



**SOUTH
KESTEVEN
DISTRICT
COUNCIL**

Officer Delegated Decision


26 March 2025
Chief Executive

Interim Pay Award 2025/26

Implementation of an interim pay award to reflect the Real Living Wage increase for 2025/26 with effect from 1st April 2025

Contact

Jane Jenkinson, Senior HR Officer

 Jane.Jenkinson@southkesteven.gov.uk

Decision made by:	Karen Bradford, Chief Executive
Decision:	To implement an interim pay award for grade SK2 to SK7
Public or Exempt:	Public
Reasons for exemption:	N/A
Conflicts of interest:	No
Policy compliant:	Yes
Details of delegation:	The Chief Executive, as Head of Paid Service, has delegated authority under Statutory Officer Powers to take this decision as per Paragraphs 1(a) and 1(b) of Part 3(c) (Delegated Powers to Officers).

1. Implications

Taking into consideration implications relating to finance and procurement, legal and governance, risk and mitigation, health and safety, diversity and inclusion, safeguarding, staffing, community safety, mental health and wellbeing and the impact on the Council's declaration of a climate change emergency, the following implications have been identified:

Finance

- 1.1 The financial implications of this increase are already built into the 2025/26 budgets and therefore this decision has no adverse financial impact.

Completed by: Richard Wyles, Deputy Chief Executive and s151 Officer

Legal and Governance

- 1.2 The Chief Executive, in her capacity as Head of Paid Service, has the necessary delegated authority to take this decision. As outlined in the report, this decision ensures the Council's compliance with a commitment in its Pay Policy Statement in relation to the Real Living Wage.

Completed by: Graham Watts, Monitoring Officer

2. The Purpose of the Report

- 2.1 To confirm the implementation of an interim pay award in line with the Real Living Wage with effect from 1st April 2025.
- 2.2 The Real Living Wage for 2025 has been agreed as £12.60 per hour which is a 2.6% increase from the rate for 2024.
- 2.3 Grades SK2 to SK4 will need to be increased to meet the Real Living Wage for 2025 of £12.60.
- 2.3 The Council's Pay Policy Statement states '*In April 2021 the Council adopted the Real Living Wage to ensure that we pay a wage rate based on what people need to live. It is calculated based on rising living costs.*'
- 2.4 To maintain a differential between grades it is proposed that Grades SK3, SK3MS and SK4 receive a comparable 2.6% increase with effect from 1st April 2025
- 2.5 To ensure that the lowest paid employees receive a pay increase as early as possible it has also been practice to pay a comparable % increase as an interim pay award to Grades up to SK7.
- 2.6 The actual increases from 1st April 2025 for Grade SK2 to SK7 are shown in the following table:

Grade	24/25 Baseline	% Increase	25/26 Annual Salary	24/25 Baseline Hourly Rate	25/26 Hourly Rate
SK2	23694	2.600%	24312	12.2812	12.6016
SK3	23919	2.600%	24543	12.3979	12.7213
SK3MS	24021	2.600%	24648	12.4507	12.7757
SK4	24144	2.600%	24774	12.5145	12.8410
SK5	24369	2.600%	25005	12.6311	12.9608
SK5MS	24780	2.600%	25425	12.8441	13.1785
SK6	24960	2.600%	25611	12.9374	13.2749
SK7	25314	2.600%	25974	13.1209	13.4630

3. Available Options Considered

- 3.1 To pay the Real Living Wages to the grades currently below the Real Living Wage rate of £12.60.

4. Preferred Option

- 4.1 To implement a 2.6% pay increase for Grades SK2 to SK7 with effect from 1st April 2025.

5. Reasons for the Decision(s)

- 5.1 To comply with the Council's Pay Policy Statement to pay the Real Living Wage.
- 5.2 To ensure that the lowest paid employees receive an interim pay award as early as possible to support their financial wellbeing.

Signed by: **Karen Bradford**

Dated: **26 March 2025**