

Record of Decisions

Annual Pay Policy and Pension Discretions (LGPS)

Decision Taker

Cabinet on 17 February 2026.

Decision

That Council be recommended:

1. that the Annual Pay Policy Statement 2026/27 as set out at Appendix 1 to the submitted report is approved; and
2. that the Employers Pensions Discretions as set out at Appendix 2 to the submitted report is approved.

Reason for the Decision

To ensure that the Council is compliant with Section 38 (1) of the Localism Act 2011 by the approval of the Annual Pay Policy Statement 2026/27 and that the Employers Pensions Discretions be reviewed and approved by the Council annually in line with the LGPS regulations.

Implementation

The decisions above will be considered at the Council meeting on 26 February 2026.

Information

Section 38 (1) of the Localism Act 2011 requires English and Welsh Authorities to produce a pay policy statement for each financial year. The pay policy statement draws together the Council's overarching policies on pay and conditions and will be published on the Council's Website.

Furthermore, 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.

At the Cabinet meeting, Councillor Jackie Thomas proposed and Councillor Tyerman seconded a motion that was agreed unanimously, as set out above.

Alternative Options considered and rejected at the time of the decision

There were no alternative options considered.

Is this a Key Decision?

Yes

Does the call-in procedure apply?

No

Declarations of interest (including details of any relevant dispensations issued by the Standards Committee)

None

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20 February 2026

Signed: _____ Date: _____
Leader of Torbay Council on behalf of the Cabinet