

## APPENDIX A

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

*(pay award, which is subject to national agreement, is still pending for 1 April 2020)*

| TERMS & CONDITIONS   | SCP                                  | BASIC SALARY   |   |                        | GRADES                            |
|--|--------------------------------------|--|---|------------------------|-----------------------------------|
|  |                                      | 1 April 2018<br>(2%)                                     | 1 April 2019<br>(2%)                                | 1 April 2020<br>(tbc%) |                                   |
| SPOT RATE<br>NJC terms for<br>Chief Executives<br>(One post) |                                      | £102,000 + #1%<br>inc from 17 July<br>£103,020           | £104,060.00   | tbc                    | LOCAL CHIEF<br>EXECUTIVE<br>GRADE |
| NJC terms for<br>Chief Officers<br>(One post)                | CO20<br>CO19<br>CO18<br>CO17<br>CO16 | *£87,866<br>*£86,177<br>*£84,483<br>*£82,795<br>*£81,104 | £89,623<br>£87,901<br>£86,173<br>£84,451<br>£82,726 | tbc                    | LOCAL CHIEF<br>OFFICER<br>GRADE 2 |
| NJC terms for<br>Chief Officers<br>(One post)                | CO15<br>CO14<br>CO13<br>CO12         | *£79,515<br>*£77,348<br>*£75,181<br>*£73,014             | £81,105<br>£78,895<br>£76,685<br>£74,474            | tbc                    | LOCAL CHIEF<br>OFFICER<br>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<br>2019<br>SCP   | 1 April 2018<br>(2%)                             | 1 April 2019<br>(2%)                                 | 1 April 2020<br>(tbc%) | GRADES                                |
|--|----------------------|--|--|------------------------|---------------------------------------|
| NJC terms for<br>Local Government<br>Services<br>(4.1 posts) | 66<br>65<br>64<br>63 | **£72,621<br>**£70,404<br>**£68,182<br>**£65,960 | ***£74,073<br>***£71,812<br>***£69,545<br>***£67,279 |                        | LOCAL<br>HEADS OF<br>SERVICE<br>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 **£TBC**