



Pay Policy Statement

2026/27

Version	Pay Policy Statement	Date	Details of Updates
V1	Draft for Full Authority approval	February 2026	-

1. Introduction

- 1.1. Under s112 of the Local Government Act 1972 the Authority has the “power to appoint officers on such reasonable terms and conditions as it thinks fit”. This Pay Policy sets out the Authority’s approach to pay in accordance with the requirements of s38 of the Localism Act 2011. Although the requirements of the Act do not directly apply to the Authority, this statement is being published to demonstrate the Authority’s commitment to openness and transparency in matters of pay.
- 1.2. The purpose of this statement is to provide transparency about the Authority’s approach setting the pay of its employees by identifying:
 - The methods by which the salaries of all employees are determined.
 - The details of the remuneration of its most senior employees.
 - The relationship between the salary of its most senior employees and other employees.
- 1.3. This document is updated at least annually either prior to the beginning of the financial year in April or following the agreement of the national pay award.

2. Other legislation relevant to pay and remuneration

- 2.1. In determining the pay and remuneration of its employees the Authority will comply with all relevant employment legislation. This includes legislation such as the Equality Act 2010, the Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000, and where relevant the Collective Redundancies and Transfer of Undertakings (Protection of Employment) (Amendment) Regulations 2014. The Authority ensures that there is no pay discrimination within its pay structures and that pay differentials can be objectively justified using job evaluation mechanisms which directly establish the relative level of posts in grades according to the requirements, demands and responsibilities of the role.
- 2.2. The Authority utilises the Korn Ferry (Hay) job evaluation scheme for all roles.

3. Pay structure

- 3.1. The Authority’s pay structure of spinal column points and grades is set out in Appendix A. This reflects the nationally agreed pay award backdated to 1st April 2025, including the impact of the average national pay award on the locally determined spinal points.
- 3.2. Annual salary increases for all staff (including senior managers) are set through national negotiations between the local government employers and the recognised trades unions within the National Joint Council for Local Government Services.
- 3.3. Where evidence exists of recruitment and retention issues, it may be necessary to make additional payments to reflect pay levels in the wider labour market to attract and retain employees with particular skills, knowledge and experience. In such instances the Authority will use evidence of relevant market comparators, using data sources available within the local government sector, the financial services sector and beyond as appropriate and will review any such payments at regular intervals of no longer than every three years.

4. Definitions

4.1. The Localism Act refers to the position of Chief Officer, which, in terms of the South Yorkshire Pensions Authority is defined as:

- Head of Paid Service designated under s4 (1) of the Local Government and Housing Act 1989
- Clerk as required under Local Government Act 1985 and the Local Government Reorganisation (Pensions etc.) (South Yorkshire) Order 1987
- Monitoring Officer designated under s5 (1) of the Local Government and Housing Act 1989
- Chief Finance Officer designated under s73 of the Local Government Act 1985
- A Non-Statutory Chief Officer as defined in s2 (7) of the Local Government and Housing Act 1989

4.2. In the case of the South Yorkshire Pensions Authority these definitions encompass the following roles:

Head of Paid Service and Clerk	Director
Chief Finance Officer	Assistant Director – Resources
Monitoring Officer	Head of Governance and Corporate Services
Non-Statutory Chief Officer	Assistant Director – Investment Strategy
	Assistant Director – Pensions

4.3. Remuneration is defined as the pay an individual receives.

5. Director remuneration

5.1. The pay grade for the Director spans four spinal column points, in common with most other roles on the Authority's pay structure. The range is shown in the following table.

Grade	SCP	Salary at 01/04/2026 (Pending any agreed pay award for 2026/27)
N	56	£135,328
	57	£136,696
	58	£138,076
	59	£139,471

5.2. The current postholder took up the role on 1 October 2025 and was appointed on SCP 56. Progression through the grade will occur through the payment of an additional annual increment on 1st April each year, until the top of the grade is reached.

5.3. The Director's remuneration is determined by the Authority. The terms and conditions of service relating to this post are in accordance with the Joint Negotiating Committee for Local Authority

Chief Officers, with the exception that annual pay increases are tied to the headline increase in the main pay scale of the National Joint Council for Local Government Services.

5.4. The last review of the Director role salary was undertaken by Authority Members in June 2022, when the salary level (then at a spot rate, now representing the maximum point on the grade) was fixed at the median for similar roles in comparable local government pension funds, and the changes agreed took effect from 1 July 2022.

Additional Allowances

5.5. The Director is not entitled to any additional allowances such as homeworking allowance.

5.6. Rules in relation to reimbursement of travel and subsistence etc. expenses are the same as for all other posts within the Authority. The role is designated as a casual car user for the purposes of mileage expenses. The Director has the same access to the Authority's salary sacrifice schemes for AVCs and lease car as all other posts within the Authority.

5.7. The Authority's flexi-time scheme does not apply to the Director.

6. Assistant Director remuneration

6.1. The substantive grades for the three Assistant Director roles reporting to the Director are as follows.

Post	Grade	SCP Range	Salary Range at 01/04/2026 (Pending any agreed pay award for 2026/27)
Assistant Director – Investment Strategy	M	52 to 55	£93,559 - £102,865
Assistant Director – Pensions	M	52 to 55	£93,559 - £102,865
Assistant Director – Resources	M	52 to 55	£93,559 - £102,865

6.2. Progression through the grade occurs through the payment of an additional annual increment on 1st April each year, until the top of the grade is reached.

6.3. The terms and conditions of service relating to these posts are in accordance with the Joint Negotiating Committee, with the exception that annual pay increases are tied to the headline increase in the main pay scale of the National Joint Council for Local Government Services.

Additional Allowances

6.4. The Assistant Directors are each designated as casual car users.

6.5. All members of staff, with the exception of the Director, who participate in the Authority's Hybrid Working Policy receive a £26 per month homeworking allowance. Assistant Directors are eligible to receive this allowance.

6.6. Any other allowances relating to the posts are the same as for all other posts within the Authority, for example, reimbursement of fuel expenditure for business travel, and the ability to claim reimbursement for relevant professional subscriptions. The Assistant Directors have the same access to the Authority's salary sacrifice schemes for AVCs and lease car as all other posts within the Authority.

- 6.7. The Assistant Director – Investment Strategy receives an additional market supplement equivalent to 20% of salary reviewable at least every three years, reflecting the additional remuneration required to attract and retain a suitably qualified role holder for this post as evidenced by benchmarking of pay against comparable roles.
- 6.8. The Authority's flexi-time scheme does not apply to Assistant Directors.

7. Monitoring Officer remuneration

- 7.1. The Head of Governance & Corporate Services who holds the role of Monitoring Officer and reports to the Assistant Director – Resources is paid as follows:

Grade	SCP Range	Salary Range at 01/04/2026 (Pending any agreed pay award for 2026/27)
L	48 to 51	£69,175 - £78,321

- 7.2. Progression through the grade occurs through the payment of an additional annual increment on 1st April each year, until the top of the grade is reached.
- 7.3. The terms and conditions of service relating to this post are in accordance with the Joint Negotiating Committee, with the exception that pay increases are tied to the headline increase in the main pay scale of the National Joint Council for Local Government Services.

Additional Allowances

- 7.4. The Head of Governance & Corporate Services is designated as a casual car user.
- 7.5. All members of staff, with the exception of the Director, who participate in the Authority's Hybrid Working Policy receive a £26 per month homeworking allowance. The Head of Governance & Corporate Services is eligible to receive this allowance.
- 7.6. Any other allowances relating to this post are the same as for all other posts within the Authority, for example, reimbursement of fuel expenditure for business travel, and the ability to claim reimbursement for relevant professional subscriptions. The Head of Governance and Corporate Services has the same access to the Authority's salary sacrifice schemes for AVCs and lease car as all other posts within the Authority.
- 7.7. The Authority's flexi-time scheme applies to the Head of Governance & Corporate Services.

8. Recruitment of the Director, Chief Finance Officer, Chief Officers and Monitoring Officer

- 8.1. Where there is a requirement to recruit to the post of Director, Chief Finance Officer, Chief Officer, or Monitoring Officer post then the relevant provisions of the Authority's constitution will apply.

9. Salary on appointment

- 9.1. Under normal circumstances all new appointments to a post of Director, Chief Finance Officer, Chief Officer or Monitoring Officer will be made at the bottom spinal point of the grade unless there are objective reasons for not doing so. Any appointment above the bottom spinal column point will require the approval of the Director, or in the case of appointment of the Director, the Chair of the Authority.

10. Performance Related Pay

10.1. The Localism Act requires details of any performance related pay arrangements to be disclosed. South Yorkshire Pensions Authority does not operate any such arrangements.

11. Relationship between Director/Chief Officer pay and other employees

11.1. The following information is provided to assist with understanding the ratio calculations. Figures shown are based on pay data on 1 April 2025.

Director Salary	£135,328
Chief Officer Median Salary	£99,656
Authority Median Full Time Salary	£34,434
Authority Lowest Full Time Salary	£24,413

11.2. Pay Ratios

Post	Benchmark Salary	Ratio at 1 April 2024	Ratio at 1 April 2025
Director's Salary	Chief Officer Median Salary	1: 1.4	1: 1.4
Director's Salary	Authority Median Salary	1: 4.1	1: 4.1
Chief Officer Median Salary	Authority Median Salary	1: 2.9	1: 2.9
Director's Salary	Authority Lowest Salary	1: 5.7	1: 5.7
Chief Officer Median Salary	Authority Lowest Salary	1: 4.0	1: 4.1

11.3. The Hutton report “Fair Pay in the Public Sector” recommended that the Director’s salary should not exceed 20 times that of the lowest paid worker. The above table shows that with a ratio of 5.7 times, South Yorkshire Pensions Authority more than meets this requirement.

12. Lowest paid employee

12.1. The lowest grade in the pay structure is Grade A, scale points 2 - 3 (£24,413 - £24,796) at 01/04/2025. This grade is used for Apprentice roles only. The lowest salary that an employee other than an apprentice can receive is on Grade B, scale points 4 - 7 (£25,185 - £26,403). The lowest actual salary currently being paid on this grade is SCP 4, £25,185.

13. Termination payments

13.1. The Authority’s redundancy policy applies equally to all employees regardless of their grade. A redundancy payment will be paid to an employee when their post is made redundant and there are no suitable redeployment opportunities.

13.2. The Authority does not have a policy which allows for the automatic enhancement of an employee’s pensionable service on termination

14. Employer pension contributions

14.1. The Authority contributes to the Local Government Pension Scheme for all its employees who are members equally at a percentage rate of employees’ pensionable pay. This rate is set by

the actuary for the South Yorkshire Pension Fund and is reviewed every three years. The rate paid from 1 April 2023 to 31 March 2026 was 14.4%. Following the latest triennial valuation at 31 March 2025, the rate that will be paid from 1 April 2026 to 31 March 2029 will be 11.4% of employees' pensionable pay.

15. Employee pension contributions

15.1. Employees in the Local Government Pension Scheme pay the following contributions as a proportion of their pensionable pay with effect from **1 April 2025**.

Pensionable Pay From	Pensionable Pay To	Contribution Rate- Main Scheme	Contribution Rate- 50/50 Scheme
Up to £17,800		5.50%	2.75%
£17,801	£28,000	5.80%	2.90%
£28,001	£45,600	6.50%	3.25%
£45,601	£57,700	6.80%	3.40%
£57,701	£81,000	8.50%	4.25%
£81,001	£114,800	9.90%	4.95%
£114,801	£135,300	10.50%	5.25%
£135,301	£203,000	11.40%	5.70%
£203,001 and above		12.50%	6.25%

15.2. The contribution bands are reviewed on 1 April each year. The bands that will take effect from 1 April 2026 are not yet available.

16. Engagement of former Chief Officers in receipt of pensions

16.1. The Authority does not have a policy which prevents former employees, including Chief Officers, from applying for and being successfully appointed to any job, or returning under a contract for service, because they are in receipt of a public sector or Local Government Pension. Normal recruitment or procurement rules would apply in such circumstances.

17. Publication of the policy

17.1. This policy will be published on the Authority's website. In addition, for posts where the full-time equivalent salary is at least £50,000 the Authority will publish further information as required by the Accounts and Audit Regulations 2015 in its annual statement of accounts.

18. Review of the Pay Policy Statement

18.1. The Pay Policy Statement will be subject to annual review and must be approved by the Authority. Where delays to national pay awards being agreed results in it not being possible for the Policy to be brought before a convenient meeting of the Authority then the relevant urgency procedure will be used. Any amendments required in relation to matters of fact may be made by the Director without further reference to the Authority.

Pay and Grading Structure

Korn Ferry Job Reference Level	Korn Ferry Evaluation Score Range	Grade	SCP	2025/26	2026/27
				FTE Salary from 1 April 2025	FTE Salary from 1 April 2026 (Pending any pay award to be agreed by NJC)
Level 8	85 - 113	A	2 3	24,413 24,796	24,413 24,796
Level 9	114 - 134	B	4	25,185	25,185
			5	25,583	25,583
			6	25,989	25,989
			7	26,403	26,403
Level 10	135 - 160	C	8	26,824	26,824
			9	27,254	27,254
			10	27,694	27,694
			11	28,142	28,142
Level 11	161 - 191	D	12	28,598	28,598
			13	29,064	29,064
			14	29,540	29,540
			15	30,024	30,024
Level 12	192 - 227	E1	17	31,022	31,022
			18	31,537	31,537
			19	32,061	32,061
		E2	21	33,143	33,143
			22	33,699	33,699
			23	34,434	34,434
Level 13	228 - 268	F	24	35,412	35,412
			25	36,363	36,363
			26	37,280	37,280
			27	38,220	38,220
Level 14	269 - 313	G	28	39,152	39,152
			29	39,862	39,862
			30	40,777	40,777
			31	41,771	41,771

Pay and Grading Structure

Korn Ferry Job Reference Level	Korn Ferry Evaluation Score Range	Grade	SCP	2025/26	2026/27
				FTE Salary from 1 April 2025	FTE Salary from 1 April 2026 (Pending any pay award to be agreed by NJC)
Level 15	314 - 370	H	32	42,839	42,839
			33	44,075	44,075
			34	45,091	45,091
			35	46,142	46,142
Level 16	371 - 438	I	36	47,181	47,181
			37	48,226	48,226
			38	49,282	49,282
			39	50,269	50,269
Level 17 (i)	439 - 478	J	40	51,356	51,356
			41	52,413	52,413
			42	53,460	53,460
			43	54,495	54,495
Level 17 (ii)	479 - 518	K	44	56,818	56,818
			45	59,146	59,146
			46	61,474	61,474
			47	63,802	63,802
Level 18	519 - 613	L	48	69,175	69,175
			49	72,221	72,221
			50	75,271	75,271
			51	78,321	78,321
Level 19 / 20	614 - 879	M	52	93,559	93,559
			53	96,607	96,607
			54	99,656	99,656
			55	102,865	102,865
Level 21	>879	N	56	135,328	135,328
			57	136,696	136,696
			58	138,076	138,076
			59	139,471	139,471

Notes:

The following points in the NJC scale are not used:

- 16
- 20

Scale points above 43 are locally determined and are increased annually in line with the headline increase for the NJC pay award.