



**LANCASHIRE**  
COMBINED COUNTY  
AUTHORITY

**Pay Policy Statement**  
**2026-2027**

## Document Control

<b>Title</b>	Pay Policy Statement 2026-27
<b>Document Type</b>	Pay Policy
<b>Author</b>	HR Manager, BwD
<b>Owner</b>	HR Manager, BwD
<b>Created</b>	March 2026
<b>Review Date</b>	March 2027

## Revision History

<b>Version</b>	<b>Date</b>	<b>Author</b>	<b>Description of Change</b>

## Policy Governance

<b>Version</b>	<b>Governance Group</b>	<b>Date Approved</b>
1.0	LCCA Board	April 2026

## Contents

Introduction .....	3
Chief Officers and Senior Management Team .....	4
Tax Avoidance Measures .....	5
Payment to Chief Officers upon termination of their employment .....	5
Employment of Individuals Already in Receipt of a Local Government Pension .....	6
Employment of Ex-Employees as Chief Officers under a Contract for Services .....	6
Remuneration of Lowest Paid Employees .....	6
Relationship between Chief Officer and Non-Chief Officer Remuneration .....	6
General Principles Regarding the Remuneration of Staff .....	7
Publication of and access to Information Relating to Remuneration of Chief Officers	7

## Introduction

1.1 This document sets out the Lancashire Combined County Authority's (LCCA) Pay Policy in relation to the remuneration of its employees in accordance with section 38

of the Localism Act 2011. The policy is subject to annual review and must be approved by the LCCA. Any amendments during the course of the year must also be considered and approved by the LCCA. The policy will be published on the LCCA website as soon as reasonably practicable after approval or amendment.

1.2 The LCCA is committed to ensuring fairness, transparency and equality of pay in the remuneration of its employees.

## Chief Officers and Senior Management Team

2.1 Posts within the Combined Authority defined as Chief Officers under the Localism Act consist of the following:

Job Title	Grade	Salary
Chief Operating Officer	Currently being provided as a Secondment from LSCFT	£95,000
Head of Paid Services *	Currently provided by Blackburn with Darwen BC	See BwD Pay Policy no additional remuneration
Monitoring Officer *	Currently being provided by Blackpool Council	See BC Pay Policy no additional remuneration
Chief Finance Officer (S73 Officer) *	Currently being provided by Lancashire County Council	See LCC Pay Policy no additional remuneration

\*These posts/functions will continue to be provided via secondment agreements with either Blackburn with Darwen BC, Lancashire County Council or Blackpool Council. Details of grade and salary will be published in accordance with their respective pay policy statement

2.2 Other posts within the senior team of the Combined Authority consist of the following:

Job Title	Grade	Salary
Director of Transport**	Director 2	£90,897 - £99,840

\*\*The Director of Transport post is currently vacant. A recruitment process is underway.

2.3 Joint National Conditions of service (JNC for Chief Officers) are incorporated into all contracts of employment

2.4 The salaries for Chief Officers have been determined through independent analysis and benchmarking and reflect rates which are reasonably sufficient to recruit and retain senior officers, taking into account market conditions. The grades attributable to Chief Officer posts are subject to job evaluation and based on clear salary differentials which reflect the level of responsibility attached to any particular role.

2.5 Chief Officers do not receive bonus payments or performance related pay nor do they receive any benefits in kind paid for by the employer. Where a Chief Officer meets the criteria for entitlement to expenses, these are paid in accordance with the LCCA's policies, aligned with those of NJC. Increases in pay for Chief Officers will occur only as a result of:

- Pay awards agreed by way of national/local collective pay bargaining arrangements.
- significant changes to a Chief Officer's role which result in a higher salary being appropriate as confirmed by the outcome of an appropriate job evaluation process; or
- recruitment and/or retention payments which, in all the given circumstances at the relevant time, are deemed necessary in the best interests of the LCCA and which are determined under the relevant policy relating to such payments.

2.6 It is expected that Chief Officers will perform to the highest level. Performance related pay therefore does not form part of current remuneration arrangements.

2.7 This position will be reviewed if legislation and/or guidance relating to Chief Officer posts changes.

2.8 Under the LCCA constitution, approving the appointment of the Head of Paid Service, Monitoring Officer, Chief Finance Officer and Chief Operating Officer are matters for the LCCA. All other posts are appointed under delegation to the relevant officer.

## Tax Avoidance Measures

3.1 All chief officers are remunerated via monthly salary payments. Appropriate tax and national insurance deductions are made in accordance with HMRC regulations and there are no arrangements in place for the purpose of minimising tax payments.

## Payment to Chief Officers upon termination of their employment

4.1 Chief Officers who cease to hold office or be employed by the LCCA will receive payments calculated using the same principles as any other member of staff, based on entitlement within their contract of employment, their general terms and conditions, and existing policies. The Combined Authority adopts the policies of the host employer, for application in these circumstances.

4.2 In the case of termination of employment by way of early retirement, redundancy (voluntary or otherwise) or on the grounds of efficiency of the service, the Local Government Pension Scheme Early Retirement Policy sets out provisions which apply to all staff regardless of their level of seniority. The Local Government Pension Scheme Early Retirement Policy also sets out the applicable provisions in respect of awarding additional pension entitlement by way of augmentation or otherwise.

## Employment of Individuals Already in Receipt of a Local Government Pension

5.1 The administering authority will not reduce pension payments as a result of re-employment. However, where those in receipt of a pension have been awarded additional service as compensation by their former employer the extra pension from this service may be abated due to re-employment with a Scheme employer under the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2000 as amended.

## Employment of Ex-Employees as Chief Officers under a Contract for Services

6.1 The LCCA does not generally support the employment of ex-employees as Chief Officers under a contract for services. However, there may be circumstances where the employment of an ex-employee under these terms is the most effective and efficient way of meeting the Combined Authority's needs. If this situation applies formal approval will be sought from the head of paid service, in consultation with members, and any such arrangement would not progress without their support. In addition, the Government has introduced legislation to enable the recovery of exit payments for higher paid employees returning to the public sector.

## Remuneration of Lowest Paid Employees

7.1 The LCCA have adopted the 'Single Status Framework' in scope of the NJC for Local Government services. The lowest paid employees within the Combined Authority are appointed to jobs which have been evaluated using the NJC Job Evaluation Scheme and are remunerated accordingly.

7.2 The LCCA is committed to the annual review of the Voluntary Living Wage (currently £13.45 per hour).

7.3 The LCCA is committed to reviewing Apprentice pay for entry level apprentices to ensure this is a fair and competitive rate.

## Relationship between Chief Officer and Non-Chief Officer Remuneration

7.4 The 'pay multiple' for the LCCA is determined by comparing the pay of the highest paid employee (Chief Operating Officer) against the median average pay, using hourly rates as 31st May 25, for employees within the scope of this statement.

7.5 The LCCA's Median hourly rate cannot be calculated on 1<sup>st</sup> April 2026 due to no employees being directly employed by the LCCA and all current staff are working in-kind from their relevant Council, with the exception of the COO who is on a secondment. This

will be calculated and included in the next the pay policy as soon as this information is available and the LCCA is directly employing staff.

## General Principles Regarding the Remuneration of Staff

8.1 The LCCA has established pay and grading structures, founded on evaluation of job roles using job evaluation, which ensures a fair and transparent approach to pay and the same grading of jobs which are rated as equivalent.

8.2 The LCCA is committed to reducing the gender pay gap.

## Publication of and access to Information Relating to Remuneration of Chief Officers

9.1 The LCCA will publish their Pay Policy Statement, following approval of the LCCA, on the organisation's website. In addition, remuneration related data associated with the Pay Policy Statement and Code of Recommended Practice for Local Authorities on Data Transparency will be published on the LCCA's website no later than 31st March and information related to the public sector equality duty no later than 31st March. The LCCA is committed to ensuring that pay and staffing decisions are in line with the Authority's duties and legal obligations under all relevant employment legislation including the Equality Act 2010.