

Appendix

Pay Policy 2021 - 2022

Post	Total annual Salary	Salary Range	Salary on recruitment	Amount payable on cessation of employment
Chief Executive	£114,761	£114,761 - £121,050	£111,690 (2019)	See Policy
Director – Legal & Governance (also Monitoring Officer)	£81,245	£81,245 Single point	£71,000 (2011)	See Policy
Director – Place & Communities	£81,245	£81,245 Single point	£79,070.40 (2019)	See Policy
Director - Resources & Business Transformation	£81,245	£81,245 Single point	£71,000 (2011)	See Policy
Director – Housing & Assets (also Deputy Chief Exec)	£84,389.12 (£81,245 base salary plus £3,144.12 responsibility allowance for Deputy Chief Executive role)	£81,245 Single point	£73,144.20 (2016)	See policy
Corporate Finance Manager (also Section 151 officer)	£67,222.36 (£60,934 base salary plus £6,288.26 allowance for Section 151 Statutory Officer role)	£60,934 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 & Regulatory Services	£60,934	£58,796 - £60,934	£56,100	See policy
Assistant Director – Assets & Investment	£60,934	£58,796 - £60,934	£56,100	See policy
Assistant Director – Corporate Services and Transformation	£60,934	£58,796 - £60,934	£57,222	See policy
Senior Operations Manager	£54,648 (includes £33 protection)	£51,555 – £54,615	£53,153	See policy

Service Manager Revenues and Benefits	£54,615	£51,555 - £54,615	£47,276	See policy
Service Manager Housing Management & Tenancy Services	£51,555	£51,555 - £54,615	£51,555	See policy
Service Manager Strategic Housing & Lettings	£54,615	£51,555 - £54,615	£49,191	See policy
Service Manager Neighbourhood and Environment	vacant	£51,555 - £54,615	vacant	See policy

Lowest-paid employee	£18,933.00			
Median Pay	£24,491.00			
Mean Pay	£26,979.26			
Ratio between the highest paid employee and lowest paid.	6.06:1			
Ratio between the salary of the highest paid employee and the median salary	4.69:1			
Ratio between the salary of the highest paid employee and the mean salary	4.25:1			