

# Nottingham City Council

## Pay Policy Statement 2025-2026



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**Nottingham**  
City Council

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## 1 INTRODUCTION AND SCOPE

- 1.1 From 2012/13 under the Section 38 (1) of the Localism Act 2011 it has been a requirement that local authorities across England and Wales produce a pay policy statement each financial year.
- 1.2 Pay Policy Statements must articulate the Council's policies on a range of issues relating to the pay of its workforce, particularly its senior employees (or 'Chief Officers' as defined by the Local Government and Housing Act 1989) and its lowest paid employees.
- 1.3 It is a requirement of the Act that the Statement be considered by a meeting of Full Council; It cannot be delegated to a sub-committee. All decisions on pay and reward made in 2025/26 must comply with the Pay Policy Statement. The statement may be amended in year but must be agreed again by a meeting of Full Council.
- 1.4 This Pay Policy Statement provides information on Nottingham City Council's pay, terms and conditions for Chief Officers in comparison to the workforce employed on 'Local Government Scheme' (LGS) terms and conditions. It also sets out the approach that will be taken during 2025/26.
- 1.5 As in previous years, Sections 1, 2 and 5 and Appendix 3 uses retrospective pay information from the period 1 April to 31 October to ensure consistency and comparability.
- 1.6 The data presented in this statement reflects the Council structure on 31 October 2024 (Appendix 1) which consisted of five directorates: Children and Education Services, Adult Social Care and Health, Growth & City Development, Communities, Environment and Resident Services and Finance and Resources, with each delivering distinct and specific functions for Nottingham's citizens.
- 1.7 This Pay Policy Statement covers 'Chief Officers,' as defined by the Localism Act 2011 (Section 43 (2)) and established in accordance with the Local Government and Housing Act 1989, as detailed below.
  - (a) Head of Paid Service
  - (b) Chief Finance Officer (Section 151)
  - (c) Monitoring Officer
  - (d) Director of Children's Services
  - (e) Director of Adult Social Services
  - (f) Director of Public Health
  - (g) Non-Statutory Chief Officers as defined under Section 2(7) of the Act:
    - (i) a person for whom the Authority's Head of Paid Service is directly responsible,

- (ii) a person who, as respects all or most of the duties of his post, is required to report directly or is directly accountable to the Authority's Head of Paid Service; and
  - (iii) any person who, as respects all or most of the duties of this post, is required to report directly or is directly accountable to the local authority themselves or any committee or sub-committee of the Authority.
- (h) Deputy Chief Officer as defined under Section 2(8) of the Act:
- (i) a person who, as respect all or most of the duties of his post, is required to report directly or is directly accountable to one or more of the Statutory or Non-Statutory Chief Officers.

A list of all the Chief Officers and Non-Statutory Chief Officer posts employed at the Council on 31 October 2024, including their remuneration are set out in appendix 1.

## 1.8 'Lowest Paid' Employee

The majority of the workforce is employed on Local Government Service (LGS) terms and conditions. The 'lowest paid employee is on Nottingham City Council (NCC) Grade B, Level 1, equating to a basic salary of £23,656, which is the lowest pay point and salary offered for a substantive post at the Council excluding Level 2 apprentices, who are paid at the National Minimum Wage (after application of the 2024-25 national pay award).

## 1.9 In accordance with the Localism Act 2011, the Pay Policy Statement excludes:

- Apprentices,
- Colleagues on NHS terms and conditions,
- Colleagues on East Midlands Council's terms and conditions,
- Colleagues on protected terms and conditions under TUPE,
- Colleagues on Teachers' terms and conditions,
- Non-Chief Officer Heads of Services and managers on Senior Leadership Management Group (SLMG) terms and conditions, and
- Colleagues on Soulbury terms and conditions,
- Colleagues on the House Agreement for the Theatre Royal and Royal Concert Hall (TRCH).

These groups have been excluded because:

- apprentices are not on permanent contracts,
- the majority of Heads of Services are not Chief Officers as defined by the Local Government and Housing Act, and
- there are a small number of colleagues employed on the other types of terms and conditions.

## 1.10 Schools' Employees

As specified in the Localism Act, the Pay Policy statement does apply to, nor include information on relating to employees based in schools.

1.11 Councillors

The Pay Policy statement does not apply to, nor include information relating to Councillors, however details of payments made to Councillors are published on the [Council's website in accordance with](#) The Local Authorities (Councillor Allowances) (England) regulations 2001.

## **2 PAY, TERMS AND CONDITIONS AT NOTTINGHAM CITY COUNCIL**

- 2.1 Most Chief Officers working at Nottingham City Council belong to a group referred to as the 'Senior Leadership Management Group (SLMG)'. Colleagues employed as Heads of Services and other senior managers are also part of SLMG and its associated terms and conditions, however, the majority are not Chief Officers as defined by the Local Government and Housing Act.
- 2.2 The Matrix of Terms & Conditions (Appendix 3) provides a comprehensive breakdown of all the terms and conditions offered to the Council's various groups of Chief Officers in comparison to LGS employees on 31 October 2024, including pay range, allowances, fees and other benefits in kind. The table also outlines contractual and non-contractual pay and conditions for the different groups. The table highlights that many of the terms and conditions offered to LGS employees, such as overtime and travel expenses within the County of Nottinghamshire are not available to the Council's Chief Officers.
- 2.3 The Chief Executive is paid on an all-inclusive fixed spot salary of £191,000, inclusive of the 2024/25 national pay award. Corporate Directors and Strategic Directors are also paid on all-inclusive fixed spot salaries drawn from the respective salary ranges.
- 2.4 Pay and grading matters relating to the Chief Executive and Chief Officers are ratified by the Council's Appointment and Conditions of Service (ACOS) committee. Article 9 of the Council's Constitution sets out the ACOS function. Local pay, terms and conditions are ratified by the Head of Paid Service for all other Council employees.
- 2.5 The Council committed to review the grading structure for Chief Executive, Corporate Director, and Strategic Director roles as part of its single status journey to ensure they remain fit for purpose, were consistent with the rest of the Council and support the most effective delivery of its aims and objectives. This would include a shift away from 'fixed spot' salaries towards performance assessment led incremental pay progression.



- 2.6 This commitment formed part of a wider review of the pay policy approved by ACOS and Executive Board and included recommendations to broaden and enhance LGS and SLMG pay grades, review the need for additional grade(s) and to benchmark senior pay. The pay structure, outlined in Appendix 2, was implemented in September and October 2023. Additional options/recommendations relating to senior pay remain under review.
- 2.7 As detailed in paragraph 1.9, former employees of Nottingham City Homes and Nottingham Revenue and Benefits who, under a TUPE arrangement, transferred into the Council’s organisational structure on 1 April 2023 are excluded from this statement.
- 2.8 The total additional payments made to the Council’s Chief Officers between 1 April and 31 October 2024 are set out in the table below. Further information in relation to market supplements can be found in section 5.13 of this statement.

<b>Payment Element</b>	<b>Amount</b>
Additional Responsibility	£6,082
Market Supplement	£19,746
Standby Payment	£475
<b>Total for Chief Officers*</b>	<b>£26,304</b>

\* As defined in the Local Government and Housing Act 1989

### **3 ELECTION DUTY PAYMENTS**

- 3.1 The Returning Officer’s fee is a payment made to a nominated Chief Officer (at Nottingham City Council, this is the Chief Executive) for being responsible for the proper conduct and administration of relevant elections in accordance with all statutory and other requirements.
- 3.2 The Chief Executive is not contractually entitled to a payment for local elections funded by the local authority but is responsible for the proper conduct and administration of local elections in accordance with all statutory and other requirements. No locally run elections occurred in this reporting period.
- 3.3 Parliamentary elections, Police & Crime Commissioner elections and any national referenda, not related to Nottingham City Council’s terms and conditions are funded and paid for by central government. The fee payable to the Chief Executive for these elections is not set by the Council and the Chief Executive retains any fee paid to them for these duties. In this reporting period, three central government funded elections took place to appoint the Police and Crime Commissioner, the East Midlands Combined County Authority (EMCCA) Mayor, and a Parliamentary Election.



## 4 PAY RELATIONSHIPS

The pay data in this section is based on salaries on 31 October 2024; at that time only the 2024/25 national pay award for Chief Officer pay award had been agreed and is reflected in the pay data. National pay negotiations for annual pay awards for the Chief Executive and LGS colleagues had been agreed but had not yet implemented, therefore data presented in this report are based on pay tables in place on 31 October 2024.

### Without Allowances

- 4.1 The relationship between the Chief Executive’s basic pay to that of the Council’s non-Chief Officer<sup>1</sup> average (mean) earner, excluding allowances is lower compared to last year and has narrowed the gap from 6.06:1 (in 2024/25 pay statement).

<b>Pay relationship between Chief Executive basic pay and non-Chief Officer average (mean) earner, excluding allowances</b>	
CEX salary	£191,000
Mean FTE salary	£36,406
Pay Multiple	5.2:1

- 4.2 The pay multiple of the Chief Executive’s basic pay to that of the Council’s non-Chief Officer median earner excluding allowances is lower compared to last year and has narrowed the gap from 6.87:1 (in 2024/25 pay statement).

<b>Chief Executive’s basic pay to that of the Council’s non-Chief Officer median earner excluding allowances</b>	
CEX salary	£191,000
Median FTE salary	£33,945
Pay Multiple	5.6:1

When compared with pay statement figures reported by Core Cities last year (2024/25), where pay multiples ranged from 5.38:1 to 8.3:1, the Council is ranked third from narrowest to widest behind Bristol, Sheffield, Leeds, and Birmingham. (Bristol 5.83:1, Sheffield 6.8:1, Leeds 6.88:1, 7.44:1, Nottingham 6.87:1, Birmingham 8.3:1, Manchester, Liverpool, and Newcastle did not publish figures for their median pay multiple).

### With Guaranteed Payments<sup>2</sup>

<sup>1</sup> The definition of ‘non-Chief Officer’ in section 5 includes colleagues on Greater London Provincial Council (GLPC), non -Chief Officers on Senior Leadership Management Group (SLMG) pay scales and Local Government Service (LGS) pay scales. It excludes the Chief Executive (CEX) and Corporate Directors’ (CDIR). The ratio has been calculated using basic FTE pay, not actual pay.

<sup>2</sup> Includes basic FTE salary, pension – employer contribution on FTE basic pay, salary protection, market supplements, allowances and enhancements paid between 01/04/2024 to 31/10/2024.



- 4.3 The relationship between the average (mean) Chief Officer’s pay including guaranteed payments and to that of the Council’s non-Chief Officer average (mean) earner including guaranteed payments has increased from 3.00:1 (2024-25) to 3.9:1 in this reporting period.

<b>Pay relationship (including guaranteed payments) between the average (mean) Chief Officer’s pay and that of the Council’s non-Chief Officer average (mean) earner</b>	
Average (mean) Chief Officer’s salary	£130,473
Average (mean) non-Chief Officer salary	£36,726
Pay Ratio	3.6:1

- 4.4 The pay ratio between the median pay of Chief Officers to that of the Council’s non-Chief Officer median earner (including guaranteed payments) is 3.9:1. This has widened this year when compared against last year’s (2024-25) ratio of 3.27:1.

<b>Relationship (including guaranteed payments) between the median pay of Chief Officers to that of the Council’s non-Chief Officer median earner</b>	
Median Chief Officers salary	£122,642
Median non-Chief Officer median salary	£33,953
Pay Ratio	3.6:1

- 4.5 The relationship between the average (mean) Chief Officer’s pay excluding guaranteed payments and that of the Council’s (non-Chief Officer) average (mean) earner excluding guaranteed payments is 3.9:1. This is wider than the figure reported last year (2024-25), where the pay ratio was 3.03:1.

<b>Pay relationship between the mean Chief Officer Salary and lowest full time equivalent employees</b>	
Mean Chief Officer Salary	£129,488
Lowest FTE salary	£36,406
Pay Multiple	3.6:1

- 4.6 The relationship between the median Chief Officer’s pay excluding guaranteed payments and that of the Council’s (non-Chief Officer) median earner excluding guaranteed payments is 4.0:1. This is an increase on last year’s (2024-25) reported ratio of 3.45:1.

<b>Pay relationship between the <u>median Chief Officer Salary</u> and lowest full time equivalent employees</b>	
Median Chief Officer Salary	£122,642
Lowest FTE salary	£33,945



Pay Multiple	3.6:1
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4.7 The Council's mean average Gender Pay Gap for 2023 is 1.0%. This means that for every pound earned by the average man, the average woman earns 99p. This median average pay gap is -1.7%.

The mean average Ethnicity Pay Gap is 4.7%, this means that on average Black, Asian and Minority Ethnic (BAME) employees earned just over 95 pence for every pound earned by White British employees.

The mean average Disability Pay Gap for 2023 is minus 3.5%, which means that for every pound earned by the average non-disabled employee, the average disabled employee earns £1.04.

## 5 PAY AND CONDITIONS FOR CHIEF OFFICERS FOR 2025/26

This section sets out the Council's approach to determining pay and conditions for Chief Officers for 2025/26.

### 5.1 Remuneration of Chief Officers on recruitment

The basic all-inclusive pay for Chief Officers (Corporate Directors and Strategic Directors) falls within the bandings for their job as set out below (salaries are as applicable on 31 October 2024). The Chief Executive and Chief Officers roles are currently paid on a fixed spot salary drawn from the respective salary ranges (Refer to Appendix 3 - Matrix of Terms and Conditions). This is subject to further review, as outlined in paragraph 2.6 above.

Posts falling within the definition for Chief Officers of the Local Government and Housing Act 1989, which covers the Statutory Officers and those others that report to the Chief Executive, are set out in Appendix 1.

The Appointment and Conditions of Service Committee (ACOS) is responsible for carrying out the recruitment and appointment of the Head of Paid Service and a number of Chief Officer roles as set out in Article 14 of the [Council's Constitution](#).

The Council will keep under review the passage of The Local Government (Pay Accountability) Bill which is currently at committee stage in the House of Commons - so not yet in force. If it is enacted as drafted, the bill will require relevant authorities to gain approval by resolution before advertising a role or appointing a person as an employee to a role on terms and conditions that would allow for an annual salary of £100,000 or more, in respect of new appointments only.

## 5.2 The level and elements of remuneration for each Chief Officer

All changes or amendments to SLMG pay grading are subject to consultation with Chief Officers, their trade union representatives and ratification by the Head of Paid Service. Any decision to pay market supplements or acting up allowances to Chief Officers are subject to a business case being put forward to the Strategic Director of HR and EDI for approval in accordance with the Council's Pay Policy.

## 5.3 Increases and additions to remuneration for each Chief Officer

The Council's 'chief officer' cohort comprises of three staff categories - Corporate Directors, Strategic Directors and SLMG. A comparison of Pay, Terms and Conditions for these three categories are contained in Appendix 3. There is a four-point, performance assessment led, incremental progression for those on the SLMG pay band.

Corporate Directors and Strategic Directors have remained on all-inclusive fixed spot salaries. Proposals to extend incremental based pay to this cohort were approved by the Executive Board and the Appointment and Conditions of Service Committee in December 2022, as outlined at paragraph 2.6, and remains under review.

Annual pay awards are negotiated nationally with the trade unions; The 2024/25 pay award for Chief Officers provided an increase of 2.5 per cent to all officers in scope was agreed on 5 May 2024 and backdated to 1 April 2024.

The Chief Executives pay award for 2024/25 had been agreed but had not been implemented at the time of this report.

## 5.4 The use of performance related pay for Chief Officers

The Council does not offer 'performance related pay' to Chief Officers, however, for officers in the SLMG Cohort incremental pay progression is subject to a satisfactory performance review.

## 5.5 The use of bonuses for Chief Officers

The Council does not offer bonus payments to Chief Officers.

## 5.6 Earn-Back Pay

At the time of writing, the Council is not intending to introduce the policy of 'earn back pay' which requires Chief Officers to have an element of pay 'at risk' to be earned back each year through meeting pre-agreed objectives.

The Council's Individual Performance Review system requires a number of mandatory competencies and objectives (team and individual), which contribute to the Council's priority outcomes (short, medium, or long term), to be met and are reviewed throughout the year, by way of annual self-evaluation, regular 'check-in's' and, periodically, 360-degree feedback. In addition to this, Chief Officers are not excluded from the application of the Council's formal policies on Performance Management and Discipline and will be managed under the appropriate procedures should there be sufficient underperformance or misconduct concerns, up to and including dismissal, should this be necessary.

#### 5.7 The payment to Chief Officers on their ceasing to hold office or to be employed by the Council

The Council's payment to Chief Officers leaving the Council under the following types of termination is set out below:

- **Redundancy Dismissal** – Contractual notice and redundancy pay as set out in the Council's Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006 (DCR Policy).
- **Efficiency** - Efficiency payment as set out in the Council's Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006 (DCR Policy).

In accordance with the Local Government Pension Scheme regulations, employees aged 55 or over who are members of the local government pension scheme with at least two years qualifying membership in the pension scheme or transferred pension rights from another scheme, are also entitled to receive and must take immediate payment of an unreduced pension if they are dismissed by reason of redundancy or if their employment is terminated by mutual consent on grounds of business efficiency.

- **Retirement** – Under pension regulations, anyone can access their pension benefits from age 55 when they leave employment. The early payment of pension will be actuarially reduced if taken before normal pension age.
- **Early Retirement** – Under pension regulations anyone can access their pension benefits from age 55 when they leave employment. Under the council's Pension Discretions Statement of Policy, the council will not exercise the discretion to waive actuarial reductions or to "switch on" the 85-year rule.
- **Flexible Retirement** – Officers of the Council may apply to access their pension from age 55 but remain working at the Council either under reduced pay or reduced hours under the employers Flexible Retirement Policy. ACOS determines any decisions relating to the Head of Paid Service, Statutory Chief Officers and Chief Officers where

the post is at Corporate Director level or above. For Deputy Chief Officers, the Head of Paid Service is responsible for any decisions taken in regard to flexible retirement.

All flexible retirement requests are subject to the consent of the City Council and the requirement to produce a business case before any request can be approved.

The Council will not award additional pension to Officers in the SLMG pay profile who are dismissed by reason of redundancy or efficiency.

The Government cap on Public Sector exit payments was formally revoked on 19 March 2021 via The Restriction of Public Sector Exit Payments (Revocation) Regulations 2021. The government has, however, indicated its intention to bring back legislation at some future point. Requirements under any future regulations will be incorporated into this statement at the appropriate time.

#### 5.8 Re-employment of former Chief Officers

Former Chief Officers are permitted to apply for vacancies at the Council via the normal competitive recruitment process.

Where former Chief Officers are applying for work with the Council under a contract for services (e.g., as a consultant or casual worker), the Leader of the Council along with the Strategic Director of HR and EDI will, following a consideration of the skills required and an assessment of value for money scrutinise and decide whether to approve such requests.

#### 5.9 The appointment of former Chief Officers in receipt of a pension (pension abatement)

The Council is not in a position to abate pension payments (the act of reducing or suspending pension payments) if a Chief Officer is re-engaged or re-employed. The Council's pension fund is administered by Nottinghamshire County Council who set the rules for employers to follow with regards to abatement.

Therefore, until the policy is amended by Nottinghamshire County Council, the City Council cannot enforce pension abatement for current or former employees.

#### 5.10 Tax Avoidance

The Council takes its obligations for ensuring compliance with relevant taxation legislation very seriously and does not actively engage in or endorse any form of tax avoidance and has policies and procedures in place to ensure that the correct amount of taxes is accounted for and paid at the correct time.

All individuals employed or engaged by the Council are treated equally and the level of seniority does not allow for differential treatment in the engagement process, or in the method of remuneration.

The Council recognises that by paying employees through private companies it allows the individual to manage their own tax arrangements and potentially reduce the amount of tax and national insurance they are obliged to pay thus implicating the Council in tax avoidance schemes. Therefore, the Council does not and will not remunerate any employee at any level through a private company; all payments will be made through the Council payroll system and PAYE applied accordingly.

In addition, processes and policies are in place in order to check the employment status of individuals who are engaged by the Council, ensuring that all such engagements, whether direct or through an intermediary are compliant with the off-payroll working rules (also known as IR35). This ensures that the Council is meeting its obligations in regard to Employment Tax as established by HMRC and thereby reduces the risk of potential tax avoidance. All deemed contracts of employments will be remunerated through the payroll system and the required deductions for Income Tax and National Insurance made and paid over to HMRC as per HMRC regulations.

#### 5.11 Shared Senior Management

Currently, the Council has no shared management arrangements with other organisations.

#### 5.12 Pay and Conditions of Lowest Paid Employees

The pay and conditions of lowest paid employees are set out in the Council's Pay Policy. The Council's current pay structure for all staff covered by the National Joint Council for Local Government Services is as detailed in Appendix 2, with the lowest rate of hourly pay exceeding the National Minimum Wage and National Living Wage rate. The Council uses the Greater London Provincial Council (GLPC) system as its method to evaluate the pay and grading of jobs covered by the Green Book.

Grades consist of three scale pay points for grades NCC B to NCC D and four scale pay points for grades NCC E up to SLMG1. On the one-year anniversary in their role, employees progress to Level 2 of the grade subject to successful completion of a six-month probationary period or review period for existing staff. Employees on LGS pay bands have annual incremental progression through the pay levels until they reach the top of the grade. Pay progression for those on SLMG pay bands is performance assessment led.

New appointments normally commence on level 1 of the grade; appointments above level 1 are subject to robust governance arrangements and requirement for the manager to produce a business case outlining the rationale.

### 5.13 Market Pay

It is recognised that a single approach to pay may not always be suitable for the organisation; and the job evaluation outcome can result in a salary range which is below the market rate, particularly where there are recruitment and retention difficulties and national skills shortages. Where there are specific business needs that our pay policy does not accommodate, managers must submit a business case and supporting market data to the Strategic Director of HR and EDI, who will determine whether it is appropriate to award a market supplement payment.

Market Supplements business cases are subject to robust governance and control procedures and are fully review either annually, or biennially as appropriate. On 31 October 2024 five Chief Officer posts received of a market supplement, as detailed below:

<b>Service Area</b>	<b>Job Title</b>
Public Health	Consultant in Public Health
Adult Social Care and Health	Director for Adult Social Care and Health
Legal Services	Team Leader - Conveyancing
Parking Services	Head of Parking, Fleet and Transport Operations
Property Services	Head of Property
Commissioning and Partnerships	Director of Commissioning and Partnerships

To address acute and urgent recruitment and retention challenges faced by services, the scope of one-off special payments as part of market supplementation was widened to include 'golden hello' and 'commitment and retention payments' for certain roles.

As 31 October 2024, 92 employees (headcount) (83.2 FTEs) from within the Adult Social Care & Health and Children's Education Services Directorates, in the following roles listed below received these payments.

<b>Title</b>	<b>Payment type</b>
Advanced Practitioner - Various	Retention
Principal Manager	Retention
Senior Practitioner - Various	Retention
Service Manager - Various	Retention
Social Worker Level 2	Retention
Social Worker Level 3 - Various	Retention
Supervising Social Worker	Retention
Team Manager - Various	Retention

#### 5.14 Local Government National Pay Award

The 2024/25 national pay award for local government staff covered by NJC Local Government Services Green Book Pay and Conditions of Service and the Chief Executive, have not yet been implemented at the time of writing this report. This pay statement is therefore based on pre-pay award salaries for these groups on 31 October 2024.

## 6 List of Appendices

Appendix 1	Officers covered by the Pay Policy Statement (on 31 October 2024)
Appendix 2	Senior Leadership Management Group (SLMG) and Local Government Scheme (LGS) Pay Scale
Appendix 3	Matrix of Terms and Conditions



## Appendix 1 - Officers covered by the Pay Policy Statement (on 31 October 2024)

Posts included in this statement are set out below.

### 1. Head of Paid Service and Statutory Chief Officers:

Post	Chief Officer Designation	Grade	Current Annual Salary Band
Chief Executive	Head of Paid Service	CX-1	£180,095 – £201,683
Director of Legal and Governance	Monitoring Officer	STRAT-DIRECTOR	£113,431 - £125,279
Corporate Director of Finance and Resources	Section 151 Officer (Chief Finance Officer under Sec 151 of LGA1972)	CDIR-F&R	£142,950 - £166,434
Corporate Director - Children's and Education Services	(Director of Children's Services under Children Act 2004)	CDIR-C&E	£142,950 - £166,434
Corporate Director - Adults Social Care and Public Health	(Director of Adult Social Services under LASSA 1970)	CDIR-ASC&H	£142,950 - £166,434
Director of Public Health	(Director of Public Health under NHS Act 2006)	STRAT-DIRECTOR	£113,431 - £125,279

## 2. Non-statutory Chief Officers

	<b>Post</b>	<b>Grade</b>	<b>Current Annual Salary Band</b>
<b>Non-Statutory Chief Officers</b>  <i>Defined as those who report to the Head of the Paid Service</i>	Corporate Director Communities, Environment and Resident Services	CDIR-CERS	£142,950 - £166,434
	Corporate Director Growth and City Development	CDIR-G&CD	£142,950 - £166,434
	Director of Policy, Performance & Communications (Assistant Chief Executive) (VACANT)	NCC SLMG1	£95,339 - £105,327

## 3. Deputy Chief Officers

	<b>Post</b>	<b>Grade</b>	<b>Current Annual Salary</b>
<b>Deputy Chief Officers</b>  <i>Defined as those who report to Statutory or Non-Statutory Chief Officers</i>	Director of Customer Services	SLMG1	£95,339 - £105,327
	Strategic Director of Finance/Deputy S151	STRAT-DIRECTOR	£113,431 - £125,279
	Strategic Director of HR and EDI	STRAT-DIRECTOR	£113,431 - £125,279
	Interim Director of Commercial and Procurement & Contract Management	SLMG1	£95,339 - £105,327
	Head of IT	SLMG3	£70,656 - £79,167
	Director of Economic Development	SLMG1	£95,339 - £105,327

	Director of Planning and Transport	SLMG1	£95,339 - £105,327
	Interim Strategic Director of Housing	STRAT-DIRECTOR	£113,431 - £125,279
	Strategic Director of Residents Services	STRAT-DIRECTOR	£113,431 - £125,279
	Strategic Director of Communities	STRAT-DIRECTOR	£113,431 - £125,279
	Director of Environment and Sustainability	SLMG1	£95,339 - £105,327
	Strategic Director of Children's Integrated Services	STRAT-DIRECTOR	£113,431 - £125,279
	Director of Education Services	SLMG1	£95,339 - £105,327
	Director of Adults Social Care and Health (VACANT)	SLMG1	£95,339 - £105,327
	Director of Commissioning and Partnerships	SLMG1	£95,339 - £105,327
	Interim Head of Personalisation Contracts	SLMG5	£59,534 - £62,048
	Head of Business and Performance	SLMG5	£59,534 - £62,048
	Deputy Director of Public Health	SLMG2	£82,009 - £92,002
	Consultant in Public Health	SLMG2	£82,009 - £92,002
	Consultant in Public Health	SLMG2	£82,009 - £92,002
	Consultant in Public Health	SLMG2	£82,009 - £92,002

	Senior Public Health Strategy and Service Improvement Manager	SLMG4	£62,890 - £68,712
	Head of Communications & Marketing	SLMG4	£62,890 - £68,712
	Head of Analysis & Insight	SLMG4	£62,890 - £68,712
	Head of Corporate PMO & Major Projects	SLMG3	£70,656 - £79,167

## Appendix 2 – Pay Scales

### Pay Scales Effective from 1st April 2024

CEX and LGS pay awards agreed for 2024/25 but not yet implemented

Tier	Grade	Level	NJC point	Salary	Hourly Rate
6	B	1	2	£23,656	£12.26
		2	3	£24,027	£12.45
		3	4	£24,404	£12.65
	C	1	5	£24,790	£12.85
		2	6	£25,183	£13.05
		3	7	£25,584	£13.26
	D	1	8	£25,992	£13.47
		2	9	£26,409	£13.69
		3	10	£26,835	£13.91
	E	1	12	£27,711	£14.36
		2	14	£28,624	£14.84
		3	15	£29,093	£15.08
		4	17	£30,060	£15.58
	F	1	20	£31,586	£16.37
		2	21	£32,115	£16.65
		3	23	£33,366	£17.29
4		24	£34,314	£17.79	
5	G	1	25	£35,235	£18.26
		2	26	£36,124	£18.72
		3	27	£37,035	£19.20
		4	28	£37,938	£19.66
	H	1	30	£39,513	£20.48
		2	31	£40,476	£20.98
		3	32	£41,511	£21.52
		4	33	£42,708	£22.14
	I	1	35	£44,711	£23.17
		2	36	£45,718	£23.70
		3	37	£46,731	£24.22
		4	38	£47,754	£24.75
4	J	1	40	£49,764	£25.79
		2	41	£50,788	£26.32
		3	42	£51,802	£26.85
		4	43	£52,805	£27.37
	K	1	Local	£54,971	£28.49
		2	Local	£56,043	£29.05
		3	Local	£57,134	£29.61
		4	Local	£58,261	£30.20

Tier	Grade	Level	NJC point	Salary	Hourly Rate
3	SLMG5	1	Local	£59,534	£30.86
		2	Local	£60,373	£31.29
		3	Local	£61,210	£31.73
		4	Local	£62,048	£32.16
	SLMG4	1	Local	£62,890	£32.60
		2	Local	£64,831	£33.60
		3	Local	£66,772	£34.61
		4	Local	£68,713	£35.62
	SLMG3	1	Local	£70,656	£36.62
		2	Local	£73,494	£38.09
		3	Local	£76,330	£39.56
		4	Local	£79,167	£41.03
2	SLMG2	1	Local	£82,009	£42.51
		2	Local	£85,340	£44.23
		3	Local	£88,671	£45.96
		4	Local	£92,002	£47.69
	SLMG1	1	Local	£95,338	£49.42
		2	Local	£98,669	£51.14
		3	Local	£101,998	£52.87
		4	Local	£105,328	£54.59
1	SDIR	Min	Local	£113,431	£58.79
		Max	Local	£125,279	£64.94
	CDIR	Min	Local	£142,950	£74.09
		Max	Local	£166,434	£86.27
	CX	Min	Local	£184,598	£95.68
		Max	Local	£206,725	£107.15

### Appendix 3: Matrix of Terms and Conditions

Terms and Conditions (on 31 October 2024 – Based on 2024/2025 (pay rates for CEX and LGS grades not yet implemented)	Chief Officers				LGS Employee
	Chief Executive	Corporate Director	Strategic Director	SLMG	
Basic Pay <sup>3</sup>	✓ Contractual Fixed Spot salary point £184,435 Range £184,598 - £206,725	✓ Contractual Fixed Spot Salary point Range £142,950 - £166,434	✓ Contractual Fixed Spot Salary point Range £113,431 - £125,279	✓ Contractual Four point grades £59,534 - £105,328	✓ Contractual Four point grades Range £23,656 - £58,261
Performance Related Pay	X	X	X	X	X
Incremental progression (available after one year in grade, conditional on successful completion of six month review period (excludes Corporate Director and Strategic Director roles))	X	X	X	✓	✓
Annual cost of living increase (nationally negotiated). 2024-25 Pay award for LGS employees and the CEX not yet agreed.	✓	✓	✓	✓	✓
Market Supplement Payment (Restricted - based on robust business case). As at 31 Oct 2024	✓ Nil in operation	✓ Nil in operation	✓ Nil in operation	✓ Paid only to certain roles on approval of a business case - five Chief Officer roles have attracted a payment	✓ Paid only to certain roles on approval of a business case. 25 agreed variations
Overtime and night working payments	X	X	X	X	✓ Contractual (employees Grade F and below, plain time to 42 hours and 1.5 x above 42hr. Employees above Grade F plain time for all additional hours)

<sup>3</sup> See Appendix 2 for pay bandings

Terms and Conditions (on 31 October 2024 – Based on 2024/2025 (pay rates for CEX and LGS grades not yet implemented))	Chief Executive	Chief Officers			LGS Employee
		Corporate Director	Strategic Director	SLMG	
Evening and weekend payments	x	x	x	x	x
Out of hours, recall to work, standby payments, critical incidents, sleep in duty, shift working, client holidays payments	x	x	x	x	✓ Contractual
Acting up allowances, honoraria, and ex gratia payments	x	x	x	✓ Nil in operation	✓
Monitoring Officer Payment (statutory duty)	x	x	No additional payment. Is part of the all-inclusive fixed salary of the Director of Legal and Governance.	x	x
Returning/Counting Officer Payment (to run elections) <sup>4</sup> or Election Duty Payments	✓ Three payments made in this pay policy statement period (for East Midlands Combined Authority, Police and Crime Commissioner and the Parliamentary election).	x	x	✓ If working on elections. (If acting as deputy, this payment is paid out of the Returning Officer's personal fee). Three elections were held in this period which attracted payments (for East Midlands Combined Authority, Police and Crime Commissioner and the Parliamentary election).	✓ If working on elections

<sup>4</sup> This is a bulk payment made to a nominated chief officer to fulfil the duties of running National Referendum, Local, European or Parliamentary elections.

Terms and Conditions (on 31 October 2024 – Based on 2024/2025 (pay rates for CEX and LGS grades not yet implemented)	Chief Executive	Chief Officers			LGS Employee
		Corporate Director	Strategic Director	SLMG	
Bonus payments	x	x	x	x	x
Redundancy Payment (same multiplier criteria used for all groups)	✓	✓	✓	✓	✓
Efficiency Payment (same criteria used for all groups) <sup>5</sup>	✓	✓	✓	✓	✓
Relocation Payments	x	x	x	x	x
Essential Car User Allowance (The Council removed ECU in September 2014, so this is no longer available to any colleagues)	x	x	x	x	x
Company Car	x	x	x	x	x
Car Parking Allowances (restricted and dependant on role; the majority of employees pay for their own parking) As at 31 Oct 2024	x	x	x	x Other than Authorised Business Users. Nil payment made	✓ Authorised Business Users Only <sup>6</sup>
Travel expenses within County of Nottinghamshire As at 31 Oct 2024	x	x	x	x	✓

<sup>5</sup> This is covered in the Local Government (Early Termination of Employment) (Discretionary Compensation) (England and Wales) Regulations 2006 (DCR) Policy.

<sup>6</sup> Authorised Business Users are job roles for whom it is essential to have a car to discharge their role.



Terms and Conditions (on 31 October 2024 – Based on 2024/2025 (pay rates for CEX and LGS grades not yet implemented)	Chief Executive	Chief Officers			LGS Employee
		Corporate Director	Strategic Director	SLMG	
Travel expenses outside of County of Nottinghamshire (Must use standard rail fare. mileage capped at 40p per mile for 10,000 miles and 25p per mile thereafter) As at 31 Oct 2024	✓	✓	✓	✓ Nil expenses claimed	✓
Disturbance Allowance (paid up to one year for significant changes to work location)	x	x	x	x	✓
Payment for home telephone line for work purposes As at 31 Oct 2024	x	x	x	x	✓ Only for posts where a clear business case has been identified.
Reimbursement of reasonable expenditure (limits apply equally to all groups and receipts must be provided). As at 31 Oct 2024	✓ Nil expenses claimed	✓ Nil expenses claimed	✓ Nil expenses claimed	✓ Nil expenses claimed	✓
Sickness Pay entitlement linked to length of service – applied equally to all groups	✓ Contractual	✓ Contractual	✓ Contractual	✓ Contractual	✓ Contractual
Notice Period	✓ Contractual 3 months	✓ Contractual 3 months	✓ Contractual 3 months	✓ Contractual 3 months	✓ Contractual 1-2 months
Payment of Membership Fees	x	x	x	x Paid only to certain roles on application	x Paid only to certain roles on application

Terms and Conditions (on 31 October 2024 – Based on 2024/2025 (pay rates for CEX and LGS grades not yet implemented)	Chief Executive	Chief Officers			LGS Employee
		Corporate Director	Strategic Director	SLMG	
Access to the Local Government Pension Scheme – employer and employee contribution <sup>7</sup> (Employer rate contribution equal for all groups at 17.9%)	✓ Contractual Employee rate: 12.5%	✓ Contractual Employee rate: 11.4%	✓ Contractual Employee rate: 10.5% –11.4%	✓ Contractual Employee rate: 8.5%-9.9%	✓ Contractual Employee rate: 5.8%-8.5%
Discretion to enhance pension entitlements	x	x	x	x	x
Salary Sacrifice Benefits allowing NI and Tax relief (purchase of annual leave, bike, childcare, mobile phones etc)	✓	✓	✓	✓	✓
Other employee discounts through works perks (e.g., retail discounts etc) applies to all groups equally	✓	✓	✓	✓	✓

<sup>7</sup> NCC operates a monthly pension banding, so pay is assessed each month. If an employee earns extra that month it could raise their band for that month and revert back to being based on contractual rate.