

Appendix 1 Pay Policy Statement 2018

Post	Total annual Salary	Salary Range 2018	Salary on recruitment	Amount payable on cessation of employment
(Includes posts which attract a salary of £50,000 and above to comply with the requirements of the Local Government Transparency Code)				
Chief Executive Officer	£106,080	£106,080-£110,160	£104,000 (2017)	See Policy
Director Commerce and Customer Services (also Section 151 Officer and DCEO) Until Feb 19	£75,436 (+ £2500 DCEO allowance)	£70,234 - £75,436	£60,255 (2007)	See Policy
Director Governance & Compliance (also Monitoring Officer) Until Nov 18	£75,436	£70,234 - £75,436	£70,700 (2016)	See Policy
Director Economic Growth Until Nov 18	£75,436	£70,234 - £75,436	£55,851 (2012)	See Policy
Director Communities	£70,234	£70,234 - £75,436	£68,857 (March 2018)	See Policy
Director of Place and Well-Being	£72,835	£70,234 - £75,436	£55,851 (2009)	See Policy
Head of Transformation (Salary increase wef Nov 18)	£60,000	£58,000 - £62,000	£58,140 (2018)	See Policy
Strategic Director (wef from Dec 18)	£78,000	£76,000 - £80,000	£78,000 (Nov 18)	See Policy
Assistant Chief Executive Officer (wef Nov 18)	£80,000	£76,000 - £80,000	£80,000 (Nov 18)	See Policy
Lowest-paid employee	£16,881.30			
Median Pay	£20,540.97			
Mean Pay	£23,511.16			
Ratio between the highest paid employee and lowest paid.	6.28:1			

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Ratio between the salary of the highest paid employee and the median salary	5.16:1			
Ratio between the salary of the highest paid employee and the mean salary	4.51:1			