# Appendix 1

# Pay Policy 2023 – 2024 (Reflecting Financial Year 2022 - 2023)

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| **Post** | **Total annual Salary** | **Salary Range** | **Salary on recruitment** | **Amount payable on cessation of employment** |
| Chief Executive | £111,431 | £111,431 - £124,791 | £109,506  (2021) | See Policy |
| Executive Director – Governance  (also Monitoring Officer) | £84,389  base salary plus £3,282.72 responsibility allowance for deputising for CEO | £84,389  Single point | £71,000  (2011) | See Policy |
| Executive Director – Place | £84,389  base salary plus £3,282.72 responsibility allowance for deputising for CEO and or Head of Paid Service | £84,389  Single point | £84,389  (2022) | See Policy |
| Executive Director - Transformation | £84,389  base salary plus £3,282.72 responsibility allowance for deputising for CEO and/or Head of Paid Service | £84,389  Single point | £71,000  (2011) | See Policy |
| Executive Director – Operations | £84,389 base salary plus £3,282.72 responsibility allowance for deputising for CEO and/or Head of Paid Service) | £84,389  Single point | £73,144.20  (2016) | See policy |
| Corporate Finance Manager  (also Section 151 Officer) | £70,413.56  (£63,773 base salary plus £6,640.56 allowance for Section 151 Statutory Officer role) | £61,603 - £63,773 | £56,100  (2018) | See policy |

## Posts attracting salaries in excess of £50,000

## (to meet the requirements of the Local Government Transparency Code)

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| **Post** | **Total annual salary** | **Salary range** | **Salary on recruitment** | **Amount payable on cessation of employment** |
| Assistant Director – Planning & Regulatory Services | £63,773 | £61,603 - £63,773 | £56,100 | See policy |
| Assistant Director – Assets & Investment | £63,773 | £61,603 - £63,773 | £56,100 | See policy |
| Assistant Director – Resources and Transformation | £63,773 | £61,603 - £63,773 | £57,222 | See policy |
| Assistant Director - Housing Operations | £63,773 | £61,603 - £63,773 | £57,222 | See policy |
| Assistant Director Housing Management & Tenancy Services | £63,773 | £61,603 - £63,773 | £59,677 | See policy |
| Assistant Director Neighbourhoods & Environment | £63,773 | £61,603 - £63,773 | £59,677 | See policy |
| Assistant Director Place & Wellbeing | £61,603 | £61,603 - £63,773 | £61,603 | See policy |
| Service Manager Revenues and Benefits | £54,382 | £54,382 - £57,496 | £54,382 | See policy |
| Service Manager Strategic Housing & Lettings | £57,496 | £54,382 - £57,496 | £49,191 | See policy |
| Service Manager Legal Services | £51,635 | £50,616 - £52,664 | £48,691 | See policy |
| Service Manager Risk and Emergency Planning | £52,664 | £50,616 - £52,664 | £39,660 | See policy |
| Service Manager Commercial Development | £51,635 | £50,616 - £52,664 | £48,691 | See policy |
| Service Manager - Customer Services | £52,664 | £50,616 - £52,664 | £49,866 | See policy |
| Service Manager - ICT | £52,664 | £50,616 - £52,664 | £41,148 | See policy |

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| **Post** | **Total annual salary** | **Salary range** | **Salary on recruitment** | **Amount payable on cessation of employment** |
| Lowest-paid employee | £21,189.00 |  |  |  |
| Median Pay | £26,845.00 |  |  |  |
| Mean Pay | £29.585.04 |  |  |  |
| Ratio between the highest paid employee and lowest paid. | 5.25:1 |  |  |  |
| Ratio between the salary of the highest paid employee and the median salary | 4.15:1 |  |  |  |
| Ratio between the salary of the  highest paid employee and the mean salary | 3.76:1 |  |  |  |