

Annual Pay Policy and Pension Discretions (LGPS)

The publication of the Annual Salary Statement is a statutory requirement under Section 38 (1) of the Localism Act 2011. If Council does not approve the Salary Statement then the Council will be in breach of the legislation.

Under the current Pensions Regulations, Torbay Council is able to exercise a range of discretions in regard to how the Local Government Pension Scheme (LGPS) is applied to its employees who are members of the Scheme. The Employers Pensions Discretions must be reviewed and approved by Council annually in line with Local Government Pension Scheme regulations.

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| Wards affected: | All Wards |
| Consultees: | Torbay Council employees, including all employees who are members of the Local Government Pension Scheme. |
| Means of Consultation: | Trade Unions representing staff within Torbay Council will be consulted at Joint Consultative meetings |
| Documents to be considered: | There are currently no documents published. All documents will normally be published at least five clear working days before the meeting. Where documents are not available five clear working days before the meeting, the documents will be published at the same time as they are made available to the decision maker. |
| Responsible Cabinet Member and Officer: | Cabinet Member for Tourism, Culture & Events and Corporate Services (Councillor Jacqueline Thomas) Director of Corporate Services (Matthew Fairclough-Kay) |
| Link to targeted actions: | (All Corporate Priorities) |
| Reason for inclusion in the Forward Plan: | High level of public interest |
| Decision Maker: | Cabinet Council |
| Intended Decision Date: | 17 Feb 2026 26 Feb 2026 |

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| If you want to make representations contact: | Matthew Fairclough-Kay, Director of Corporate Services, Torbay Council, Town Hall, Castle Circus, Torquay, TQ1 3DR, email matthew.fairclough-kay@torbay.gov.uk , telephone (01803) 207449. |
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