

CHIEF OFFICER - PROPOSED GRADING STRUCTURE

Post Title	Hay Points	Grade	SCP	Salary
Deputy Director of People (Children's Social Care and Early Help)	1040	Grade 1	1	77,690
			2	80,119
			3	82,548
			4	84,977
			5	87,406
Director of Governance and Regulatory Services	1142	Grade 2	6	85,562
Deputy Director of People Services (Adult Services).	1142		7	87,680
Director of Community and Environment	1142		8	89,798
			9	91,916
			10	94,032
Director of Place	1192	Grade 3	11	90,142
Director of Resources	1232		12	92,443
			13	94,744
			14	97,045
			15	99,345
Deputy Chief Executive	1232	Grade 4	16	103,846
Director of People	1418		17	106,998
			18	110,150
			19	113,302
			20	116,453
Chief Executive	2128	Grade 5	21	137,840
			22	141,229
			23	144,618
			24	148,007
			25	151,396

Market Supplements

It is recognized that the statutory positions of Director of Children's Services (DCS) and the most senior lead role in Children's Social Care at present are attracting higher than normal market values. The council has provision in its pay policy to apply market supplements subject to the provision of documentary evidence from at least three sources to support it. Based on current data it is proposed to apply a £5,000 supplement to the Director of People role which includes the DCS designation and a £5,000 supplement to the Deputy Director of People (Children's Social Care and Early Help). All market supplements are reviewed annually by the Councils Human Resources team to ensure they remain bone fide and the committee is asked to delegate powers to the Chief Executive to take a decision about the continuance or otherwise of the market supplement based on the evidence provided by the Human Resources Team each year.

Director of Public Health

The Director of Public Health is not covered by the Hay grading arrangements, as a result of TUPE.