

To: All Members of the Council

Dear Councillor,

COUNCIL - TUESDAY, 9TH DECEMBER, 2025 , Council Chamber - Epsom Town Hall

Please find attached the following document(s) for the meeting of the Council to be held on Tuesday, 9th December, 2025.

12. **STAFF PAY AWARD** (Pages 3 - 6)

This report recommends to Council a pay award for Staff and introduction of Real Living Wage as considered and recommended by Strategy and Resources Committee.

For further information, please contact democraticservices@epsom-ewell.gov.uk or tel: 01372 732000

Yours sincerely

A handwritten signature in black ink, appearing to read "Sing".

Chief Executive

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STAFF PAY AWARD

Head of Service:	Jackie King, Chief Executive
Report Author:	Andrew Bircher
Wards affected:	(All Wards);
Appendices (attached):	None

Summary

This report recommends to Council a pay award for Staff and introduction of Real Living Wage as considered and recommended by Strategy and Resources Committee.

Recommendation (s)

The Council is asked to:

- (1) Agree a pay award for staff for 2026/27 of 3%; and
- (2) make funding available through the budget process to support the implementation of the Real Living Wage from April 2026.

1 Reason for Recommendation

- 1.1 The recommendations above are the output of Strategy and Resources Committee meeting on the 11 November 2025.

2 Background

- 2.1 Every year Strategy and Resources committee considers the pay award for staff .As normal this year the committee considered a range of options and the financial context in which we are operating, and made a recommendation to Council that a pay award of 3% would be introduced for the next financial year.
- 2.2 At the same time, the committee considered what it can do to support measures to tackle poverty and a proposal to introduce the Real Living Wage was discussed. The committee agreed to recommend to Council that funding should be made available through the next budget process to implement this change.
- 2.3 The relevant paper for the Strategy and Resources committee can be seen through the link at the end of this report.

3 Risk Assessment

Legal or other duties

3.1 Equality Impact Assessment

3.1.1 An Equality Impact Assessment is not considered necessary here as the pay award to staff is not related to or dependent on any protected characteristics.

3.2 Crime & Disorder

3.2.1 No implications

3.3 Safeguarding

3.3.1 No implications

3.4 Dependencies

3.4.1 none

3.5 Other

3.5.1 none

4 Financial Implications

4.1 **Section 151 Officer's comments:** The finance officer's comments are set out in the report taken to Strategy and Resources committee (see link below).

5 Legal Implications

5.1 **Legal Officer's comments:** The legal officer's comments are set out in the report taken to Strategy and Resources committee (see link below).

6 Policies, Plans & Partnerships

6.1 **Council's Key Priorities:** The following Key Priorities are engaged:

- Delivering an effective council, with an approved budget

6.2 **Service Plans:** The matter is included within the current Service Delivery Plan as part of delivery a budget for next year

6.3 **Climate & Environmental Impact of recommendations:** None

6.4 **Sustainability Policy & Community Safety Implications:** None

6.5 **Partnerships:** None

- 6.6 **Local Government Reorganisation Implications:** This is an award made prior to LGR

7 Background papers

- 7.1 The documents referred to in compiling this report are as follows:

Previous reports:

- [Staff Pay Award, report to meeting of the Strategy and Resources Committee, 11 November 2025](#)

Other papers:

- None

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