

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.