

Agenda

Employment Panel

Date: **Thursday 16 January 2025**

Time: **2.00 pm**

Place: **Herefordshire Council Offices, Plough Lane, Hereford,
HR4 0LE**

Notes: Please note the time, date and venue of the meeting.

For any further information please contact:

Jen Preece, democratic services officer

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If you would like help to understand this document, or would like it in another format, please call Jen Preece, democratic services officer on 01432 261699 or e-mail jennypreece@herefordshire.gov.uk in advance of the meeting.

Agenda for the meeting of the Employment Panel

Membership

Chairperson **Councillor Jonathan Lester**
Vice-chairperson **Councillor Diana Toynbee**

Councillor Terry James
Councillor Liz Harvey
Councillor Pete Stoddart
Councillor Clare Davies

Agenda

	Pages
<p>1. APOLOGIES FOR ABSENCE</p> <p>To receive any apologies for absence.</p>	
<p>2. NAMED SUBSTITUTES (IF ANY)</p> <p>To receive details of any member nominated to attend the meeting in place of a member of the panel.</p>	
<p>3. DECLARATIONS OF INTEREST</p> <p>To receive declarations of interests in respect of items on the agenda.</p>	
<p>4. MINUTES</p> <p>To approve and sign the minutes of the meeting held on 14 October 2024.</p>	9 - 10
<p>5. QUESTIONS FROM MEMBERS OF THE PUBLIC</p> <p>To receive any written questions from members of the public.</p> <p>Details of the scheme and related guidance are available here: https://www.herefordshire.gov.uk/info/200148/your_council/61/get_involved</p> <p>Please submit questions to councillorservices@herefordshire.gov.uk</p> <p>The deadline for the receipt of questions is Friday 10 January 2025 at 5.00 pm.</p> <p>Accepted questions will be published as a supplement prior to the meeting.</p>	
<p>6. QUESTIONS FROM COUNCILLORS</p> <p>To receive any written questions from councillors.</p> <p>Please submit questions to councillorservices@herefordshire.gov.uk</p> <p>The deadline for the receipt of questions is Friday 10 January 2025 at 5.00 pm.</p> <p>Accepted questions will be published as a supplement prior to the meeting.</p>	
<p>7. PAY POLICY STATEMENT</p> <p>To recommend the pay policy statement 2025-26 to Full Council for approval and publication.</p>	11 - 24

The public's rights to information and attendance at meetings

You have a right to:

- Attend all council, cabinet, committee and sub-committee meetings unless the business to be transacted would disclose 'confidential' or 'exempt' information.
- Inspect agenda and public reports at least five clear days before the date of the meeting. Agenda and reports (relating to items to be considered in public) are available at www.herefordshire.gov.uk/meetings
- Inspect minutes of the council and all committees and sub-committees and written statements of decisions taken by the cabinet or individual cabinet members for up to six years following a meeting.
- Inspect background papers used in the preparation of public reports for a period of up to four years from the date of the meeting (a list of the background papers to a report is given at the end of each report). A background paper is a document on which the officer has relied in writing the report and which otherwise is not available to the public.
- Access to a public register stating the names, addresses and wards of all councillors with details of the membership of cabinet and of all committees and sub-committees. Information about councillors is available at www.herefordshire.gov.uk/councillors
- Have access to a list specifying those powers on which the council have delegated decision making to their officers identifying the officers concerned by title. The council's constitution is available at www.herefordshire.gov.uk/constitution
- Access to this summary of your rights as members of the public to attend meetings of the council, cabinet, committees and sub-committees and to inspect documents.

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Public transport links

The Herefordshire Council office at Plough Lane is located off Whitecross Road in Hereford, approximately 1 kilometre from the City Bus Station.

Bus maps are available here: www.herefordshire.gov.uk/downloads/download/78/bus_maps

**The Seven Principles of Public Life
(Nolan Principles)**

1. Selflessness

Holders of public office should act solely in terms of the public interest.

2. Integrity

Holders of public office must avoid placing themselves under any obligation to people or organisations that might try inappropriately to influence them in their work. They should not act or take decisions in order to gain financial or other material benefits for themselves, their family, or their friends. They must declare and resolve any interests and relationships.

3. Objectivity

Holders of public office must act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

4. Accountability

Holders of public office are accountable to the public for their decisions and actions and must submit themselves to the scrutiny necessary to ensure this.

5. Openness

Holders of public office should act and take decisions in an open and transparent manner. Information should not be withheld from the public unless there are clear and lawful reasons for so doing.

6. Honesty

Holders of public office should be truthful.

7. Leadership

Holders of public office should exhibit these principles in their own behaviour and treat others with respect. They should actively promote and robustly support the principles and challenge poor behaviour wherever it occurs.

Minutes of the meeting of the Employment Panel held in Herefordshire Council Offices, Plough Lane, Hereford, HR4 0LE on Monday 14 October 2024 at 2.00 pm

Committee members present in person and voting: Councillors: Jonathan Lester (Chairperson), Terry James, Liz Harvey, Pete Stoddart and Diana Toynbee (Vice-Chairperson)

Committee members participating via remote attendance: Councillors: Claire Davies

[Note: Committee members participating via remote attendance, i.e. through video conferencing facilities, may not vote on any decisions taken.]

Others in attendance:

T Sampson	Director of HR and OD
P Walker	Chief Executive
J Preece	Democratic Services Officer

41. APOLOGIES FOR ABSENCE

No apologies for absence were received.

42. NAMED SUBSTITUTES (IF ANY)

There were no named substitutes.

43. DECLARATIONS OF INTEREST

No declarations of interest were made.

44. CONTRACT FOR THE CORPORATE DIRECTOR, CHILDREN AND YOUNG PEOPLE

The Director of Human Resources and Organisational Development (DHROD) introduced the report and the following points were highlighted:

1. The contract for the temporary Corporate Director, Children and Young People was due to expire at the end of March 2025.
2. It was anticipated that the council would be initiating the permanent recruitment process which would lead to a new corporate director starting in April 2025.
3. Given the early success of the appointment it was proposed that Tina Russell was offered a contract extension until 30 June 2025 in the first instance with any decisions of further extensions up until 31 December 2025 delegated to the Chief Executive.
4. For the avoidance of doubt, it was noted that any decisions about permanent appointments to the post, remained delegated to employment panel.

The panel were supportive of extending the contract but agreed that following constitutional changes made at full council the decision should remain with the employment panel.

RESOLVED:

- a) **The contract with Tina Russell as Corporate Director, Children and Young People is extended until 31 December 2025.**

The meeting ended at 2.34 pm

Chairperson



Title of report: Pay Policy Statement 2025/26

Meeting: Employment Panel

Meeting date: Thursday 16th January 2025

Report by: HR Improvement Manager

Classification

Open

Decision type

Non-key

Wards affected

(All Wards);

Purpose

To recommend the pay policy statement 2025-26 to Full Council for approval and publication.

Recommendation(s)

That:

The pay policy statement in Appendix A is recommended to Full Council

Alternative options

1. There are no alternatives to the recommendation; the publication of the Pay Policy statement is a statutory requirement as stated in the Localism Act 2011. This provides transparency on the council's approach to pay and remuneration relationship for the highest and lowest earners. This statement does not introduce any policy changes but does provide a summary of policies already in place.
2. Employment panel are able to determine any changes to the statement to improve transparency, whilst having regard to statutory guidance issued by the Department for Levelling Up, Housing and Communities.

Key considerations

3. The Localism Act 2011 places an obligation on the council to produce an annual pay policy statement for each financial year and for this statement to be approved by Full Council before the start of the financial year to which it relates.
4. The statement must set out the council's policies relating to:
 - a) The remuneration of its chief officers
 - b) The remuneration of its lowest paid employees; and
 - c) The relationship between the remuneration of its chief officers and the remuneration of its employees who are not chief officers.
5. The statement must include the council's definition of 'lowest paid employees' and the reason for adopting that definition.
6. The statement must include policies relating to:
 - a) The level and elements of remuneration for each chief officer
 - b) Remuneration of chief officers on recruitment
 - c) Increases and additions to remuneration for each chief officer
 - d) The use of performance related pay for chief officers
 - e) The use of bonuses for chief officers
 - f) The approach to the payment of chief officers on their ceasing to hold office under, or to be employed by the authority; and
 - g) The publication of and access to information relating to remuneration of chief officers
7. The statement draws together factual material and provides a summary of the current pay policies of the council.

The ratio between the council's lowest paid staff and the chief executive's salary is included in the statement. For 2025/26 this ratio is 1:7.37 which remains unchanged from the previous year. This is caused by the most recent pay awards being set by the National Employers in the same way as the previous year's pay award. A comparison of the most recently published pay ratios for similar or neighbouring local authorities is below and this shows the council's ratio to be amongst the lowest.

- a) Worcestershire County Council, 1:9.29
 - b) Gloucestershire County Council, 1:20
 - c) Shropshire Council, 1:8
 - d) Powys County Council, 1:6.46
 - e) Staffordshire County Council, 1:9
 - f) Dudley MBC, 1:9
 - g) Oxfordshire County Council, 1:10.41
 - h) Bristol City Council, 1:8.58
 - i) Sandwell Council, 1:9
8. All posts, whether chief officer or not, have their level of remuneration established through assessment by a nationally recognised and independent job evaluation scheme. Full Council must approve any new salary packages not included in the pay policy statement, or severance payments, exceeding £100,000.

9. In approving its statement, Council must have regard to any guidance issued by the Secretary of State. This has been taken into consideration in the development of the statement.

Community impact

10. By complying with the legal requirement placed on it, the council continues to ensure that the resources available are used in the most effective way and there is transparency in how public money is used. This contributes to the corporate plan priority to secure better services, quality of life and value for money.
11. By publishing this statement the council is demonstrating the code of corporate governance principles of implementing good practices in transparency, reporting and audit to deliver effective accountability, and behaving with integrity, demonstrating strong commitment to ethical values, and respecting the rule of law.

Environmental Impact

12. Whilst this decision will have minimal environmental impact, consideration has been made to minimise waste and resource use in line with the council's environmental policy.

Equality duty

13. The Public Sector Equality Duty requires the Council to consider how it can positively contribute to the advancement of equality and good relations, and demonstrate that it is paying 'due regard' in our decision making in the design of policies and in the delivery of services.
14. The mandatory equality impact screening checklist has been completed for this statement and it has been found to have no impact for equality.
15. The pay policy statement clearly sets out that pay levels are set in line with equality legislation.

Resource implications

16. There are no costs arising directly from this report.

Legal implications

17. The requirement to publish an annual Pay Policy Statement is a requirement of section 38 of the Localism Act 2011. The Council also must consider the minister's [statutory guidance](#) issued in February 2012 when publishing the Statement.
18. The Statement must be approved by full Council and cannot be delegated to a committee.

Risk management

19. The risks identified with the pay policy statement are detailed below.

Risk / opportunity	Mitigation
Failure to approve and publish a statement will result in non-compliance with a statutory requirement	Arrangements are in place to ensure the statement is published following Council's full approval

Consultees

20. None

Appendices

Appendix 1 Pay Policy Statement 2025-2026

Background papers

None identified.

Report Reviewers Used for appraising this report:

Governance	Jen Preece	Date 18/12/24
Finance	Karen Morris / Judith Tranmer	Date 18/12/24 / 06/01/25
Legal	Sean O'Connor	Date 18/12/2023
Communications	Luenne Featherstone	Date 18/12/2024
Equality Duty	Harriett Yellin	Date: 06/01/2024
Procurement	Click or tap here to enter text.	Date Click or tap to enter a date.
Risk	Click or tap here to enter text.	Date Click or tap to enter a date.
Approved by	Tracey Sampson	Date 08/01/2025

PAY POLICY STATEMENT 2025/26

1. Introduction

1.1 This statement is published in line with section 38(1) of the Localism Act 2011. The Act requires councils to produce an annual pay policy statement that sets out the council's own policies towards a range of issues relating to the pay of its workforce, particularly its senior staff and lowest paid employees. The majority of terms and conditions are universal and apply to all employees, unless otherwise specified.

1.2 This pay policy statement does not apply to schools, other than reference to pay bargaining for support staff in locally maintained schools.

1.3 Herefordshire Council's rules with regard to the employment of staff are set out within the employment rules contained within Section 4.9.2 of the constitution.

1.4. This statement is subject to annual review.

2. Pay structure, national and local frameworks

2.1. Herefordshire Council (the council) is committed to fair pay and grading determined by a robust and objective job evaluation process. The National Joint Council's (NJC) job evaluation scheme is used for identifying the pay grade for all posts up to 07HC and the Hay job evaluation scheme for posts above this level.

2.2. The council's pay structure is based on the National Joint Council for local authorities pay spine up to 11HC. Pay structures above this are locally determined. The pay structure is at appendix A. The council adheres to the national pay bargaining for local government employees, including any negotiated annual cost of living increases. This also applies to support staff in local authority maintained schools.

2.3. To reflect market conditions, the council currently pays enhancements such as market forces supplements to attract candidates or to retain employees where there is an identified and evidenced skills shortage to enable the council to pay a competitive rate for the job. The council has a robust policy in place to manage market forces supplements. The majority of these supplements are paid to staff working in children's social care where there are nationally recognised shortages in the supply of qualified children's social workers. A small number of market forces supplements are in place for some senior management posts and these are illustrated in the table under section 3.1. Proposals for new market forces supplements are approved by the Director of HR and OD. Existing market forces supplements are reviewed no less frequently than every two years and may be withdrawn subject to notice, where the market conditions no longer warrant the payment.

2.4 To respond to the challenges faced by the council of retaining qualified and experienced social workers, the council has introduced a welcome scheme payment and a retention scheme payment, which is supported by robust qualifying rules.

2.5 All other pay related allowances are the subject of either nationally or locally negotiated rates, having been determined from time to time in accordance with collective bargaining machinery and/or as determined by council policy.

2.6 The terms and conditions of employment for the majority of council employees are determined by the National Joint Council (NJC) for local authorities. Chief Officers are aligned to the Joint Negotiating Committee (JNC) for Chief Officers of Local Authorities (or Joint Negotiating Committee for Chief Executives of Local Authorities). These may be amended, supplemented or superseded by decisions on conditions of service made by the council from time to time and contained within the council's employment policies and procedures.

2.7 Where there are instances of differing pay awards determined for NJC and JNC granted by the national employers, the council reserves the right to adopt the most equitable pay award for senior officers whose salaries fall within the grades HoS1, HoS2 and HoC1 to ensure fairness and to maintain the pay structure.

2.8 Nationally or locally determined rates and terms and conditions apply for other employee groups including:

- Employees whose pay and conditions are determined by the Soulbury Committee;
- Centrally employed teachers whose pay and conditions are determined nationally;
- Employees who have transferred from the NHS to the council and retain their former terms and conditions of employment;
- Employees who have retained terms and conditions of employment from other employers following a TUPE transfer to the council.

3. Level and elements of remuneration for each chief officer

3.1 The definition of chief officer is defined as the head of the authority's paid service or a statutory chief officer which under the Local Government and Housing Act 1989 means Director of Children's Services, Director of Adult Social Services, Director of Public Health, Section 151 Officer and Monitoring Officer or equivalent.

3.2 The definition of chief officer also includes non-statutory chief officers which means a person who, for most of the duties of his/her post, is required to report directly to the head of the authority's paid service.

3.3 The definition of a deputy chief officer means, a person who, for all or most of the duties of his/her post, is required to report directly to one or more of the statutory or non-statutory chief officers.

3.4 Those posts listed below are reported where there is a permanent established post and an employee in post at the time of writing. A copy of the [senior management structure](#) is available on the council's website.

Post Title	Salary grade
Chief Executive (head of paid service)	CEX
Statutory chief officers	
Corporate director, children and young people ³	DIR2
Corporate director, community wellbeing	DIR2
Director of governance and law (monitoring officer)	DIR1
Director of finance (s151)	DIR0
Director of public health (interim in post – going through permanent offer stage) ¹	HOC1
Non statutory chief officers	

Corporate director for economy and environment	DIR2
Director, human resources and organisational development	HOC1
Director, strategy and transformation (interim in post)	HOC1
Deputy chief officers	
Service director all age commissioning	HOS1
Service director adult social care and housing	HOS1
Head of service transformation and improvement	HC13
Culture and leisure lead	HC12
Museum and art gallery lead	HC12
Service director, education, skills and learning	HOS1
Service director, early help, safeguarding and CIN ¹	HOS1
Head of corporate parenting, CIC, CL and placements	HOS2
Head of service, safeguarding and review / PSW	HC13
Head of legal services & deputy monitoring officer	HOS2
Head of practice management – governance & law (0.8 fte)	HC13
Democratic services manager	HC13
Information governance manager	HC10
Electoral services manager	HC09
Strategic capital finance manager	HC13
Strategic finance manager – financial planning & analysis (0.9 fte)	HC13
Chief accountant	HC13
Commercial services manager	HC12
Risk and assurance manager	HC10
Counter fraud manager	HC10
Consultant in public health (0.8 fte)	HOS2
Consultant in public health	HOS2
Public health principal (0.6 fte)	HC13
Talk community lead	HC12
Service director, growth	HOS1
Chief operating officer (interim in post)	HOS1
Head of chief executive’s office	HOS2
Head of learning and organisational development	HC13
HR improvement manager	HC11
Health & safety manager	HC11
Head of corporate performance	HC13
Head of communications	HC13
Head of ICT & Digital	HC13

¹Market forces supplement £10,000 to be reviewed April 2027 (for permanent appointee)

² Market forces supplement £9,567 to be reviewed August 2025

³ Market forces supplement £6,000 to be reviewed December 2025

4. Remuneration of lowest paid employees

4.1 ‘Lowest paid employees’ is defined as those paid on full time equivalent salaries on Grade 02HC, spinal column point (SCP) 3. The NJC pay structure shows a Grade 02HC, spinal column point 2, which is not used and no staff are paid at this salary.

4.2 In July 2023 the council voluntarily adopted the Real Living Wage as a supplement to those employees whose hourly rate fell under the Real Living Wage, on a discretionary basis.

5. Relationship between remuneration of chief officers and remuneration of employees who are not chief officers

5.1. The salary ratio between the council's lowest paid scale point and the chief executive's salary is 1:7.37. This remains the same as the previous year. The salary ratio between the council's lowest paid staff and the chief executive's salary when considering the real living wage supplement is 1:6.95.

5.2 The multiple between the median FTE earnings of £32,115 p.a. and the Chief Executive is 1:5.13; and between the median full time equivalent earning for Chief Officers is 1:1.69.

6. Equality in pay – Gender Pay Gap

6.1 Since April 2018, employers with more than 250 employees have been legally required to publish the difference between the average earnings for male and female employees, known as the gender pay gap, This is not measuring Equal Pay (equal pay for equal value) which, has been illegal since the adoption of the Equal Pay Act 1970, now covered by the Equality Act 2010.

6.2 Employers who adopt equal pay can still have a large gender pay gap caused by where male and female employees sit along the pay structure. This is demonstrated in Appendix 2.

6.3 The council's gender pay gap is published annually within the equality analysis of our workforce, and the most recent report can be found here: [Equality analysis of our workforce 2023-24](#).

6.4 The report includes the council's gender pay gap information for 2023 as the most recent data available at the time of publishing and is summarised below.

	Mean hourly pay	Median hourly pay
Female	£16.71	£14.43
Male	£ 17.39	£ 16.11
Pay gap	3.94% lower	10.4% lower

6.5 The following table puts the data into context and it shows that while Herefordshire Council has a pay gap of 10.4%, it is performing better than some other organisations and the UK public sector overall.

	Median pay gap
Powys Council	8.7%
Worcestershire County Council	8.9%
Herefordshire Council	10.4%
Shropshire Council	13.7%
Hoople Ltd	16.7%
UK Public Sector	13.5%
West Midlands (all sectors)	12%
West Mercia Police	13.3%
Wye Valley NHS Trust	21%

7. Remuneration on recruitment

7.1 New appointments will normally be made at the minimum of the relevant grade, although exceptions can arise where necessary to secure the best candidate or if an internal candidate is appointed on promotion so that a pay rise ensues.

7.2 The chief executive, s151 officer, monitoring officer and corporate directors are on a spot salary as specified in this statement. Spot salaries are where there are no annual incremental increases in the salary structure; these are DIR1, DIR 2, and CEX detailed in the pay structure at the end of this statement.

8. Increases and additions to remuneration

8.1 Employees within a salary pay band receive annual increments until the top of their salary grade has been reached. The first increment is paid when the employee has been in post for 12 months or six months after appointment, whichever is the later. In exceptional circumstances increments may be accelerated within the grade on grounds of special merit or ability, subject to the maximum of the level not being exceeded.

8.2 The chief executive is the returning officer for Herefordshire. No additional payment is made for fulfilling this duty for local elections as this is built into the overall salary. Employees who undertake election duties are paid a fee that is set by the returning officer depending on the duties undertaken.

8.3 From time to time it may be necessary to take account of the external pay market in order to attract and retain employees with particular experience, skills and capacity. Where this is necessary the council may apply pay supplements to posts which are determined to be 'hard to fill'. At all times the council will ensure the requirement for such supplements is objectively justified by reference to clear and transparent evidence of relevant market conditions. These supplements are regularly reviewed.

8.4 Honoraria payments are made to recognise either a special contribution an employee has made that is over and above general performance in a role, or where they have temporarily undertaken additional responsibility at a higher grade.

9. Use of performance related pay, bonuses or pension enhancements

9.1 The council does not apply any bonuses or performance related pay to employees.

9.2 Pension enhancements are made in line with the council's Local Government Pensions Scheme (LGPS) discretions policy.

10. Benefits in kind

10.1 Employees currently have access to salary sacrifice schemes for bicycles. The council operates a childcare voucher scheme to those employees already in the scheme at 1 April 2018 and subject to prevailing legislation. The council also offers staff access to a package of high street discounts and benefits. This reflects the benefits available to staff in neighbouring authorities so that the council is able to be competitive in recruitment markets.

10.2 Reasonable relocation expenses may be paid for new employees or workplace relocation. Employees are reimbursed for reasonable travel and subsistence expenditure incurred in the course of their work. Subsistence is only paid when travelling outside of the county.

10.3 Worcestershire County Council administers the local government pension scheme on behalf of the council.

11. Approach to payment on ceasing to hold office under or to be employed by the authority

11.1 The council's policy on termination of employment of employees prior to reaching normal retirement age is to base redundancy payments on the statutory calculation multiplied by 1.5.

11.2 The council operates a discretionary mutual early resignation scheme (MERS) under which an individual employee, in agreement with the council, chooses to leave employment in return for a severance payment or, if in the Local Government Pension Scheme and aged over 55, a pension that is not actuarially reduced. It is not a redundancy or a voluntary redundancy.

12. Accountability and decision making

12.1 In accordance with the council's constitution, the employment panel is responsible for decision making in relation to the recruitment, terms and conditions and severance arrangements for the chief executive, monitoring officer, section 151 officer, director of public health and corporate directors.

12.2 In accordance with the council's constitution, the chief executive is responsible for decision making in relation to all other employees of the council.

12.3 For those pay accountability matters identified within the Localism Act as being reserved to Council, the employment panel will be the body accountable for formulating recommendations to council. This includes the undertaking of an annual review of this statement before recommending its approval to council as one of the suite of documents council approves as part of its medium term financial strategy. The pay policy statement therefore forms part of the budget and policy framework of the council.

12.4 In addition to approval of this statement, the right of approval of new salary packages for additional posts not listed in this statement over £100,000 is reserved to Council. In such circumstances the employment panel will be the body accountable for developing recommendations to Council.

12.5 In line with [HM Treasury Guidance on Public Sector Exit Payments](#), decisions will be made at full council for any severance package exceeding £100,000. Any decision required for a severance payment over £20,000 and under the £100,000 threshold will be made by the chief executive and the council leader. Any decision on a severance package under £20,000 falls within the scheme of delegation.

13. Publication of and access to information

13.1 After approval by Council, this statement will be published on the council's website. In addition, statutory employees' (chief executive, directors, including the chief finance officer, and monitoring officer) details are disclosed in the council's annual statement of accounts setting out the total amount of:

- Salary, fees or allowances paid to or receivable by the person in the current and previous year.
- Any bonuses so paid or receivable by the person in the current and previous year.
- Any sums payable by way of expenses allowance that are chargeable to UK income tax.
- Any compensation for loss of employment and any other payments connected with termination.
- Any benefits received that do not fall within the above.

**APPENDIX 1 - NATIONAL JOINT COUNCIL FOR LOCAL GOVERNMENT GRADES:
PAY STRUCTURE AS AT 1 APRIL 2024***

**SCP 44 and above are local SCPs*

Grade	SCP	Annual Salary	Hourly Pay Rate
		£	£
02HC	2	23,656	12.26
	3	24,027	12.45
03HC	3	24,027	12.45
	4	24,404	12.65
04HC	4	24,404	12.65
	5	24,790	12.85
	6	25,183	13.05
	6	25,183	13.05
05HC	7	25,584	13.26
	8	25,992	13.47
	9	26,409	13.69
	10	26,835	13.91
	11	27,269	14.13
06HC	11	27,269	14.13
	12	27,711	14.36
	13	28,163	14.60
	14	28,624	14.84
	15	29,093	15.08
	16	29,572	15.33
	17	30,060	15.58
	18	30,559	15.84
19	31,067	16.10	
07HC	19	31,067	16.10
	20	31,586	16.37
	21	32,115	16.65
	22	32,654	16.93
	23	33,366	17.29
	24	34,314	17.79
08HC	25	35,235	18.26
	26	36,124	18.72
	27	37,035	19.20
	28	37,938	19.66
	29	38,626	20.02

	30	39,513	20.48
09HC	30	39,513	20.48
	31	40,476	20.98
	32	41,511	21.52
	33	42,708	22.14
	34	43,693	22.65
10HC	35	44,711	23.17
	36	45,718	23.70
	37	46,731	24.22
	38	47,754	24.75
	39	48,710	25.25
11HC	40	49,764	25.79
	41	50,788	26.32
	42	51,802	26.85
	43	52,805	27.37
	44L	54,180	28.09
12HC	45L	55,594	28.81
	46L	57,049	29.57
	47L	58,547	30.35
	48L	60,078	31.14
	49L	61,655	31.96
13HC	50L	63,277	32.80
	51L	64,941	33.66
	52L	66,651	34.54
	53L	68,406	35.45
HoS2	1	85,558	44.34
	2	87,813	45.52
	3	90,127	46.72
HoS1	1	92,505	47.95
	2	94,948	49.21
	3	97,453	50.51

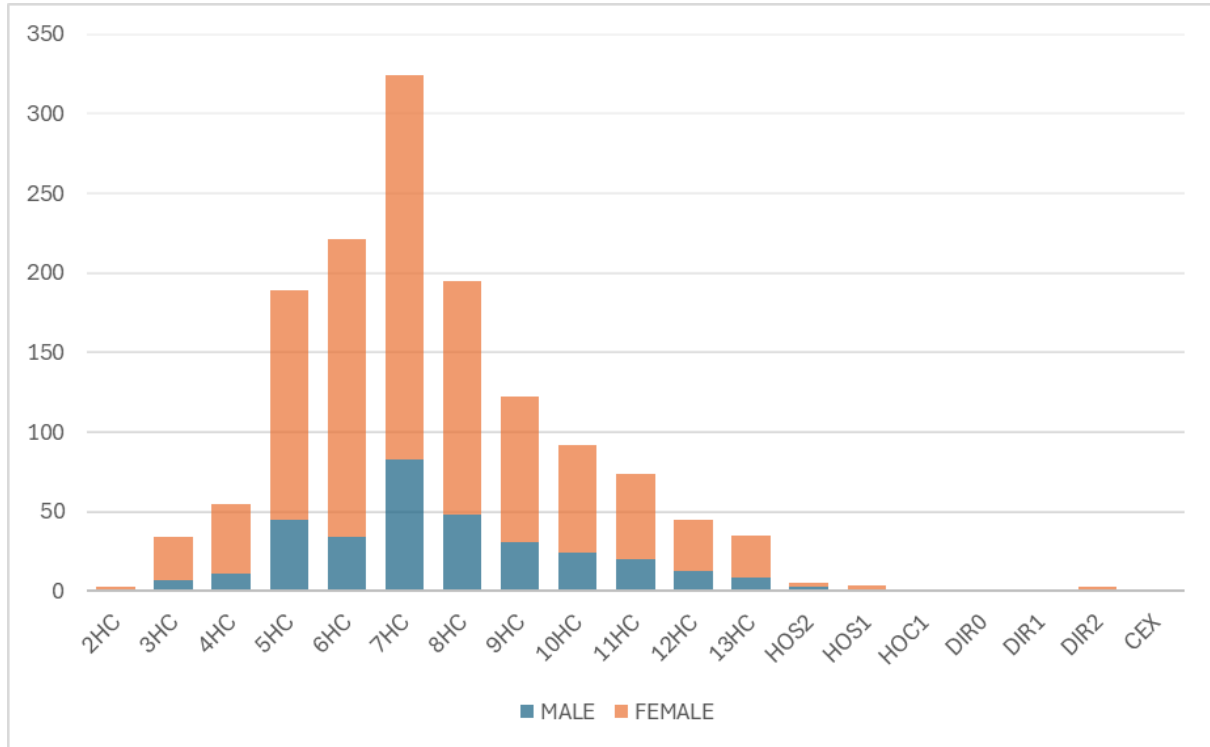
JNC Chief Officer Pay structure 24-25

Grade	SCP	Annual Salary £	Hourly Pay Rate £
HoC1	1	92,505	47.95
	2	94,948	49.21
	3	97,453	50.51
DIR0	1	107,198	55.56
DIR 1	1	117,118	60.70
DIR 2	2	142,952	74.10

Chief Executive Pay structure 24-25

Grade	SCP	Annual Salary £	Hourly Pay Rate £
CEX	1	168,969	87.58

APPENDIX 2 - Staff distribution across grades* as at September 2024



The table above demonstrates the distribution of employees across the whole organisation against the council’s pay structure. This should not be used in comparison to the table in section 3, which lists roles that the authority is required to report under the definitions of chief officers, non-statutory chief officers and deputy chief officers.

