

Pay Bands 2026/27 (with effect from April 2026)

Pay Band A			
Roles			
Casual admin support	£12.71	-	£15.99
Polling station - ballot box/equipment issuing assistants			
Postal vote - prep and issue assistant			
Postal vote - opening and checking assistant			
Ballot box receipt assistant			
Poll card - prep and issue assistant			
Poll clerks			
Count setup/take down assistant			
Count and verification assistants			
Count security			
Postal vote security			
Reception staff			
Poll card – printing			
Printing coordinator (e.g. printing of letters)			

Pay Band B			
Roles			
Polling station - ballot box/equipment issuing supervisors	£14.22	-	£18.96
Postal vote - prep and issue supervisor			
Postal vote - opening and checking supervisor			
Ballot box receipt supervisor			
Poll card - prep and issue supervisor			
Count staff - IT support			
Postal vote - IT support (signature verification)			
Count setup/take down supervisor			
Count and verification team leader			
Unused ballot papers checking and verification			
Collection and prep of equipment			

Pay Band C			
Roles			
Presiding officer	£16.59	-	£20.73
Count and verification supervisor			
Staff payments/payroll			
Poll card, postal votes and ballot papers - running data, checking and proofing			
Postal vote - signature adjudicators			
Top table assistant/data officer			
Media handling/comms			

Pay Band D			
Roles			
Count manager	£17.77	-	£30.80
Polling station inspector			
Postal vote – opening session manager			

Other Rates			
Type			
Poll card (hand) delivery (per poll card)	£0.21	-	£0.40
Postal Vote (hand delivery)	£0.36	-	£0.70
Travel up to 10 miles			£4.50
Travel between 10-20miles			£9.00
Travel of 20 miles or more	£9	-	£18
Private mileage rate			£0.45
Public mileage rate			£0.25
Electric vehicle mileage rate (home charging)*			£0.08
Electric vehicle mileage rate (public charging)*			£0.14
Training per member of staff (up to a maximum) **			£44.96
Training Prep & Delivery (per session)	£105.78	-	£158.67
Bookkeeping capped at a maximum (prior approval required)			£423

*Electric vehicle mileage rates were introduced by HMRC with effect from 1 September 2025.

** Note that ROs can choose to pay at any fixed rate up to the maximum amount. The rate, however, will need to reflect the duration and complexity of the training.