

## Extract from the Pay Policy Statement 2023/24

### 4. Pay and Grading Structure

#### 4.1 Senior Managers (JNC)

This defined pay structure determines the salaries of senior managers on JNC (Joint National Council for Chief Officers) conditions of service. A score is produced from the HAY job evaluation process which equates to a pay band on the Council's senior manager pay structure.

The current pay structure for senior managers who are on JNC conditions of service can be seen by accessing the pay and grading structure.

In addition, there is a very small number of public health employees who transferred under TUPE to the Council on NHS Pay and Terms and Conditions on 1st April 2013 and these employees remain on the terms and conditions of their previous NHS employer.

When applying the senior manager pay structure, for the purposes of this statement, the definition of Chief Officers is as set out in Section 43 of the Localism Act. The details of the salary packages are as follows:

##### Tier 1 (Chief Executive)

- The ~~current~~ salary package ~~is £159,405~~ falls within a range of £170,000 to £190,000

##### Tier 2 (direct reports to the Chief Executive)

- The salary package falls within a range of £123,679 to £140,283

##### Tier 3 (direct reports to Tier 2 managers)

- The salary package falls within a range of £80,955 to £109,180

#### 4.2 NJC Employees

The NJC (National Joint Council for Local Government Services) agreed that from 1 April 2023, Spinal Column Point (SCP) 1 will be permanently deleted from the NJC pay spine. The NJC pay framework from April 2023 therefore comprises 44 salary points, between SCP 2 (£20,441 per annum) and SCP 45 (£57,129 per annum) for a full-time employee (based on a 37-hour week).

The current pay and grading structure for employees who are on NJC conditions of service can be seen by accessing the pay and grading structure.