



Employment

To All Members of the Employment Committee on Friday, 03 February 2023

Date of meeting: Monday, 13 February 2023

Time: 18:30

Venue: The Council Chamber

The Symington Building, Adam and Eve Street, LE16 7AG

Members of the public can access a live broadcast of the meeting from the [Council website](#), and the meeting webpage. The meeting will also be open to the public.

Agenda

- 1 **Apologies for Absence**

- 2 **Draft Minutes of the Employment Committee -27.03.19** **3 - 6**
To approve as a true record the Minutes of the last meeting.

- 3 **Pay Policy 2023-2024** **7 - 22**

- 4 **Any urgent business**

LIZ ELLIOTT
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HARBOROUGH DISTRICT COUNCIL

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HARBOROUGH DISTRICT COUNCIL
MINUTES OF THE MEETING
OF THE EMPLOYMENT COMMITTEE

held in

Room G18, The Symington Building, Adam and Eve Street, Market Harborough

Wednesday 27th March 2019

commencing at 6.30p.m.

Present: Councillor King (Chairman).

Councillors: Bateman, Beesley-Reynolds, Brodrick, Dunton, Johnson and Modha.

Officers: R. Jenner, B. Jolly and P. Storey.

APOLOGIES FOR ABSENCE

There were none.

MINUTES OF MEETING

RESOLVED: that the minutes of the meeting of the Employment Committee held on 29th October 2018 be approved and signed by the Chairman as a true record.

LOCAL GOVERNMENT REVIEW OF ADDITIONAL PENSIONS DISCRETIONS

The Committee considered an officer report following the Council being advised of a change to the Pensions regulations by the Leicestershire County Council Pensions Office which have expanded the period in which many deferred members can claim their pension without the need for employer consent.

The Committee considered the four options set out in the report and recommended that the Council adopts the proposed Harborough District Council policy revisions/additions to the pension discretions as detailed in paragraphs 4.2 and 4.10 of the report, as set out below:

4.2:

| Explanation | Proposed Council Policy | Explanation of the change |
|--|--|---|
| The Council has the discretion, under a number of retirement scenarios to waive actuarial reductions on compassionate grounds. The cost of which would fall upon the Council. n.b. "Compassionate grounds" is not defined in the regulations. | In relation to waiving any reduction which may apply on compassionate grounds, the Council may exercise this discretion on a case by case basis if there are exceptional circumstances and there is a clear financial or operational benefit to the Council. | This discretion has been broadened to allow greater flexibility to potentially provide for situations where employees are seeking to take early retirement while maximising their pension benefits. |

4.10:

| Explanation | Proposed Council Policy | Explanation of the change |
|--|---|--|
| <p>A former member who has not attained normal pension age (NPA) but who has attained the age of 55 or over, may elect to receive immediate payment of a retirement pension in relation to an employment if that member is not an employee in local government service in that employment, reduced by the amount shown as appropriate in actuarial guidance issued by the Secretary of State.</p> <p>In these circumstances (other than flexible retirement) the 85 year rule does not automatically apply to members who would otherwise be subject to it who choose to voluntarily draw their benefits on or after age 55 and before NPA.</p> <p>The employer has the discretion to “switch on” the 85 year rule for such a member.</p> <p>If the employer does agree to switch back on the rule of 85, the cost of any strain on the fund resulting from the payment of benefits before NPA would have to be met by the employer.</p> | <p>The Council should not apply this discretion</p> | <p>New discretion –The most recent amendments to the LGPS regulations have expanded the period in which many deferred members can claim their pension without the need for employer consent. Since 2014, members who leave and are over age 55 may claim an actuarially reduced pension benefits if they wish <i>without</i> the consent of their employer. However this ease of access <i>was not</i> extended to those who had already left the pension scheme before 1 April 2014 – until now. It has now been extended to all deferred leavers between 1.4.1998 and 31.3.2014. This new discretion could lead to a capital cost being payable by this Council to the pension fund, so each case would be considered on its merits.</p> |

There is requirement for the Council to consider each request on a case by case basis, not just in the implementation of a blanket policy, so, whilst the Council has determined its overall policy steer, each case requires the exercise of a general discretion which will also be linked to demonstrable financial or operational benefit. This means that there will be cases where the Council grants an application under one of the policies and cases where the Council declines an application. It is recommended that the Head of Paid Service is given delegated authority to consider and determine any requests made under this policy.

In answer to members’ questions the Committee was informed that:

- compassionate grounds were not defined in the regulations but could be taken into account when considering individual cases;
- local authorities did not set a retirement date for their employees but tended to work to the statutory pension age;

- where an employee is made compulsory redundant at age 55 or over they are entitled to receive their full local government pension without actuarial reduction.

After discussion, the Committee

RECOMMENDED TO COUNCIL:

- (i) That the proposed Harborough District Council policy revisions/additions to the pension discretions as detailed in 4.2 and 4.10 of the officer's report (above) be adopted;**
- (ii) That subject to Council approving (i) above the Head of Paid Service is given delegated authority to consider any cases and determine whether the actuarial reduction should be waived, taking into account the financial position of the Council.**

The Meeting ended at 6.48p.m.

Harborough District Council

Report 1 to Employment Committee 13th February 2023



| | |
|--------------------------|---|
| Title: | Pay Policy 2023/24 |
| Status: | Public |
| Key Decision: | N/A |
| Report Author: | Rebecca Jenner, Head of HR |
| Portfolio Holder: | Councillor Dann |
| Appendices: | Appendix 1 - Pay Policy Statement 2023 Appendix 2 - Pay Scales 2022/23 and 2021/22 |

Executive Summary

The Localism Act 2011 requires all local authorities to produce a Pay Policy Statement in relation to transparency which is to be published on the Council website annually.

The Pay Policy Statement must articulate the Council's approach to a range of issues relating to the pay of its workforce.

The policy is essentially a collection of statements reflecting Harborough District Council's practices on pay for Chief Officers as defined in the Localism Act 2011 and under Section 2(6) of the Local Government and Housing Act 1989.

This Pay Policy Statement is a statement of fact, it is a legal requirement to produce and publish a Pay Policy Statement, therefore there are no alternative options to consider.

Recommendations

That the Employment Committee approve the Pay Policy Statement for 2023/24 as attached at Appendix A and recommend to Council for adoption.

Reasons for Recommendations

At the Council Meeting in February 222, it was agreed to revise and update the Pay Policy Statement for 2023/24 and to ask the Employment Committee to consider and agree the revisions and recommend to Council it's adoption for the forthcoming financial year.

1. Purpose of Report

Full Council wishes the Employment Committee to review the proposed updated Pay Policy for 2023/24 and recommend for adoption to Council ahead of 2023/24 Financial Year.

2. Background

At Council in February 2022, it was recommended the annual Pay Policy Statement for 2023/24 was brought to the Employment Committee to consider some revisions and updates and recommend to Council to adopt the Policy for the financial year 2023/24.

Under Section 38 of the Localism Act 2011, the Council is required to produce a Pay Policy Statement for each financial year, which must be approved by full Council before the beginning of the financial year to which it relates.

The Statement must set out the Council's policies in relation to:

- Senior Officers
- Its lowest paid employees; and
- The relationship between the pay of Senior Officers and the pay of other employees

3. Details

The aims of the Pay Policy Statement, (a statement of a council's pay practices for Chief Officers as defined in the Localism Act 2011 and under Section 2(6) of the Local Government and Housing Act 1989), is to create transparency for staff and the public in connection to the pay of the Council's most senior staff. It is also intended to raise the awareness of pay differences between lower paid members of staff and those at the very top of the organisation.

In accordance with the requirements of the Localism Act 2011, the statement details the Council's pay multiple, which is the relationship between the median average pay of the Council's workforce compared to the salary of the most Senior Officer (the Chief Executive).

The following changes are worthy of mention in this report: -

- Following a reorganisation of the Corporate Management Team, and the Senior Leadership Team (SLT) in December 2022, there have been job title changes across the two groups of chief officers, (Service Managers new job title is Head of Service), there have also been some grade changes amongst some members SLT.
- The cost of living pay increase for staff on National Joint Council (NJC) terms and conditions from 2021/22 had not been determined at the time last year's report was prepared (February 2022.) National pay agreements concluded at 1.5%.
- The pay award for NJC staff from April 2021 has now been superseded.
- The pay award from April 2022 was agreed in November 2022 at a fixed annual rate of £1925 for grades up to and including grade 14, Deputy Chief Executive.
- The Joint Negotiating Committees for Chief Executives reached an agreement with a pay award of 1.5%, this was effective from 1st April 2021.
- The pay award from April 2022 was agreed in November 2022 at a fixed annual rate of £1925 for the Chief Executive.

Negotiations for the 2023/24 pay are yet to be negotiated and agreed.

4. Implications of Decisions

None, the pay Policy Statement is a statement of fact.

4.1 Corporate Priorities

The Pay Policy Statement complies with our legal obligations in addition to demonstrating transparency to the public, our communities and staff and therefore applies to all of the Councils priorities as shown in the [Corporate Plan](#).

4.2 Financial

Actual pay and estimated pay increases are included in the 2023/24 Budget and Medium-Term Financial Strategy (2024/25 to 2027/28) which was approved by [Cabinet](#) (Agenda Item 5) on the 16th January and was then considered by [Scrutiny](#) (Agenda Item 7) on the 19th January. The pay for 2022/23 has contributed to the current Quarter 2 forecast overspend that was reported to [Cabinet](#) on the 5th December.

As required by the respect Accounts & Audit Regulations, the Council discloses senior officer pay in its statutory accounts. The [2021/22](#) draft (unaudited) statement of accounts include the latest published senior officer information; the latest audited accounts are those applicable to [2020/21](#).

4.3 Legal

All authorities are required to produce and publish a Pay Policy Statement to meet the requirement of section 38(1) of the Localism Act (2011).

In determining the pay and remuneration of council employees, the council will comply with all relevant employment legislation. This includes the Equality Act 2010, Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000, The Agency Workers Regulations 2010 and where relevant, the Transfer of Undertakings (Protection of Earnings) Regulations. With regard to the Equal Pay requirements contained within the Equality Act, the council ensures that all pay arrangements can be objectively justified through the use of Job Evaluation methods.

4.4 Policy

This pay policy statement will be reviewed annually and presented to full Council for consideration in order to ensure that a policy is in place for the council for the beginning of each financial year.

The Council will publish the Pay Policy Statement on its website as soon as is reasonably practicable after it has been approved by Council. Any subsequent amendments to the statement made during the financial year to which it relates will also be similarly published.

4.5 Environmental Implications including contributions to achieving a net zero carbon Council by 2030

None as far as this report is concerned.

4.6 Risk Management

None as far as this report is concerned.

4.7 Equalities Impact

None as far as this report is concerned.

4.8 Data Protection

None as far as this report is concerned.

5. Summary of Consultation and Outcome

Unison has been consulted regarding this policy and will be consulted again with any subsequent amendments.

6. Alternative Options Considered

None, due to the Pay Policy Statement being a legal requirement.

7. Background papers

Discretion Pension Policy 2009 & Pensions Discretions Addendum June 2019 [Other HR policies and procedures - HDC intranet \(harborough.gov.uk\)](#)



PAY POLICY STATEMENT

February 2023

To be revised in 2024

Pay Policy Statement 2023/24

1. Scope of Policy

- 1.1 The Pay Policy Statement sets out the Council's approach to pay and remuneration in accordance with the requirements of Section 38 to 43 of the Localism Act.
- 1.2 The Pay Policy must be formally approved by full Council by the end of March each year and can be amended in year. Once approved by full Council, this policy statement will come into immediate effect and will be subject to further review on an annual basis.
- 1.3 The scope of the policy articulates the Council's approach on a range of issues relating to the remuneration of Chief Officers and ensures the policies on pay and reward of the most senior staff are set clearly within the context of the pay of the wider workforce.
- 1.4 The definition of Chief Officers (as defined under the Act and Section 2 (6) of the Local Government and Housing Act 1989) for the purpose of this pay policy covers:
 - Head of Paid Service (Chief Executive)
 - Deputy Chief Executive, Transformation
 - Statutory Officers
 - Directors
 - Heads of Service
- 1.5 A key requirement of the Localism Act is to set senior pay in the context of pay of the wider workforce and specifically the lowest paid staff.

2. The Aims of the Policy

- 2.1 The Policy aims to:
 - a) Provide clarity on the level and elements of remuneration of Chief Officers
 - b) Provide definition of its lowest paid staff and compare the pay relationship between the lowest and highest pay
 - c) Provide clarity on other specific aspects of Chief Officers remuneration

3. Remuneration

- 3.1 In 2009/2010 the Council undertook a pay and grading review of all posts using the Hay scheme (now Korn Ferry Hay). National Joint Council (NJC) and Joint Negotiating Committees (NJC) spinal points were used however the pay structure is locally agreed.
- 3.2 The Council's lowest grade is Grade two. Grades two and three have three incremental points in each grade. From grades four up to and including grade 14 (Deputy Chief Executive) there are four incremental points in each grade. The Head of Paid Service (Chief Executive) pay model currently has five incremental

points, the fifth one being an additional discretionary increment related to performance.

4. Remuneration of the Wider Workforce

- 4.1 HDC staff are subject to the “National Agreement on Pay and Conditions of Service of the National Joint Council (NJC) for Local Government Services” (known as the “Green Book”), the national agreed pay spine ends at SCP 43. SCP’s 44-66 are locally agreed.
- 4.2 In determining the pay and remuneration of the council’s staff, the council will comply with all relevant employment legislation and ensures that all pay arrangements can be objectively justified through the use of Job Evaluation methods.
- 4.3 The grade of a post is determined through the Council’s job evaluation scheme and Job Evaluation Policy which directly establishes the relative levels of posts according to know-how, accountabilities and problem-solving requirements of the roles. The evaluated score will determine the banding level paid within a locally agreed banding structure. The Council presently use Hay Job Evaluation to evaluate all posts.
- 4.4 The Council remains aligned to national pay negotiations led by the National Employers in consultation with national trade unions (Unison, Unite and GMB).
- 4.5 The pay award from April 2022 was agreed in November 2022 at a fixed annual rate of £1925 for grades up to 14, see Appendix B for the current pay scales.
- 4.6 Negotiations for the 2023/24 pay award are yet to be negotiated and agreed.
- 4.7 All other pay-related enhancements and payable allowances/expenses are the subject of either nationally or locally negotiated and/or determined rates.

5. Remuneration of Chief Officers

5.1 Chief Executive/Head of Paid Service

- 5.2 The terms and conditions of employment applicable to the Head of Paid Service, whose role is carried out by the Chief Executive, are as determined by the Joint Negotiating Committee (JNC) for Chief Executives of Local Authorities as amended/supplemented or superseded by decisions on conditions of service made by the Council from time to time.
- 5.3 There are five incremental points in the grade and progression through the first four increments is annually normally on 1st April each year, progression to the fifth point is discretionary and performance based.
- 5.4 In November 2022, the pay award for Chief Executives was agreed, and a fixed annual amount of £1,925 was awarded, effective from 1st April 2022.

See Appendix B for the current Chief Executive pay scales for 22/23.

The pay award effective from April 2023 is yet to be negotiated and agreed.

5.6 Directors and Deputy Chief Executive

5.7 All remaining chief officers are under NJC terms and conditions.

5.8 A Deputy Chief Executive (grade 14) and four Directors (grade 13) all of whom report directly to the Chief Executive. There are four incremental points in their respective grades.

5.9 Heads of Service and other Officers Who Fall Within the Scope of this Statement

There are a total of four Heads of Service who report directly to the Director of Resources (Section 151 Officer). The remaining eight Heads of Service report directly to the Director of Planning, the Director of Communities & Wellbeing or the Deputy Chief Executive.

5.10 Statutory Officers

5.11 The Chief Executive is the Returning Officer. The fees in respect of Returning Officer duties at Local Government elections are included in the Chief Executive's salary. The fees are set externally by legislation and based on a formula linked to the number of electors.

5.12 The role of Monitoring Officer is undertaken by The Director for Law and Governance. The role of Section 151 Officer is undertaken by the Director of Resources.

5.13 The role of Deputy Monitoring Officer is currently undertaken by the Senior Solicitor. The role of Deputy Section 151 Officer is undertaken by the Head of Service for Financial Service.

5.14 Allowances are paid for officers undertaking a statutory role:

- a) S.151 and Monitoring Officer receive £1,500pa
- b) Deputy s.151 and Deputy Monitoring Officer receive £1000pa

6. Relationship of Senior Pay to the Pay of the Wider Workforce

6.1 The Localism Act requires Councils to calculate the pay multiples between the highest and lowest earners.

6.2 For the purposes of this policy, the Council defines its lowest paid staff, who are not undergoing an apprenticeship, as those on the lowest salary grade (Grade 2). Based on the April 2022 pay scales, this is £21,189pa (£11.09per hour) to ££21,968pa (£11.39 per hour).

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6.3 The lowest paid staff (grade 2) are paid an annual salary of £21,968pa and the highest paid £113,109 pa. This equates to a multiple of 5.14:1. This falls well within the limits of a multiple of 20:1 as commented on in the Review of Fair Pay in the Public Sector report (Will Hutton 2011).

6.4 The median average pay of the Council's non chief officer staff (excluding overtime payments) is £30,500 which, when compared to the salary of the most highly paid senior officer at £113,109pa, produces a pay multiple of 3.7:1

7. General Principles

7.1 New appointments will normally be made at the minimum of the relevant pay scale for the grade, although recruiting managers, in consultation with Human Resources have discretion to offer a higher scale point to secure the best candidate and based on relevant skills and experience. Access to the Councils Resettlement Scheme may also be granted in certain cases.

7.2 Progression within each band will normally be by annual increment on 1st April each year subject to:

- a) Satisfactory performance
- b) The top of the band not being exceeded

7.3 The Council does not apply performance-related pay or bonuses.

7.4 Other elements which make up remuneration include:

- a) Stand by and/or call out payments
- b) Additional hours and Overtime payments
- c) Public and Extra Statutory Days
- d) Annual Leave
- e) Public Holidays
- f) Car User Allowances
- g) Additional Responsibility payments (honoraria)
- h) Payment of Professional Fees
- i) Language Skills payment
- j) Designated First Aider payment
- k) Market related pay

7.5 These payments apply to posts or to any individuals across the Council and are not limited to Chief Officers. Details of the policies that applies to the above mentioned elements are in the Council's Pay and Conditions of Service dated March 2022.

7.6 In accordance with the Travel User Policy, essential and casual car user allowances are paid in appropriate circumstances and form part of an officer's terms and condition of employment.

8. Termination Payments

- 8.1 In relation to the termination of employment, the Council will have due regard to the making of any appropriate payments where it is in the Council's best interests. Any such payments will be in accordance with contractual or statutory requirements and take into account the potential risk and liabilities to the Council, including any legal costs, disruption to services, impact on staff relations and management time.
- 8.2 The Council will have specific regard to the legal requirements which apply to the termination of employment of statutory officer posts, Head of Paid Service, S.151 Officer, and the Monitoring Officer.
- 8.3 All Council staff have the option to join the Local Government Pension Scheme. The Scheme is a statutory scheme with contributions from staff and from employers.
- 8.4 The Council has a single redundancy scheme which applies to all staff. Redundancy payments are based on age, length of continuous local government service and salary calculated on an actual weekly pay. Redundancy payments are in accordance with the Council's Organisational Change Policy and Procedure and relevant employment legislation. The Council does not provide any further payment to staff leaving the Council's employment other than in respect of accrued annual leave.
- 8.5 The National Local Government Pension Scheme Regulations (Scheme) provide those staff aged over 55 years of age, an automatic payment of their pension if they are made redundant by the Council, there can then be an associated pension Capital cost payable by the Council.
- 8.6 Pension discretions are provided by the Local Government Pensions Service and are contained within the Council's Discretionary Pension Policy 2009 (June 2019 addendum) as previously approved by Council.
- 8.7 Neither the Scheme nor the Council adopt different policies regarding benefits for any category of staff and the same terms apply to all staff. The Council policies relating to pension discretions have previously been determined by Council.

9. Implementing the Policy and Procedure

- 9.1 This should be read in association with the HDC Pay and Conditions of Service (September 2020) and the Pensions and Retirement Discretionary Powers.
- 9.2 The policy will be complied with when HDC sets the terms and conditions for any Chief Officer.
- 9.3 The JNC conditions of service are incorporated in Chief Executives' employment contract. During employment with the Authority unless agreed locally, nationally agreed pay awards, any other payments, standard hours of work, entitlement to holidays, holiday pay, sick leave and sick pay and certain other conditions of

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service will be in accordance with the JNC for Chief Executives of Local Authorities Scheme of Conditions of Service as adopted by the Authority from time to time and as supplemented and applied by the Authority's terms, conditions, policies and procedures.

- 9.4 For all other staff, NJC conditions of service are incorporated into employment contracts. During employment unless agreed locally, the rate of pay, including nationally agreed pay awards, overtime and other payments, standard hours of work, entitlement to holidays, holiday pay, sick leave and sick pay and certain other conditions of service will be in accordance with the Scheme of Conditions of Service of the National Joint Council for Local Government Services (Green Book) as adopted by the Council from time to time and as supplemented, applied and amended by the Council's terms, conditions, policies and procedures.

10. Disclosure of Chief Officer Pay

- 10.1 The threshold level for disclosure of senior pay for future years will be from pay grade 11, SCP 44.
- 10.2 The Council acknowledges that pay is not the only means of rewarding staff across the whole workforce for their work and will look to provide other non-financial incentives to support recruitment, retention and the attraction of high quality people. This includes good working conditions, flexible and hybrid working, mental and physical health and wellbeing initiatives, generous annual leave and learning and development opportunities.

11. Policy for Future Years

- 11.1 This pay policy statement will be reviewed each year and will be presented to full Council each year for consideration in order to ensure that a policy is in place for the Authority for each financial year.

12. Publication

- 12.1 The Council will publish this pay policy statement on its website as soon as is reasonably practicable after it has been approved by Council. Any subsequent amendments to this pay policy statement made during the financial year to which it relates will also be similarly published.

| SCP | £ Per annum from 1/4/21 | £ per annum from 01/04/22 | Grade | Incremental Point |
|-----------|-------------------------|---------------------------|------------------|-------------------|
| 1 | 18333 | £20,258 | Apprentice Grade | 1 |
| 2 | 18516 | £20,441 | | 2 |
| 3 | 18887 | £20,812 | | 3 |
| 4 | 19264 | £21,189 | Grade 2 | 1 |
| 5 | 19650 | £21,575 | | 2 |
| 6 | 20043 | £21,968 | | 3 |
| 7 | 20444 | £22,369 | Grade 3 | 1 |
| 8 | 20852 | £22,777 | | 2 |
| 9 | 21269 | £23,194 | | 3 |
| 10 | | | | |
| 11 | 22129 | £24,054 | Grade 4 | 1 |
| 12 | 22571 | £24,496 | | 2 |
| 13 | | | | 3 |
| 14 | 23484 | £25,409 | | 4 |
| 15 | 23953 | £25,878 | | |
| 16 | | | | |
| 17 | 24920 | £26,845 | Grade 5 | 1 |
| 18 | | | | 2 |
| 19 | 25927 | £27,852 | | 3 |
| 20 | 26446 | £28,371 | | 4 |
| 21 | | | | |
| 22 | 27514 | £29,439 | Grade 6 | 1 |
| 23 | 28226 | £30,151 | | 2 |
| 24 | 29174 | £31,099 | | 3 |
| 25 | 30095 | £32,020 | | 4 |
| 26 | 30984 | £32,909 | | |
| 27 | 31895 | £33,820 | Grade 7 | 1 |
| 28 | 32798 | £34,723 | | 2 |
| 29 | 33486 | £35,411 | | 3 |
| 30 | 34373 | £36,298 | | 4 |
| 31 | 35336 | £37,261 | Grade 8 | 1 |
| 32 | 36371 | £38,296 | | 2 |
| 33 | 37568 | £39,493 | | 3 |
| 34 | 38553 | £40,478 | | 4 |
| 35 | 39571 | £41,496 | Grade 9 | 1 |
| 36 | 40578 | £42,503 | | 2 |
| 37 | 41591 | £43,516 | | 3 |
| 38 | 42614 | £44,539 | | 4 |
| 39 | | | | |
| 40 | 44624 | £46,549 | Grade 10 | 1 |
| 41 | 45648 | £47,573 | | 2 |
| 42 | 46662 | £48,587 | | 3 |
| 43 | 47665 | £49,590 | | 4 |

| | | | | |
|-----------|--------|----------|---------------------|---|
| 44 | 51594 | £53,519 | | 1 |
| 45 | 52625 | £54,550 | Grade 11 | 2 |
| 46 | 53678 | £55,603 | | 3 |
| 47 | 54750 | £56,675 | | 4 |
| 48 | 59263 | £61,188 | | 1 |
| 49 | 60452 | £62,377 | Grade 12 | 2 |
| 50 | 61658 | £63,583 | | 3 |
| 51 | 62892 | £64,817 | | 4 |
| 52 | 73184 | £75,109 | | 1 |
| 53 | 74648 | £76,573 | Grade 13 | 2 |
| 54 | 76141 | £78,066 | | 3 |
| 55 | 77663 | £79,588 | | 4 |
| 56 | | | | |
| 57 | 81400 | £83,325 | | 1 |
| 58 | 83063 | £84,988 | Grade 14 | 2 |
| 59 | 84758 | £86,683 | | 3 |
| 60 | 86488 | £88,413 | | 4 |
| 61 | | | | |
| 62 | 109003 | £110,928 | HDC Chief Executive | 1 |
| 63 | 111184 | £113,109 | HDC Chief Executive | 2 |
| 64 | 113407 | £115,332 | HDC Chief Executive | 3 |
| 65 | 115675 | £117,600 | HDC Chief Executive | 4 |
| 66 | 116819 | £118,744 | HDC Chief Executive | 5 |

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