

Appendix 2 - Pay Structure

The Council's pay and grading structure comprises of grades 1 – 11. These are followed by grades for Managers 1 - 2, Assistant Director 1, Assistant Director 2, Director WRS, Executive Director, Deputy Chief Executive and then Chief Executive.

Please note the Head of Services have recently been renamed to Assistant Directors and are referred to as such in this report.

Within each grade there are a number of salary / pay points. Up to and including grade 11 scale, at spinal column point 43, the Council uses the nationally negotiated pay spine. Salary points above this are locally determined. The Council's Pay structure is set out below.

All Council posts are allocated to a grade within this pay structure, based on the application of a Job Evaluation process. Where posts are identified as being potentially too 'large' and 'complex' for this majority scheme, they will be double tested evaluated using the Hay scheme, and where appropriate, will be taken into the Hay scheme to identify levels of pay.

The Hay grades are calculated as a percentage (score based) on the Chief Executive role. This has meant that as the Chief Exec pay has increased, in accordance with national pay bargaining arrangements, the Hay grade salaries have increased and have pulled further away from the top of the NJC, resulting in an £11,000 difference between the two schemes.

It is proposed that a new HAY grade is introduced to bridge the existing gap between the Grade 11 and existing HAY Graded roles, this new grade would sit just below the existing Hay 1 Grade and will enable roles that exceed the NJC scheme but that are smaller than our existing HAY roles.

The proposed new grade is highlighted below. We are advised that most Councils have increased grades to accommodate the largest management roles.

If approved, the Pay Structure and Pay Policy would be amended to reflect this change along with the proposed change to the Head of Paid Service salary, if approved.

Pay Grades

Grade	Spinal Column Points		Nationally determined rates	
			Minimum £	Maximum £
1	2	2	22,366	22,366

2	2	5	22,366	23,500
3	5	9	23,500	25,119
4	9	14	25,119	27,334
5	14	19	27,334	29,777
6	19	24	29,777	33,024
7	25	30	33,945	38,223
8	30	34	38,223	42,403
9	34	37	42,403	45,441
10	37	40	45,441	48,474
11	40	43	48,474	51,515
Manager Grade HAY	Hay evaluated	38 %	54,056	56,239
Manager Hay Grade 1	Hay evaluated	43%	62,548	65,015
Manager Hay Grade 2	Hay evaluated	45%	64,993	67,603
Assistant Director 1	Hay evaluated	51%	73,833	76,766
Assistant Director 2	Hay evaluated	61%	87,877	91,383
Director of WRS	Hay evaluated	68%	98,168	101,688
Executive Director	Hay evaluated	74%	108,037	112,208
Deputy Chief Executive & 151	Hay evaluated	80%	114,444	118,843
Chief Executive	Hay evaluated	100%	142,251	150,000