**APPENDIX 1A**

Pay Grade Structure for Senior Leadership Team (Senior Officers at Tiers 1 and 2) – effective from 1 April 2024

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **TERMS & CONDITIONS** | **SCP** | **BASIC SALARY** | **BASICSALARY** | **GRADES** |
| **1 April 2023** | **1 April 2024** |  |
| SPOT RATE + | n/a | £115,936  1% | £118,834 | LOCAL CHIEF |
| #1% discretionary increase, NJC terms for Chief Executives (One post) |  |  |  | EXECUTIVE |
| NJC terms for Chief Officers | 75 | £92,037 | £94,338 | LOCAL STRATEGIC |
| (Three posts) | 76 | £94,107 | £96,460 | DIRECTOR (SD) |
|  | 77 | £96,177 | £98,581 |  |
|  | 78 | £98,247 | £100,703 |  |
|  | 79 | £100,317 | £102,825 |  |
|  | 80 | £102,387 | £104,947 |  |
|  | 81 | £104,457 | £107,068 |  |

**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.*

*Figures increased in line with 2024/25 pay award; Chief Executive and Chief Officers do not receive outer area fringe or other allowances (including for S151).*

Updated 23 July 2024