating within a transparent pay and grading structure.

Monmouthshire County Council recognises that pay is not the only means of rewarding and supporting employees and it offers a wider range of benefits, e.g. flexible working, access to learning and development opportunities, and a wide range of family/carer friendly policies and workplace benefits.

It is important that local authorities are able to determine their own pay structures, in order to address local priorities and to compete in the local labour market.

In particular, it is recognised that senior management roles in local government are complex and diverse functions in a highly politicised environment where often national and local pressures conflict.

Monmouthshire County Council's ability to continue to attract and retain high calibre leaders capable of delivering this complex agenda, particularly during these times of financial challenge, is crucial.



## 2. LEGISLATION

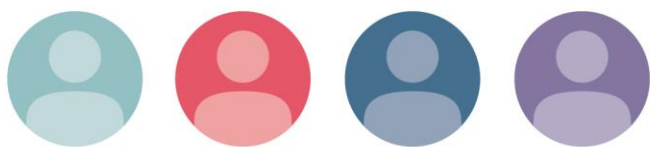
Under Section 112 of the Local Government Act 1972, the Council has the 'power to appoint officers on such reasonable terms and conditions as the authority thinks fit'. This Pay Policy Statement sets out the Council's approach to pay, in accordance with the requirements of Section 38 of the Localism Act 2011.

The Localism Act requires local authorities to develop and make public their pay policy on all aspects of Chief Officers remuneration (including when they cease to hold office) and that of the lowest paid employees in the Local Authority. It also explains the relationship between the remuneration for Chief Officers and other groups of employees. The Act and supporting guidance provide details of matters that must be included in this statutory pay policy but also emphasise that each local authority has the autonomy to take its own decisions on pay.

The Pay Policy must be approved formally by Council by the end of March each year, but can be amended in year, and must be published on the Monmouthshire County Council's website and must be complied with when setting the terms and conditions for Chief Officers and employees.

In determining the pay and remuneration of all its employees, Monmouthshire County Council will comply with all relevant legislation. This includes the Equality Act 2010, Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000, Agency Workers Regulations 2010 and where relevant the Transfer of Undertakings (Protection of Earnings) Regulations (TUPE). With regard to the Equal Pay requirements contained within the Equality Act, the Council ensures that all arrangements can be objectively justified through the use of job evaluation techniques, including all new and re-evaluated NJC posts being approved by the Job Evaluation Panel, in accordance with the Job Evaluation Policy and Guidance.

In its application, this policy seeks to ensure that there is no discrimination against employees either directly or indirectly on grounds prohibited by the Equality Act 2010 which covers age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.



### 3. SCOPE AND DEFINITIONS

This Pay Policy includes:

- The level of remuneration for Chief Officers
- The level of remuneration for the lowest paid employees
- The relationship between the remuneration of Chief Officers and other officers
- Other specific aspects of Chief Officers' remuneration, fees and charges, and other discretionary payments.

The Localism Act 2011 defines '**Chief Officers**' as being:

#### **The Chief Executive Officer**

##### **Statutory Chief Officers:**

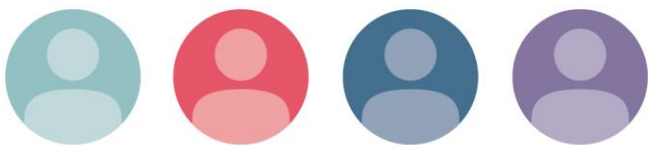
In Monmouthshire County Council these are the:

- Deputy Chief Executive and Strategic Director, Resources (incorporating statutory Section 151 Officer role)
- Strategic Director, Children, Learning, Skills and Economy
- Strategic Director, Social Care and Safeguarding
- Chief Officer, Law and Governance (incorporating statutory roles of Monitoring Officer and Head of Democracy).

##### **Non-statutory Chief Officers:**

These are non-statutory posts that report directly to the Chief Executive Officer. In Monmouthshire County Council these are the:

- Chief Officer, Communities and Place (this post became vacant on 18 November 2024, and interim arrangements were put in place until 1 August 2025). These interim arrangements resulted in two existing Deputy Chief Officers assuming interim positions:
  - Interim Chief Officer, Infrastructure
  - Interim Chief Officer, Place



- Chief Officer, Customer, Culture and Wellbeing (this post became vacant on 31 March 2025)
- Chief Officer, People, Performance and Partnerships.

A restructure of the Strategic Leadership Team and their reporting lines was implemented with effect from 1 August 2025. This restructure removed the Chief Officer, Communities and Place post and replaced it with two permanent posts:

- Chief Officer, Infrastructure
- Chief Officer, Place and Community Wellbeing.

This restructure also removed the Chief Officer, Customer, Culture and Wellbeing post and replaced it with a permanent post which reports into the Chief Executive Officer, but is not a member of the Strategic Leadership Team:

- Head of Customer, Communication and Engagement.

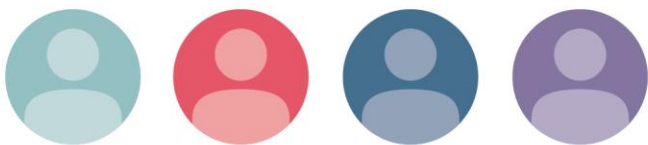
This restructure also altered line management arrangements, so that the Head of Strategic Change, Partnerships and Procurement also now reports into the Chief Executive Officer, but is not a member of the Strategic Leadership Team.

### **Deputy Chief Officers:**

These are officers that report directly to statutory or non-statutory Chief Officers and are listed below.

In addition to the above statutory and non-statutory chief officers, posts on Chief Officers' terms and conditions in Monmouthshire County Council are:

- Head of Achievement and Attainment
- Head of Adult Services
- Head of Business Transformation (post-holder currently seconded to CCR).
- Head of Children Services and Safeguarding
- Head of Commercial Integrated Landlord Services
- Head of Culture, Community, Learning and Events
- Head of Economy, Employment and Skills
- Head of Finance
- Head of Inclusion



- Head of Information, Security and Technology
- Head of Housing and Public Protection
- Head of Leisure and Wellbeing
- Head of Neighbourhood Services
- Head of Planning
- Head of Transport
- Head of Waste and Decarbonisation

### **Strategic Leadership Team:**

In Monmouthshire County Council, the Strategic Leadership Team consists of:

- Chief Executive
- Deputy Chief Executive and Strategic Director, Resources (incorporating statutory Section 151 Officer role)
- Strategic Director, Children, Learning, Skills and Economy
- Strategic Director, Social Care and Safeguarding
- Chief Officer, Law and Governance (incorporating statutory roles of Monitoring Officer and Head of Democracy)
- Chief Officer, Infrastructure
- Chief Officer People, Performance and Partnerships
- Chief Officer, Place and Community Wellbeing.

The gender make-up is 6 male and 2 female officers.

The Localism Act 2011 requires the Council to define its 'lowest paid employee' within our pay policy statement. Within Monmouthshire County Council our lowest paid employees are those paid in accordance with the Real Living Wage. Monmouthshire County Council was accredited by the Real Living Wage Foundation, as a Real Living Wage Employer, on 21 October 2025. The UK Real Living Wage, with effect from 1 April 2025, is £12.60 per hour.

The Localism Act 2011 defines remuneration as 'salary, bonuses, charges, fees or allowances payable, any benefits in kind, increase or enhancement of pension entitlement. This definition is adopted for the term "pay" used in this policy.



## 4. PAY INFORMATION – CHIEF EXECUTIVE OFFICER ON CHIEF EXECUTIVE TERMS AND CONDITIONS

The Chief Executive is appointed by Council. The Chief Executive is selected on merit, against objective criteria, following a public advertisement and works closely with Elected Members to deliver the aims of the Local Authority.

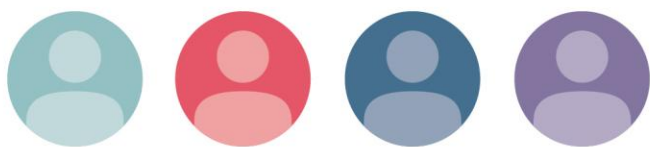
The local authority is responsible for a wide range of services, employing approximately 4,000 employees.

The remuneration for the Chief Executive Officer is a local grade established following a senior officer pay review exercise in 2024/2025, including consultation with the Independent Remuneration Panel for Wales IRP, and approved by Council on 10 April 2025. The salary for the Chief Executive is £140,352 (effective 10 April 2025). The individual basic salaries of all officers within the scope of the JNC for Chief Executives of Local Authorities increased by 3.20% with effect from 1 April 2025. The pay agreement covers the period 1 April 2025 to 31 March 2026.

There are no additional bonus, performance, honoraria or ex gratia payments, with respect to the Chief Executive. The salary is subject to nationally agreed pay rises for JNC for local authority Chief Executive Officers. In Monmouthshire County Council, the role of the Electoral Registration Officer and Returning Officer is held by the Chief Executive. The fee for parliamentary, Welsh Government, Police and Crime Commissioner Elections and all referenda are set by legislation. Local Authorities have the discretion to set the fee for local elections. In the Council, the fee for local elections is set in line with the fee agreed for the Welsh Government elections. Between 1 April 2025 and 31 March 2026, the Chief Executive received no payment for this role.

### **The Independent Remuneration Panel for Wales (IRP)**

Local Government (Democracy) (Wales) Act 2013 amended the Local Government (Wales) Measure 2011 by inserting Section 143A. This requires that any qualifying relevant authority that intends to change the remuneration of its Chief Executive must consult the Independent Remuneration Panel for Wales (IRP), unless the change is in keeping with changes applied to other officers. Section 143A also enables the IRP to take a view on anything in the Pay Policy Statement of a local authority that relates to the remuneration of the Chief Executive.



## 5. PAY INFORMATION – CHIEF OFFICERS and HEADS OF SERVICE ON CHIEF OFFICER TERMS AND CONDITIONS

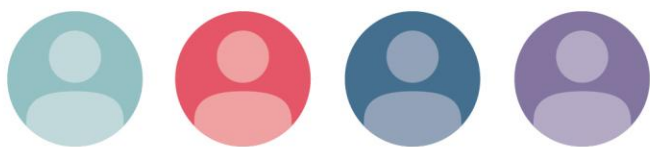
Monmouthshire County Council employs Chief Officers under Joint National Council (JNC) for chief officers' terms and conditions, which are incorporated in their contracts.

Following a senior officer pay review exercise, which was approved by Council on 10 April 2025, a revised Strategic Leadership Team pay scale was implemented. This removed Bands A and A+ from the previous Chief Officer pay scale and consequently a revised Chief Officer pay scale (excluding Strategic Leadership Team pay) will be implemented in 2026. This approval by Council also included a recommendation to implement a Chief Officer Job Evaluation Scheme. The LGA Scheme has been approved and will be implemented and linked directly to both Chief Officer pay structures, in 2026.

The JNC for Chief Officers negotiates on national (UK) annual cost of living pay increases for this group, and any award of same is determined on this basis. Chief Officers employed under JNC terms and conditions are contractually entitled to any national JNC determined pay rises, and this Council will therefore pay these as and when determined in accordance with contractual requirements. The individual basic salaries of all officers within the scope of JNC for Chief Officers of Local Authorities increased by 3.20% on each pay point with effect from 1 April 2025. The pay agreement covers the period 1 April 2025 to 31 March 2026. All current salaries within this range are as follows (effective 1 April 2025 for Deputy Chief Officers and 10 April 2025 for Strategic Leadership Team):

### Strategic Leadership Team:

| POST                                                                                                        | RANGE                      | SALARY                           |
|-------------------------------------------------------------------------------------------------------------|----------------------------|----------------------------------|
| Chief Executive*                                                                                            | Up to £152,736             | £140,352                         |
| Deputy Chief Executive and Strategic Director, Resources (incorporating statutory Section 151 Officer role) | Band A (SLT)<br>Points 1-3 | £109,392<br>£111,456<br>£113,520 |

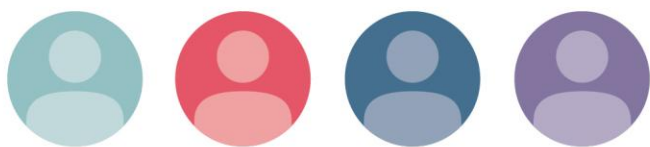


|                                                                                                                                                                                                                                                                                                                                  |                            |                                                                                                                                       |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|---------------------------------------------------------------------------------------------------------------------------------------|
| Strategic Director, Children, Learning, Skills and Economy<br><br>Strategic Director, Social Care and Safeguarding<br><br>Chief Officer Law and Governance (incorporating statutory roles of Monitoring Officer and Head of Democracy)<br><br>Chief Officer, Communities and Place (post removed with effect from 1 August 2025) | Band B (SLT)<br>Points 1-3 | £101,652<br>£103,200<br>£104,748                                                                                                      |
| Chief Officer, Infrastructure<br><br>Chief Officer, Place and Community Wellbeing                                                                                                                                                                                                                                                | Band C (SLT)<br>Points 1-3 | <div>£86,172<br/>£87,720<br/>£89,268</div> <div>£90,816<br/>£93,912<br/>£95,976</div> <div>Band C Lower</div> <div>Band C Upper</div> |
| Chief Officer, People, Performance and Partnerships<br><br>Chief Officer, Customer, Culture and Wellbeing (post removed with effect from 1 August 2025)                                                                                                                                                                          | Band C (SLT)<br>Points 1-3 | £86,172<br>£87,720<br>£89,268                                                                                                         |

\* Following the review of Strategic Leadership Team remuneration, Council approved an upper pay point of £148,000 for the role of Chief Executive (rising to £152,736 following the 3.20% 2025-26 pay award).

### Deputy Chief Officers:

| POST                                                                                                                                                                             | RANGE                | SALARY                                   |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|------------------------------------------|
| Head of Achievement and Attainment<br>Head of Adult Services<br>Head of Children Services and Safeguarding<br>Head of Commercial Integrated Landlord Services<br>Head of Finance | Band B<br>Points 1-4 | £83,687<br>£85,046<br>£86,405<br>£87,765 |

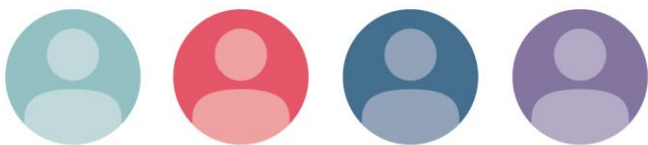


|                                                                                                                                                                             |                       |                                          |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|------------------------------------------|
| Head of Housing and Public Protection<br>Head of Inclusion<br>Head of Neighbourhood Services<br>Head of Strategic Change, Partnerships and Procurement                      |                       |                                          |
| Head of Business Transformation (post-holder currently seconded to CCR).<br>Head of Economy, Employment and Skills<br>Head of Information, Security and Technology          | Band C<br>Points 1-4  | £72,130<br>£74,849<br>£77,568<br>£80,289 |
| Head of Culture, Community, Learning and Events<br>Head of Customer, Communication and Engagement<br>Head of Leisure and Wellbeing<br>Head of Planning<br>Head of Transport | Band D:<br>Points 1-3 | £64,652<br>£67,371<br>£70,091            |

The Chief Officer, Communities and Place post became vacant on 18 November 2024, and interim arrangements were put in place until 1 August 2025, following a restructure of the Strategic Leadership Team membership and responsibilities.

Honorarium payments were put in place, in accordance with the interim arrangements, for these Chief Officers:

- Interim Chief Officer, Infrastructure received an honorarium increasing their salary from Chief Officer Band B to Chief Officer Band A. Chief Officer Band A was removed, following the senior officer pay review exercise, but the 4-point value of this pay band was:
  - £95,924
  - £97,283
  - £98,642
  - £100,002.



- Interim Chief Officer, Place received an honorarium increasing their salary from Chief Officer Band C to Chief Officer Band B.

The following Chief Officers assumed additional responsibilities, with honorarium payments put in place, following the interim changes to the Strategic Leadership Team:

- The Chief Officer – Customer, Culture and Wellbeing received an honorarium increasing their salary from Chief Officer Band B to Chief Officer Band A, effective from 21 October 2024 until their departure from the organisation on 31 March 2025. The post was removed as part of the restructure of the Strategic Leadership Team, on 1 August 2025.

The following Chief Officers assumed additional responsibilities, with honorarium payments put in place, following the interim and permanent changes to the Strategic Leadership Team:

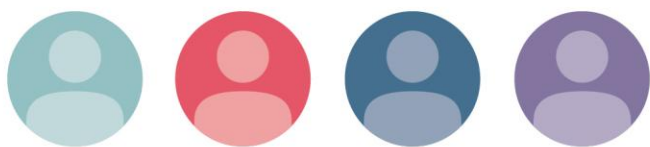
- The Strategic Director, Children, Learning, Skills and Economy and the Strategic Director, Social Care and Safeguarding receive an honorarium of £3,750 per annum. This has been effective since 21 October 2024 and will remain in place until the required permanent changes are made to their job description and their post has been evaluated using the LGA Scheme.

There are no other additional elements of remuneration in respect of overtime, flexi-time, bank holiday working, stand-by payments etc., paid to these senior employees, as they are expected to undertake duties outside their contractual hours and working patterns without additional payments. There is no performance related pay and no bonuses. As an equal opportunity employer all posts are advertised.

Between 1 April 2025 and 31 March 2026, the Electoral Registration Officer and Returning Officer and Deputy Electoral Registration Officer received no payment for these roles.

Chief Officers and Heads of Service whose grades offer incremental progression must achieve at least a 'meets expectations' judgement in their annual appraisal process to advance to the next incremental point within grade.

Monmouthshire County Council publishes pay details for Chief Officers on the website. The information can be found in the 'Statement of Accounts'.



## **6. PAY INFORMATION – EMPLOYEES ON ‘GREEN BOOK’ TERMS AND CONDITIONS REFERRED TO AS “OPERATIONAL MANAGERS”**

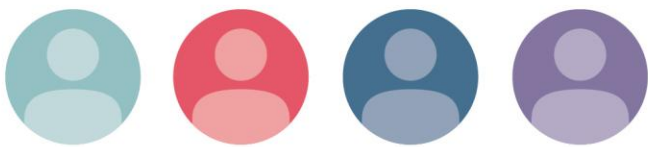
Operational Managers are those who fall within the definition of Deputy Chief Officer, but who are paid on JNC terms and conditions rather than Chief Officers’ terms and conditions. Their salaries span from Grades I – M, with the lowest being SCP 31 (£41,771) and the highest being SCP 51 (£63,827).

## **7. PAY INFORMATION FOR NJC (NATIONAL JOINT COUNCIL) ‘GREEN BOOK’ EMPLOYEES**

All National Joint Council (NJC) ‘Green Book’ positions within Monmouthshire County Council have been subject to a job evaluation process using the Greater London Provincial Council (GLPC) scheme, backdated to 1 April 2009, following the signing of a collective (SINGLE STATUS) agreement with UNISON and GMB on 2 December 2010. Monmouthshire County Council has linked the scores from the job evaluation results directly to the NJC pay structure.

Monmouthshire County Council’s grading structure has 13 grades with 5 increments in ten of the grades, 4 increments in one of the grades, 3 increments in one of the grades and 2 increments in one of the grades. Grades span across spinal column points (SCP) 2 - 51 with associated salaries from £24,413 (SCP 2) to £63,827 (SCP 51). More information about the Greater London Provincial Council (GLPC) Job Evaluation Scheme and the pay grades can be found in the Council’s Single Status Collective Agreement.

**Appendix 1:** NJC (Green Book Local Government Employees LGE) pay scales effective 1 April 2025 – 31 March 2026.



The individual basic salaries of all officers within the scope of NJC 'Green Book' terms and conditions increased by 3.20%, with effect from 1 April 2025. The pay agreement covers the period 1 April 2025 to 31 March 2026.

Additional payments are made to this employee group as detailed in Monmouthshire County Council's Local Single Status Agreement. The types of additional payments made include:

- Weekend Working payments are made for Saturday (time and a quarter) and Sunday (time and a half).
- Bank Holiday – Paid at double time (JNC Bands A-F) or plain time plus a day off in lieu (JNC Band G and above).
- Night Workers – Employees who work night shifts between the hours of 10.00pm and 6.00am are paid time and a third.
- Overtime can be paid for employees who are requested to work in excess of 37 hours and who are paid on JNC Bands A-F.

Examples of other payments that could be made are first aid allowance and relocation payments. Monmouthshire County Council does not reimburse the payment of professional registration or subscription fees, for any employee/group of employees.

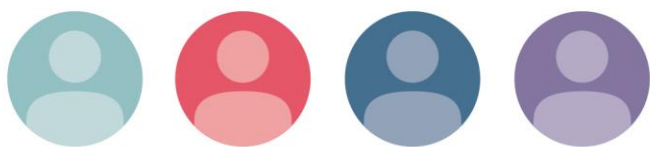
### **Apprentices**

As of 1 April 2021, the Council implemented an Apprenticeship pay structure which aligns with the Council's minimum rates of pay and ensures an appropriate and consistent rate of pay across all apprentice roles regardless of the qualification framework.

The Apprentice First principle has also been adopted, which means that and posts to be recruited to which as job evaluated as Band D or below (£27,254) must be considered as an apprenticeship opportunity prior to being advertised.

### **Real Living Wage Employer Accreditation**

Monmouthshire County Council was accredited by the Real Living Wage Foundation, as a Real Living Wage Employer, on 21 October 2025. The UK Real Living Wage, with effect from 1 April 2025, is £12.60 per hour.



## 8. PAY INFORMATION – EMPLOYEES OTHER THAN ‘GREEN BOOK’ AND CHIEF OFFICERS

Monmouthshire County Council also has employees on other national terms and conditions, i.e. JNC Soulbury and Teacher terms and conditions. Pay for these groups of employees is based on the relevant nationally agreed rates of pay.

### **National Pay Grades – Soulbury Committee.**

The Soulbury Committee has its own pay scales and includes the following groups of employees:

- Educational Inspectors and Advisers
- Educational Psychologists.

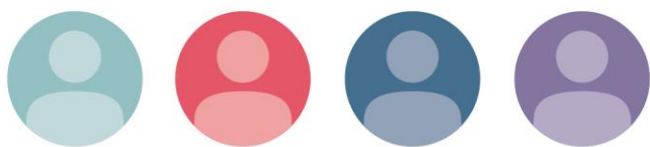
In addition to the annual pay increase, the Soulbury Committee determines the national salary framework. The Council will pay future pay rises as and when determined in accordance with contractual requirements.

### **Teachers’ Pay Policy**

The Teachers Pay Policy provides a framework for making decisions on Teachers’ pay. It has been developed to comply with the requirements of the School Teachers’ Pay and Conditions Document (STPCD) and has been the subject of consultation with teaching trade unions. A model Policy is provided to all schools each year with a recommendation from the Council that the Governing Body adopt it and publishes it on the school’s website. The individual basic salaries of all teachers within the scope of the School Teachers Pay and Conditions Document (STPCD) increased by 4% with effect from 1 September 2025. The pay agreement covers the period 1 September 2025 to 31 August 2026.

## 9. INCREMENTAL PROGRESSION

For employees on JNC terms and conditions of employment, the ‘Green Book’, incremental progression is automatic. Increments are normally awarded on 1 April each year. Where Chief Officers and Heads of Service have incremental pay grades, progression is normally on 1 April each year.



## **10. RECRUITMENT - SALARY ON APPOINTMENT**

Recruiting and retaining our most talented colleagues is important to us. The Council achieves fair selection through transparent, equitable and non-discriminatory policies and practices that enable the fair treatment of applicants as well as demonstrating a broader commitment to the principles of safeguarding and equality and diversity.

In line with our Recruitment and Selection Policy and Guidance, jobs are advertised on the agreed grade/range for that particular job. Information regarding the minimum and maximum pay is provided in the advertisement. In practice, most appointments are made at the bottom of the grade range. However, there is discretion to appoint at a higher point on the range. This would normally only apply if there is a need to match a candidate's current level of pay.

## **11. PAY REVIEW – ALL EMPLOYEES**

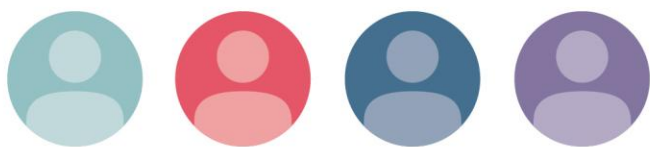
All pay is reviewed in line with the national pay awards negotiated for the cost of living increases when these occur.

## **12. MARKET SUPPLEMENTS**

It is recognised that there will be exceptional occasions where the market rate for certain key jobs is higher than that provided for by the pay and grading structure. In these circumstances, the grading of the post will be reviewed in accordance with the Market Forces Supplement Policy. All market forces supplement payments must be approved by the Job Evaluation Panel, in accordance with the Market Forces Supplement Payments Policy and Guidance.

## **13. HONORARIA AND ACTING UP PAYMENTS**

Monmouthshire County Council has a policy for an additional payment to be made where an employee acts up into a post at a higher level of pay or where they undertake additional duties on a temporary basis. The Honoraria Policy is applicable to all employees (except teaching employees), and all honoraria payments must be approved by the Job Evaluation Panel, in accordance with the Honoraria Payments Policy and Guidance.



## 14. ADDITIONAL PAYMENTS

### Travel and Expenses

Business mileage incurred by an employee is refunded at the HMRC rate, in line with our Travel and Reimbursement Policy and Guidance.

### Relocation

Monmouthshire County Council may provide financial assistance to new recruits as part of the employment package under the terms of our Relocation Policy and Guidance.

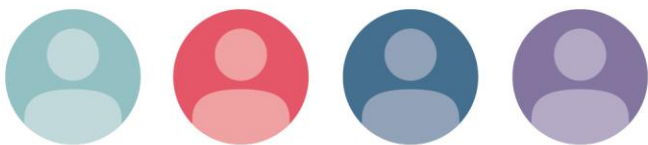
### Returning Officer Fees

The appointment of Electoral Registration Officer is required by S8 of the Representation of the People Act 1983 and the appointment of the Returning Officer by S35 of the Representation of the People Act 1983.

In Monmouthshire County Council, the role of the Electoral Registration Officer and Returning Officer is held by the Chief Executive Officer. The fee for parliamentary, European Union, Welsh Government, Police and Crime Commissioner Elections and all referenda are set by legislation. Local Authorities have the discretion to set the fee for local elections. In the Council the fee for local elections is set in line with the fee agreed for the Welsh Government elections.

## 15. MULTIPLIERS

The statutory guidance under the Localism Act recommends the use of pay multiples as a means of measuring the relationship between pay rates across the workforce and that of senior managers, as included within the Hutton 'Review of Fair Pay in the Public Sector' (2010). The Hutton report was asked by Government to explore the case for a fixed limit on dispersion of pay through a requirement that no public sector manager can earn more than 20 times the lowest paid person in the organisation. The report concluded that the relationship to median earnings was a more relevant measure and the Government's Code of Recommended Practice on Data Transparency recommends the publication of the ratio between highest paid salary and the median average salary of the whole of the Local Authority's workforce.



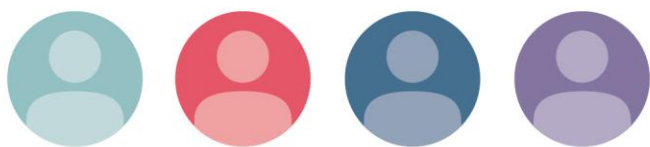
The multiples of pay for Monmouthshire County Council are as follows:

- Multiple between lowest paid FTE employee and CEO is 6:1 (the same as the previous year)
- Multiple between lowest paid FTE employee and average chief officer is 3:1 (4:1 in the previous year)
- Multiple between the median FTE employee and CEO is 5:1 (the same as the previous year)
- Multiple between the median FTE employee and the average chief officer is 3:1 (the same as the previous year).

## 16. PAYMENTS/CHARGES AND CONTRIBUTIONS

All Monmouthshire County Council employees (except teachers, who are entitled to join the Teachers' Pension Scheme) are entitled to join the Local Government Pension Scheme (LGPS) which is offered by the Local Government Employers. If employees are eligible, they will automatically become a member of the scheme under the auto enrolment provisions.

Employees can decide to opt out of the scheme within one month of auto enrolment. The benefits and contributions payable under the pension fund are set out in the LGPS regulations. All employees who are members of the Local Government Pension Scheme make individual contributions to the scheme in accordance with the following table:



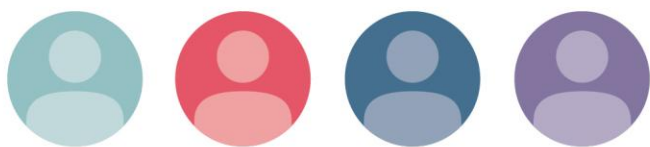
## Local Government Pension Scheme deduction percentages (01/04/2025):

| Contribution table 2025/26 |                                          |                                       |               |
|----------------------------|------------------------------------------|---------------------------------------|---------------|
| Band                       | Actual pensionable pay for an employment | Contribution rate for that employment |               |
|                            |                                          | Main section                          | 50/50 section |
| 1                          | Up to £17,800                            | 5.50%                                 | 2.75%         |
| 2                          | £17,801 to £28,000                       | 5.80%                                 | 2.90%         |
| 3                          | £28,001 to £45,600                       | 6.50%                                 | 3.25%         |
| 4                          | £45,601 to £57,700                       | 6.80%                                 | 3.40%         |
| 5                          | £57,701 to £81,000                       | 8.50%                                 | 4.25%         |
| 6                          | £81,001 to £114,800                      | 9.90%                                 | 4.95%         |
| 7                          | £114,801 to £135,300                     | 10.50%                                | 5.25%         |
| 8                          | £135,301 to £203,000                     | 11.40%                                | 5.70%         |
| 9                          | £203,001 or more                         | 12.50%                                | 6.25%         |

## 17. DISCRETIONARY PAYMENTS

The policy for the award of any discretionary payments is the same for all employees regardless of their pay level. The following arrangement applies for redundancy payments under regulation 5 of the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006:

- Payment of an overall lump sum of 1.7 times the statutory redundancy payment multiplier based on actual weeks' pay up to a limit of Spinal Column Point 43. This is payable to employees (not those on teaching terms and conditions of employment) made redundant with 2 or more years local government service regardless of their age, subject to them being eligible to join the pension scheme. This is in accordance with our (corporate) Protection of Employment Policy.



## 18. DECISION MAKING

Making or confirming the appointment of the Chief Executive and members of the Strategic Leadership Team is a function of Council and making or confirming the appointment of other Chief Officers is a function of Council and/or the Appointments Committee.

Details of exit payments will be approved by the relevant Chief Officer (and Chief Executive for settlement agreements) in consultation with the Cabinet Member and must have robust business cases justifying departure and representing value for money. Any exit payment in excess of £95,000 will be reported to Full Council.

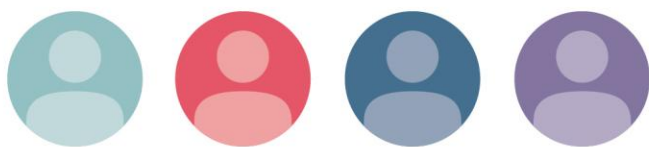
## 19. REVIEW OF THE POLICY

This Pay Policy outlines the current position in respect of pay and reward within the Council and it will be reviewed over the next year to ensure it meets the principles of fairness, equality, accountability, and value for money for the citizens of Monmouthshire.

The Policy will be reviewed annually and reported to Council in line with the requirement of the Localism Act 2011.

In November 2021, Welsh Government published guidance 'Pay Accountability within Local Government'. When reviewing the Pay Policy for 2025/26, much of this guidance has been taken into consideration.

Any further necessary amendments, prior to the next annual review and following implementation of the provisions referred to within the Local Government and Elections (Wales) Act 2021, as set out within the body of this policy, can be undertaken under permitted powers pursuant to Section 39 of the Localism Act 2011.



# Appendix 1

NJC (Green Book Local Government Employees LGE) pay scales effective 1 April 2025 – 31 March 2026.

| SCP | Pay Bands                     | Salary<br>01/04/2025     | Hourly<br>Rate   | SCP | Pay Bands | Salary<br>01/04/2025 | Hourly<br>Rate |
|-----|-------------------------------|--------------------------|------------------|-----|-----------|----------------------|----------------|
| 1   | DELETED                       |                          |                  | 25  | G (23-27) | 36363                | £18.85         |
| 2   | A (1-3)                       | 24413.00                 | £12.65           | 26  |           | 37280                | £19.32         |
| 3   |                               | 24796.00                 | £12.85           | 27  |           | 38220                | £19.81         |
| 4   | B (3-5)                       | 25185.00                 | £13.05           | 28  |           | 39152                | £20.29         |
| 5   |                               | 25583.00                 | £13.26           | 29  | H (27-31) | 39862                | £20.66         |
| 6   | C (5-8)                       | 25989.00                 | £13.47           | 30  |           | 40777                | £21.14         |
| 7   |                               | 26403.00                 | £13.69           | 31  |           | 41771                | £21.65         |
| 8   |                               | 26824.00                 | £13.90           | 32  |           | 42839                | £22.20         |
| 9   |                               | 27254.00                 | £14.13           | 33  | I (31-35) | 44075                | £22.85         |
| 10  |                               | 27694.00                 | £14.35           | 34  |           | 45091                | £23.37         |
| 11  | D (9-13)                      | 28142.00                 | £14.59           | 35  |           | 46142                | £23.92         |
| 12  |                               | 28598.00                 | £14.82           | 36  |           | 47181                | £24.46         |
| 13  |                               | 29064.00                 | £15.06           | 37  | J (35-39) | 48226                | £25.00         |
| 14  |                               | 29540.00                 | £15.31           | 38  |           | 49282                | £25.54         |
| 15  |                               | 30024.00                 | £15.56           | 39  |           | 50269                | £26.06         |
| 16  | E (14-18)                     | 30518.00                 | £15.82           | 40  |           | 51356                | £26.62         |
| 17  |                               | 31022.00                 | £16.08           | 41  | K (39-43) | 52413                | £27.17         |
| 18  |                               | 31537.00                 | £16.35           | 42  |           | 53460                | £27.71         |
| 19  |                               | 32061.00                 | £16.62           | 43  |           | 54495                | £28.25         |
| 20  |                               | 32597.00                 | £16.90           | 44  |           | 55643                | £28.84         |
| 21  | F (19-23)                     | 33143.00                 | £17.18           | 45  | L (43-47) | 56754                | £29.42         |
| 22  |                               | 33699.00                 | £17.47           | 46  |           | 57883                | £30.00         |
| 23  |                               | 34434.00                 | £17.85           | 47  |           | 58970                | £30.57         |
| 24  | G (23-27)                     | 35412.00                 | £18.35           | 48  |           | 60183                | £31.19         |
|     |                               |                          |                  | 49  | M (47-51) | 61399                | £31.82         |
|     |                               |                          |                  | 50  |           | 62614                | £32.45         |
|     |                               |                          |                  | 51  |           | 63827                | £33.08         |
|     | Real Living Wage*<br>Rate WEF | 01/04/2024<br>01/04/2025 | £12.00<br>£12.60 |     |           |                      |                |

\*Hourly rate calculated by dividing Annual Salary by 52.143 weeks (which is 365 days divided by 7) and then divided by 37 hours (the standard working week in the National Agreement 'Green Book')