

LONDON BOROUGH OF CAMDEN	WARDS: All
REPORT TITLE: Pay Policy Statement 2026/27	
REPORT OF: Director of People and Inclusion	
FOR SUBMISSION TO: Audit and Corporate Governance Committee Full Council	DATE 5 February 2026 2 March 2026
<p>SUMMARY OF REPORT: The report provides a summary of the pay accountability requirements under the Localism Act 2011 and, to meet these requirements, the Council's proposed pay policy statement for 2026/27.</p> <p>Local Government Act 1972 – Access to Information No documents were used in the preparation of this report which are required to be listed.</p> <p>Contact Officer: Zoe Hoskin Employment & Total Reward Lead Corporate Services 5 Pancras Square London N1C 4AG Tel: 020 7974 1807 E-mail: zoe.hoskin@camden.gov.uk</p>	
<p>RECOMMENDATIONS</p> <p>The Audit and Corporate Governance Committee is asked to recommend to Council that it agree the proposed pay policy statement for 2026/27, as attached as Appendix 2.</p> <p>Council is asked to agree the proposed pay policy statement for 2026/27 as attached at Appendix 2 and to delegate authority to the Director of People and Inclusion to update the policy as set out in paragraph 3.6 of the report.</p>	

Signed:



Date: 23 January 2026

1. Introduction

- 1.1. This report provides a summary of the requirements in relation to pay accountability for local authorities arising from the Localism Act 2011 ('the Act') and proposes a pay policy statement for 2026/27 for publication.
- 1.2. The Audit and Corporate Governance Committee is asked to note the contents of the report and recommend that Council agree the proposed pay policy statement as attached at Appendix 2 in line with its terms of reference, which state that it will "receive the Council's Pay Policy Statement annually and recommend to Council its adoption."
- 1.3. The Act sets out that Council cannot delegate the agreement of the statement to a committee, hence the need for the Committee to recommend its adoption to Council.
- 1.4. The Pay Policy Statement remains largely unchanged from 2025/26 following a review of relevant legislation and confirmation that it remains fit for purpose and has been updated with figures from the 2025/26 financial year.

2. Background

- 2.1. The pay policy statement is prepared for the start of each financial year and approved by Council, as has happened since the Act was introduced in 2012.
- 2.2. As a minimum, the statement must include the Council's policies on:
 - the remuneration of its chief officers
 - the remuneration of chief officers on appointment
 - the approach to the payment of chief officers on their ceasing to hold office under or to be employed by the council
 - the remuneration of its lowest paid employees, along with the authority's definition of 'lowest paid' and the rationale for adopting that definition
 - the relationship between the remuneration of chief officers and employees who are not chief officers
- 2.3. In line with the requirements of the Act, the pay policy statement for 2026/27 must be approved by Council by 31st March 2026.
- 2.4. Once approved by Council, the pay policy statement for 2026/27 will be published on the Council's website.

3. Camden's Pay Policy Statement for 2026/27

- 3.1. The proposed pay policy statement is attached as Appendix 2. It has been developed with reference to the guidance published in February 2012 by the Department for Communities and Local Government¹ and the supplementary guidance published in February 2013.

¹ Now the Ministry of Housing, Communities and Local Government

- 3.2. There have been no changes to the Act or further guidance since the pay policy statement for 2025/26 was published.
- 3.3. The 2025/26 pay policy was updated and republished in October 2025 to reflect the 2025/26 pay award agreed in July 2025 and backdated to take effect from 1 April 2025, and changes to the Target pay ranges of the Chief Officers Pay Scheme to re-align these with the upper quartile.
- 3.4. Some wording in the Pay Policy Statement for 2026/26 has been revised to improve clarity and readability. The section on Termination Payments has also been amended to provide greater clarity and ensure it reflects practice. Otherwise, there have been no changes to the substance of the pay policy compared to 2025/2026. All changes are 'tracked' in the document at Appendix 1, and, in recognition that tracking changes can disrupt the flow of the document, an 'untracked' version of the pay policy statement is provided at Appendix 2.
- 3.5. Key figures that have been updated in the 2026/27 pay policy statement are:
 - London Living Wage: increased from £13.85 to £14.80 per hour with effect from 1 November 2025
 - Camden's Minimum Earnings Guarantee: increased to £33,244 (£17.71 per hour) with effect from 1 April 2025
 - Pay Ratio: the Chief Executive's pay is 6.9 times that of the lowest paid employee, compared to 7.3 in 2025, and is currently 4.9 times that of the median salary, compared to 5.3 in 2025
 - Terms & Conditions: the number and proportion of staff on the different types of terms and conditions. Staff now covered by Camden pay and terms and conditions increased to 95.97%; staff on other legacy terms and conditions decreased to 4.03%.
- 3.6. Agreement has not yet been reached nationally on the 2026/27 pay awards. Once these are confirmed, the Camden pay points will be updated and backdated to take effect from the relevant date (1 April 2026 or 1 September 2026, depending on the terms and conditions). The Minimum Earnings Guarantee will also be reviewed at this time. Delegated authority is sought to the Director of People and Inclusion to make these updates.

4. Legal Comments of the Borough Solicitor

- 4.1. The Localism Act makes it a mandatory requirement on all councils to publish a pay policy statement for the next financial year, which complies with the obligatory requirements of the Act, before the end of the financial year. When preparing the statement, the Council must consider the statutory guidance provided by the Secretary of State.

5. Comments of the Director of Finance

5.1. There are no significant new financial implications expected for the organisation as a result of this statutory requirement. The ongoing cost implications of the pay policies outlined in this report will be incorporated into existing revenue budgets. Any future increases in expenditure will be incorporated into the Council's medium-term financial strategy.

6. Environmental Implications

6.1. This report has no environmental implications.

7. Appendices

Appendix 1: Proposed Pay Policy Statement 2026/27 (track changes)

Appendix 2: Proposed Pay Policy Statement 2026/27 (untracked changes)