

## Appendix 1 Pay Policy Statement 2021

Post	Total annual Salary	Salary Range 2021	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	Vacant	£112,845- £117,184		See Policy
Strategic Director (1)	£85,101	£80,846 - £85,101	£78,000 (2018)	See Policy
Strategic Director (2)	£85,101	£80,846 - £85,101	£77,520 (2019)	See Policy
Head of Finance (Section 151)	£65,953	£61,698 - £68,081	£59,160 (2019)	See Policy
Head of Law and Governance (Monitoring Officer)	£65,953	£61,698 - £68,081	£59,160 (2019)	See Policy
Head of People and Transformation	£65,953	£61,698 - £65,953	£59,160 (2019)	See Policy
Head of Housing	£65,953	£61,698 - £65,953	£59,160 (2019)	See Policy
Head of Health and Communities	£65,953	£61,698 - £65,953	£59,160 (2019)	See Policy
Head of Neighborhood Services	£65,953	£61,698 - £65,953	£63,240 (2019)	See Policy
Head of Planning and Regeneration	£65,953	£61,698 - £65,953	£63,240 (2019)	See Policy
Regeneration Programme & Projects Manager	£55,825	£55,825- £60,900	£55,825 (2021)	See Policy
Lowest-paid employee	£18,328.26*			
Median Pay	£21,748.00*			
Mean Pay	£25,702.73*			
Ratio between the highest paid employee and lowest paid.	6.39:1			
Ratio between the salary of the highest paid employee and the median salary	5.31:1			
Ratio between the salary of the highest paid employee and the mean salary	4.49:1			

NB \* denotes salary with pay award pending from April 2021 which has not yet been agreed.