

BCP Pay Policy 2026/27	
Date: 31 December 2025	Policy Author: Liz Bowman, Pay and Reward Programme Manager
Review Date: December 2026	Version: 1
Purpose/Introduction	<p>This policy is established to meet requirement of section 38(1) of the Localism Act (2011).</p> <p>The purpose of this policy is to provide transparency on the salaries of Chief Officers of the Council, how those salaries are set, and other issues related to the pay of Chief Officers.</p> <p>BCP Council has now been in existence following Local Government Reorganisation (LGR) since April 2019. The financial information published to meet legislative responsibilities is relating to the 2025/26 salary information using a snapshot date of 31 December 2025, and the draft 2024/25 Statement of Accounts (in draft and unaudited)</p>
Who the policy applies to	<p>Chief Officers - The Council will engage persons for the following posts, who will be designated Chief Officers:</p> <ul style="list-style-type: none">(a) Chief Executive and Head of Paid Service(b) Corporate Directors or Directors who report directly to the Chief Executive within the line management structure <p>To clarify, Chief Officers in BCP Council are on BCP Council new terms and conditions introduced on 1 December 2025 or National Joint Council (NJC) terms and conditions, not Joint National Committee (JNC) for Chief Officers.</p>

<p>The policy</p>	<p>BCP Council undertook to introduce a new pay and grading structure for the whole workforce excluding teachers in schools and colleagues on Soulbury pay. This collective bargaining process concluded in 2025, and a collective agreement was reached with the recognised trade unions, which resulted in changing the pay and grading structure for the Chief Executive and Chief Officers. The changes were approved by Cabinet and Council.</p> <p>The salaries for these staff have been and will continue to be increased in line with national pay awards agreed by National Joint Council (NJC) for Local Government employees (for Chief Officers), unless financial constraints prevent the required funding from being available. In this case, some lesser figure or no increase will be applied.</p> <p>The Chief Executive is employed on our new BCP Terms and conditions of employment</p> <p>Section 38(1) of the Localism Act requires the following information to be published annually as part of the policy (Appendix A):</p> <ul style="list-style-type: none"> a The Head of Paid Service (Chief Executive) base salary, including pension contribution and the NI contribution with a total figure per annum (excluding expenses allowance). b The median full-time equivalent salary for staff, excluding employees in schools and all apprentices with the pension contribution and the NI contribution with a total figure. The ratio between this salary and the salary of the Head of Paid Service. c The lowest full time equivalent salary, with the pension contribution and the NI contribution with a total figure. The ratio between this salary and the salary of the Head of Paid Service. d These ratios are published in line with the recommendations of the Hutton review of Fair Pay in the Public Sector. This review also recommends that local authorities define what they mean by 'lowest salary'. e The lowest salary is defined as the full-time equivalent salary of employees in receipt of the lowest salary point of the salary and grading structure for the employees who are not teachers, Apprentices or school support staff. f The salaries of Heads of Service / Service Directors, the posts that report into Corporate Directors, and other employees not covered by nationally agreed pay scales, are determined under the new Pay and Reward job evaluated pay and grading structure. Any role created and job evaluated since the formation of BCP Council and ongoing has been mapped to an evaluated role profile introduced on 1 December 2025. Where a role profile does not describe the new role, a new role profile may be created, which means the level and therefore pay is determined under BCP councils' new job evaluated pay and grading structure. g An extract from the annual statement of accounts for 2024/25 is given in Appendix B for BCP Council which gives details of the payments made to Chief Officers in 2024/25. h The council will ensure that all new starters are appointed on the minimum pay point within the band due to the phased introduction of the new pay structure and with due regard of existing colleagues who have assimilated into the new pay
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band, which will be complete in 2029. This will prevent new starters being paid higher than our existing workforce in the same role.

- i Incremental progression does not apply to Chief Officers.
- j No other fees are paid to Chief Officers, but they can make claims under the Travel and Subsistence arrangements for business related travel.
- k Payments for working hours additional to contractual hours are not made.

The Council publishes the total remuneration of Chief Officers and Service Directors as part of the annual statement of accounts on its public website.

The decision to employ Chief Officers, who were previously employed by the Council and left with a severance or redundancy payment, will be based on the applicants' suitability for the post. No deductions will be made from the remuneration package, providing the employment is more than four weeks from the original date of termination. If the employment is within four weeks of the original termination, the employee will have to reimburse any redundancy payments to the previous employer if they have been made to them.

The Council's policy is to usually employ Chief Officers under employment contracts, not under a contract for services.

The decision to employ Chief Officers who are in receipt of a Local Government Pension Scheme pension (whether their previous service was with the same authority or not) is dependent on the applicant's suitability for the post. The remuneration will be set in line with the newly created pay structure and in line with the Pay and Allowances policy that applies to all colleagues of the council (excluding teachers in schools and colleagues on Soulbury pay) including Chief Executive and Chief Officers.

Special Severance payments will be approved according to the following process (as recorded in the scheme of delegation):

- payments of £100,000 and above must be approved by a vote of full council, as set out in the Localism Act 2011
- payments of £20,000 and above, but below £100,000, must be personally approved and signed off by the Head of Paid Service, with a clear record of the Leader's approval and that of any others who have signed off the payment
- payments below £20,000 must be approved according to the local authority's scheme of delegation. It is expected that local authorities should publish their policy and process for approving these payments

As part of their duties, an authority's s151 Officer, and where appropriate, the Monitoring Officer, should take a close interest in and be able to justify any special severance payments that are made by that authority and in particular any payments made that are not consistent with the content of this guidance

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The Council has adopted a range of clear policies, procedures, and guidance with regard to payments upon the termination of employment. The Scheme of Delegation details governance arrangements in regard to severance payments in line with the 'Statutory Guidance on the Making and Disclosure of Special Severance Payments by local authorities in England' published 12 May 2022. This guidance forms part of the best value regime for local authorities in England as set out in section 3 of the Local Government Act 1999.

In line with the 2015, Local Government Transparency Code, which was issued to increase democratic accountability through open access to information, sets a requirement for local authorities to publish specific data, Under the Account and Audit Regulations 2015 we publish:

- the number of employees whose remuneration in that year was at least £50,000 in brackets of £5,000
- details of remuneration and job title of certain senior employees whose salary is at least £50,000, and
- employees whose salaries are £150,000 or more who must also be identified by name

In addition to this requirement, for all employees whose salary exceeds £50,000, there is a requirement to publish a list of responsibilities (for example, the services and functions they are responsible for, budget held and number of staff) and details of bonuses and benefits-in-kind.

The new Pay and Allowances policy introduced in December 2025 following collective agreement, continued the previous governance arrangements that were introduced in 2024, allowing temporary additional payments to be authorised and paid through a panel process that involved Director and union representative on panel. This policy ensures consistent approach across BCP Council. Governance arrangements are in line with the scheme of delegation

The Scheme of Delegation outlines who has the authority to approve pay, supplements, enhancements, and allowances. These approvals were reviewed and updated in 2024. This was adopted into the new Pay and Allowances policy December 2025.

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	<p>BCP Council have introduced a new set of Terms and conditions as well as pay for all employees across the council. The implementation date for these new arrangements was 1 December 2025. The new Pay and Allowances policy applies from this date.</p> <p>The policy in relation to employer discretions under the Local Government Pension scheme is given in Appendix C</p>
How to use the policy	<p>This policy will be published on the Council's website to ensure that all colleagues, Councillors, residents and local businesses have access to it.</p> <p>Related Council policies and supporting documents:</p> <ul style="list-style-type: none"> • Pay and Allowances policy December 2025 • Business Travel and Subsistence arrangements • The Council's policy in relation to employer discretions under the Local Government Pension scheme • The Council's policy in relation to employer discretion under the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006 • Scheme of Delegation
Roles and responsibilities	<p>This policy is reviewed annually by the Corporate Management Board and any recommendations for change will be made to the Cabinet for approval</p>
Enforcement and sanctions	
Further information and evidence	

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Salary Information 2025/26

Section 38(1) of the Localism Act requires the following information to be published annually as part of the policy (Appendix A):

- a The Head of Paid Service (Chief Executive) base salary at snapshot date 31 December 2025, including pension contribution and the NI contribution with a total figure per annum (excluding expenses allowance).

Authority	Position	Base Salary	Pension Contribution	NI Contribution	Total
Bournemouth Christchurch & Poole Council	Chief Executive	£211,744	£38,336.66	£30,265.95	£280,346.61

- b The median full-time equivalent salary for staff at snapshot date 31 December 2025, excluding employees in schools with the pension contribution and the NI contribution with a total figure. The ratio between this salary and the salary of the Head of Paid Service.

Authority	Median FTE Salary	Pension Contribution	NI Contribution	Total	Ratio
Bournemouth Christchurch & Poole Council	£32,061	£6,020.21	£3,784.37	£41,865.58	1:7

- c The lowest full time equivalent salary at snapshot date 31 December 2025, with the pension contribution and the NI contribution with a total figure. The ratio between this salary and the salary of the Head of Paid Service.

Authority	Lowest FTE Salary	Pension Contribution	NI Contribution	Total	Ratio
Bournemouth Christchurch & Poole Council	£20,791	£4,074.88	£0	£24,865.88	1:11

DRAFT Statement of Accounts 2024/25 (unaudited)**Officers Remuneration – Senior Officers (2024/25)**

	Remuneration Salary (including supplements)	Expenses Allowances	Compensation for Loss of Office	Employers Pension Contributions	Total payment including Pension Contributions
	2024/25 £	2024/25 £	2024/25 £	2024/25 £	2024/25 £
Chief Executive - (G Farrant)	205,178	-	-	37,048	242,226
Corporate Director - Chief Operations Officer (1)	137,150	-	-	25,782	162,932
Corporate Director - Children's Services (C Hadley)	175,394	-	-	33,325	208,719
Corporate Director - Wellbeing (J Kay)	153,726	-	-	29,208	182,934
Director of IT and Programmes (2)	22,053	-	-	4,190	26,243
Director of IT and Programmes (3)	101,409	-	-	17,762	119,171
Director of Finance	126,642	-	-	24,062	150,704
Director of Law & Governance	126,951	-	-	24,121	151,072
Director of Marketing, Comms and Policy	112,189	-	-	21,316	133,505
Director of People and Culture	112,189	-	-	21,316	133,505
Totals	1,272,881	-	-	238,130	1,511,011

Notes:

1. Corporate Director - Chief Operations Officer joined the authority 03/06/2024
2. Director of IT and Programmes left the authority 02/06/2024
3. New Director of IT and Programmes commenced 03/06/2024