

APPENDIX 1A

Pay Grade Structure for Senior Leadership Team (Senior Officers at Tiers 1 and 2)

– effective from 1 April 2026 (pay award pending)

TERMS & CONDITIONS	SCP	BASIC SALARY	BASIC SALARY	GRADES
		1 April 2025	1 April 2026* - tbc	
# JNC terms for Chief Executives (one post)	SPOT RATE	£123,825		LOCAL CHIEF EXECUTIVE
# JNC terms for Chief Officers (two posts)	75	£97,357		LOCAL STRATEGIC DIRECTOR (SD)
	76	£99,547		
	77	£101,736		
	78	£103,925		
	79	£106,115		
	80	£108,305		
	81	£110,494		

NOTES

Chief Executive and Chief Officer salary scale - A discretionary 1% increase can also be awarded each year to reflect greater experience in the role and excellent performance as outlined in the Council's Pay Policy statement. For Strategic Directors this only applies once at the top of their grade.

Chief Executive and Chief Officers do not receive outer area fringe or other allowances.

* Figures will be increased in line with 2026/27 pay award when this is known.