**APPENDIX A**

Pay Grade Structure for Senior Leadership Team (Senior Officers at Tiers 1 and 2)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **TERMS & CONDITIONS** | **SCP** | **BASIC**  | **BASIC SALARY** | **BASIC** | **GRADES** |
| **1 April 2021** | **1 April 2022** | 1 April 2023 |   |
| SPOT RATE + | n/a | £110,090 1%1%1%discritiona#(1% was awarded awared | £112,015 1%#1%  | TBC | LOCAL CHIEF |
| #1% discretionary increase, JNC terms for Chief Executives (One post) |   |  |  |  | EXECUTIVE |
| JNC terms for Chief Officer Officers | 75 | £87,000 | £88,925 | TBC | LOCAL STRATEGIC |
| Officers (Three posts) | 76 | £89,000 | £90,925 |  | DIRECTOR (SD) |
|   | 77 | £91,000 | £92,925 |  |   |
|   | 78 | £93,000 | £94,925 |  |   |
|   | 79 | £95,000 | £96,925 |  |   |
|   | 80 | £97,000 | £98,925 |  |   |
|   | 81 | £99,000 | £100,925 |  |   |

**NOTES**

*#The Chief Executive’s salary - A discretionary 1% increase can also be awarded each year to reflect greater experience in the role and excellent performance as outlined in the Pay Policy. The salary is capped at £125,000 per year.*

*N.B – the Chief Executive was awarded the 1% discretionary increase for 2021/22 which they have declined to accept; For 2022/23 the Chief Executive has requested not to participate in the discretionary scheme in view of cost pressures.*

Updated September 2022