

Appendix 1

Pay Policy 2024– 2025 (Reflecting Financial Year 2023 - 2024)

Post	Total annual Salary	Salary Range	Salary on recruitment	Amount payable on cessation of employment
Chief Executive	£129,158	£115,331 - £129,158	£109,506 - 2021	See Policy
Executive Director – Governance (also Monitoring Officer)	£95,220	£95,220 - Single point	£71,000 - 2011	See Policy
Executive Director – Place	£95,220	£95,220 - Single point	£95,220 - 2023	See Policy
Executive Director - Transformation	£95,220	£95,220 - Single point	£71,000 - 2011	See Policy
Executive Director – Operations	£95,220	£95,220 - Single point	£73,144 - 2016	See policy
Corporate Resources Director (also Section 151 Officer)	£85,698	£85,698 - Single point	£56,100 - 2018	See policy

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	£71,933	£69,863 - £71,933	£56,100	See policy
Assistant Director - Assets	£69,863	£69,863 - £71,933	£56,100	See policy
Assistant Director - Policy and Performance	£68,828	£66,758 - £68,828	£57,222	See policy
Assistant Director - Housing Operations	£69,863	£69,863 - £71,933	£57,222	See policy
Assistant Director - Housing Management	£69,863	£69,863 - £71,933	£59,677	See policy
Assistant Director - Neighbourhoods	Vacant	£69,863 - £71,933		See policy
Assistant Director - Regeneration	£69,863	£69,863 - £71,933	£61,603	See policy
Assistant Director - Revenues and Benefits	£66,758	£66,758 - £68,828	£54,382	See policy
Assistant Director - Strategic Housing	£66,758	£66,758 - £68,828	£49,191	See policy
Assistant Director - Legal	£63,756	£63,756 - £66,033	£48,691	See policy
Assistant Director - Corporate Health and Safety	£66,758	£66,758 - £68,828	£39,660	See policy
Assistant Director - Customer Experience	£66,758	£66,758 - £68,828	£49,866	See policy
Assistant Director - Democracy	£66,758	£66,758 - £68,828	£54,500	See policy
Assistant Director - Digital	£66,758	£66,758 - £68,828	£66,758	See policy

Service Manager Commercial Development	£54,707	£52,580 - £54,707	£48,691	See policy
Service Manager - ICT	£54,707	£52,580 - £54,707	£41,146	See policy
Financial Services Manager	£54,707	£52,580 - £54,707	£54,707	See policy
Forward Planning and Economic Growth Team Man	£50,512	£48,474 - £51,515	£46,549	See policy
Planned, Cyclical and Estates Maintenance Manager	£51,515	£48,474 - £51,515	£45,591	See policy
Responsive and Voids Maintenance Manger	£51,515	£48,474 - £51,515	£45,290	See policy
Strategic Asset Manager	£51,515	£48,474 - £51,515	£45,859	See policy

Lowest-paid employee	£23,114.00
Median Pay	£28,770.00
Mean Pay	£31,889.45
Ratio between the highest paid employee and lowest paid.	5.59:1
Ratio between the salary of the highest paid employee and the median salary	4.49:1
Ratio between the salary of the highest paid employee and the mean salary	4.05:1