# Appendix 1

## Pay Policy 2025– 2026 (Reflecting Financial Year 2024 - 2025)

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| **Post** | **Total annual Salary** | **Salary Range** | **Salary on recruitment** | **Amount payable on cessation of employment** |
| Chief Executive | £132,387 | £118,214 - £132,387 | £109,506 -2021 | See Policy |
| Executive Director – Governance (also Monitoring Officer) | £97,601 | £97,601 - Single point | £71,000 -2011 | See Policy |
| Executive Director – Place | £97,601 | £97,601 - Single point | £95,220 - 2023 | See Policy |
| Executive Director - Transformation | £97,601 | £97,601 - Single point | £71,000 - 2011 | See Policy |
| Executive Director – Operations | £97,601 | £97,601 - Single point | £97,601 - 2024 | See policy |
| Corporate Resources Director (also Section 151 Officer) | £87,840 | £86,840 - Single point | £87,840 - 2024 | See policy |

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| **Posts attracting salaries in excess of £50,000** | | | | |
| **(to meet the requirements of the Local Government Transparency Code)** | | | | |
| **Post** | **Total annual salary** | **Salary range** | **Salary on recruitment** | **Amount payable on cessation of employment** |
| Assistant Director - Planning | £73,731 | £71,610 - £73,731 | £56,100 | See policy |
| Assistant Director - Assets | Vacant | £71,610 - £73,731 |  | See policy |
| Assistant Director - Housing Operations | £73,731 | £71,610 - £73,731 | £57,222 | See policy |
| Assistant Director - Housing Management | £73,731 | £71,610 - £73,731 | £59,677 | See policy |
| Assistant Director - Neighbourhoods | Vacant | £71,610 - £73,731 |  | See policy |
| Assistant Director - Regeneration | £73,731 | £71,610 - £73,731 | £61,603 | See policy |
| Assistant Director - Policy and Performance | £70,549 | £68,427- £70,549 | £57,222 | See policy |
| Assistant Director - Revenues and Benefits | £70,549 | £68,427- £70,549 | £54,382 | See policy |
| Assistant Director - Strategic Housing | £70,549 | £68,427- £70,549 | £49,191 | See policy |
| Assistant Director - Legal | £67,684 | £65,350 - £67,684 | £48,691 | See policy |
| Assistant Director - Corporate Health and Safety | £70,549 | £68,427- £70,549 | £39,660 | See policy |
| Assistant Director - Customer Experience | £70,549 | £68,427- £70,549 | £49,866 | See policy |
| Assistant Director - Democracy | £70,549 | £68,427- £70,549 | £54,500 | See policy |
| Assistant Director - Digital | £70,549 | £68,427- £70,549 | £66,758 | See policy |
| Assistant Director - Finance | £68,427 | £68,427- £70,549 | £88,427 | See policy |
| Service Manager - Commercial | £56,075 | £53,895 - £56,075 | £48,691 | See policy |
| Service Manager - ICT | £54,979 | £53,895 - £56,075 | £54,979 | See policy |
| Service Manager - Economic Growth | £53,895 | £53,895 - £56,075 | £53,895 | See policy |
| Service Manager - Communications and Events | £53,895 | £53,895 - £56,075 | £53,895 | See policy |
| Service Manager - Compliance and Planned Maintenance | £52,805 | £49,764 - £52,805 | £45,591 | See policy |
| Service Manager - Responsive and Voids Maintenance | £52,805 | £49,764 - £52,805 | £45,290 | See policy |
| Strategic Asset Manager | £52,805 | £49,764 - £52,805 | £45,859 | See policy |

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| Lowest-paid employee | £24,404.00 |
| Median Pay | £30,060.00 |
| Mean Pay | £33,182.30 |
| Ratio between the highest paid employee and lowest paid. | 5.42:1 |
| Ratio between the salary of the highest paid employee and the median salary | 3.99:1 |
| Ratio between the salary of the highest paid employee and the mean salary | 4.40:1 |