

Appendix 1

Pay Policy 2023 – 2024 (Reflecting Financial Year 2022 - 2023)

Post	Total annual Salary	Salary Range	Salary on recruitment	Amount payable on cessation of employment
Chief Executive	£111,431	£111,431 - £124,791	£109,506 (2021)	See Policy
Executive Director – Governance (also Monitoring Officer)	£84,389 base salary plus £3,282.72 responsibility allowance for deputising for CEO and/or Head of Paid Service	£84,389 Single point	£71,000 (2011)	See Policy
Executive Director – Place	£84,389 base salary plus £3,282.72 responsibility allowance for deputising for CEO and/or Head of Paid Service	£84,389 Single point	£84,389 (2022)	See Policy
Executive Director - Transformation	£84,389 base salary plus £3,282.72 responsibility allowance for deputising for CEO and/or Head of Paid Service	£84,389 Single point	£71,000 (2011)	See Policy
Executive Director – Operations	£84,389 base salary plus £3,282.72 responsibility allowance for deputising for CEO and/or Head of Paid Service)	£84,389 Single point	£73,144.20 (2016)	See policy
Corporate Finance Manager (also Section 151 Officer)	£70,413.56 (£63,773 base salary plus £6,640.56 allowance for Section 151	£61,603 - £63,773	£56,100 (2018)	See policy

Post	Total annual Salary	Salary Range	Salary on recruitment	Amount payable on cessation of employment
	Statutory Officer role)			

Posts attracting salaries in excess of £50,000 (to meet the requirements of the Local Government Transparency Code)				
Post	Total annual salary	Salary range	Salary on recruitment	Amount payable on cessation of employment
Assistant Director – Planning & Regulatory Services	£63,773	£61,603 - £63,773	£56,100	See policy
Assistant Director – Assets & Investment	£63,773	£61,603 - £63,773	£56,100	See policy
Assistant Director – Resources and Transformation	£63,773	£61,603 - £63,773	£57,222	See policy
Assistant Director - Housing Operations	£63,773	£61,603 - £63,773	£57,222	See policy
Assistant Director Housing Management & Tenancy Services	£63,773	£61,603 - £63,773	£59,677	See policy
Assistant Director Neighbourhoods & Environment	£63,773	£61,603 - £63,773	£59,677	See policy
Assistant Director Place & Wellbeing	£61,603	£61,603 - £63,773	£61,603	See policy
Service Manager Revenues and Benefits	£54,382	£54,382 - £57,496	£54,382	See policy
Service Manager Strategic Housing & Lettings	£57,496	£54,382 - £57,496	£49,191	See policy
Service Manager Legal Services	£51,635	£50,616 - £52,664	£48,691	See policy
Service Manager Risk and Emergency Planning	£52,664	£50,616 - £52,664	£39,660	See policy
Service Manager Commercial Development	£51,635	£50,616 - £52,664	£48,691	See policy
Service Manager - Customer Services	£52,664	£50,616 - £52,664	£49,866	See policy
Service Manager - ICT	£52,664	£50,616 - £52,664	£41,148	See policy

Lowest-paid employee	£21,189.00			
Median Pay	£26,845.00			

Mean Pay	£29,585.04			
Ratio between the highest paid employee and lowest paid.	5.26:1			
Ratio between the salary of the highest paid employee and the median salary	4.15:1			
Ratio between the salary of the highest paid employee and the mean salary	3.77:1			