

APPENDIX A3

Pay Grade Structure for Senior Officers (Heads of Service and above)

With effect from 1 April 2020 inclusive of NJC pay award)

TERMS & CONDITIONS	SCP	BASIC SALARY			GRADES
		1 April 2018 (2%)	1 April 2019 (2%)	1 April 2020 (2.75%)	
SPOT RATE NJC terms for Chief Executives (One post)		£102,000 + #1% inc from 17 July £103,020	£105,080 + #1% inc from 1 April £106,110.60	£109,028.64 + % tbc	LOCAL CHIEF EXECUTIVE GRADE
NJC terms for Chief Officers (One post)	CO20 CO19 CO18 CO17 CO16	*£87,866 *£86,177 *£84,483 *£82,795 *£81,104	*£89,623 *£87,901 *£86,173 *£84,451 *£82,726	*£92,088 *£90,318 *£88,542 *£86,773 *£85,001	LOCAL CHIEF OFFICER GRADE 2
NJC terms for Chief Officers (One post)	CO15 CO14 CO13 CO12	*£79,515 *£77,348 *£75,181 *£73,014	*£81,105 *£78,895 *£76,685 *£74,474	*£83,335 *£81,064 *£78,794 *£76,522	LOCAL CHIEF OFFICER GRADE 1

NOTE

#The Chief Executive's salary is increased in line with national pay award and a discretionary 1% increase to reflect greater experience in the role and excellent performance. It is capped at £125,000p.a.

*DOES **NOT** RECEIVE OUTER AREA FRINGE OR OTHER ALLOWANCES

TERMS & CONDITIONS	New 2019 SCP	1 April 2018 (2%)	1 April 2019 (2%)	1 April 2020 (2.75%)	GRADES
NJC terms for Local Government Services (4.1 posts)	66 65 64 63	**£72,621 **£70,404 **£68,182 **£65,960	***£74,073 ***£71,812 ***£69,545 ***£67,279	****£76,110 ****£73,787 ****£71,458 ****£69,129	LOCAL HEADS OF SERVICE GRADE

NOTE

FROM 1 APRIL 2018 OUTER AREA FRINGE ALLOWANCE INCREASED TO **£597 AND WILL ALSO RECEIVE ANY OTHER APPLICABLE ALLOWANCES.

***FROM 1 APRIL 2019 OUTER AREA FRINGE ALLOWANCE INCREASED TO **£609**

****FROM 1 APRIL 2020 OUTER AREA FRINGE ALLOWANCE INCREASED TO **£626**