

**SOUTH RIBBLE BOROUGH COUNCIL
PAY POLICY 2022/23
POLICY STATEMENT**

1. INTRODUCTION

Under Chapter 8 of the Localism Act 2011 Local Authorities in England and Wales were required to produce a pay policy statement for 2012/13 and for each financial year thereafter, and must do so with regard to any guidance from the Secretary of State for Communities and Local Government.

Additional information is also reported in compliance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (Policy Procedure paragraph 6).

In addition, this Policy must be agreed and signed off by the Full Council and be publicly available.

2. POLICY OBJECTIVE

The purpose of the Pay Policy is to provide transparency with regard to the Council's approach to the setting of pay for all its employees and therefore identifies:

- The methods by which salaries of all employees are determined
- The details and levels of remuneration and any other benefits of the Council's most senior staff.
- The relationship between the remuneration of its most senior staff and other staff within the Council.
- Details relating to the Council's lowest paid staff.
- Who is responsible for ensuring that the Pay Policy is consistently complied with throughout the Council.

3. SOUTH RIBBLE BOROUGH COUNCIL'S RESPONSIBILITY

It is the Council's responsibility to ensure that:

- A policy is produced for each financial year.
- The policy is publically available through its website.
- The policy is applied fairly and consistently and complies with all relevant legislation.

4. OUTCOMES

The aim of the policy is to ensure that the Council's approach to determining the remuneration of all its employees is fair and transparent.

POLICY PROCEDURE

1. SCOPE

The pay policy covers the remuneration of all employees of the Council including temporary employees. Individuals engaged through employment agency arrangements would also be covered by the policy in compliance with the Agency Workers Regulations 2010.

2. PAY STRUCTURE

The Council uses the nationally negotiated pay spine (i.e. a defined list of salary points) as the basis for its local pay structure, however, whilst the national pay structure goes up to spinal column point 43, the Council's pay structure for posts paid in accordance with it, only uses the spinal column points up to 39. The Council also adheres to the national pay bargaining arrangements in respect of increases to the national pay spine.

The Employers side of the NJC for Local Government Services made a final pay offer of 1.75% for all spinal column points within South Ribble Borough Council's pay spine, however, this has been rejected by the employee side Trade Unions and therefore negotiations will continue. Consequently, the pay spine will remain unchanged from 2020/21 as reported in last years' Pay Policy, until such time as any pay award is agreed.

The agreed National pay spine for 2020/21 is detailed at the end of this Policy and all salaries within the Pay Policy are those which were effective from 01 April 2020 and will remain unchanged until any nationally agreed pay award is agreed, as detailed above.

This pay spine is used to determine the salaries of all Council employees apart from the Chief Executive, Directors, Assistant Directors and Service Leads which are addressed separately within this policy. All non-shared Services posts, apart from the Chief Executive, Directors, Assistant Directors and Service Leads, have been evaluated using the Greater London Provincial Council Job Evaluation Scheme, from which the current grading structure was established. The scheme takes into account the need to ensure value for money balanced with the requirement to recruit and retain employees who are able to meet the needs of the service. All Shared Services posts, apart from the Chief Executive, Directors, Assistant Directors and Service Leads, have been evaluated using the nationally agreed Job Evaluation Scheme, from which the current Shared Services grading structure was established. The scheme also takes into account the need to ensure value for money balanced with the requirement to recruit and retain employees who are able to meet the needs of the service.

The grading of the majority of the posts within South Ribble Borough Council was initially established following the culmination of the Single Status Job Evaluation process in October 2007. New posts and posts which changed significantly are evaluated in accordance with the relevant Job Evaluation Scheme.

The Council also has a process by which it could consider paying market supplements where there have been difficulties in recruiting to the post and there is a general industry shortage which has led to comparable posts within other Councils being considerably higher. All market supplements would have to be agreed with the Human Resources Services Manager and the relevant Director and are reviewed regularly.

There are no posts currently where the Council pays a market supplement.

All other pay related allowances are the subject of either nationally or locally negotiated rates, having been determined from time to time in accordance with collective bargaining machinery.

3. SHARED SERVICES

There are a number of service areas which are shared between South Ribble Borough Council and Chorley Borough Council and detailed below:

- Communications and Visitor Economy
- Transformation & Partnerships
- IT Services
- Customer Services
- Audit and Risk
- Legal Services
- Financial Services
- Customer & Digital
- Democratic, Scrutiny & Electoral Services

In order to amalgamate services from the different Councils it was necessary to implement a new pay structure, still based upon the nationally negotiated pay spine including all salaries up to spinal column point 43, for employees from both Councils to be paid in accordance with. A copy of the new pay structure is at the end of this policy. In order to ensure equality for employees from each Council, Shared Services employees on levels 10 to 17 receive an additional 6% of salary in lieu of access to the lease car scheme for which former Chorley Council employees, now employed by South Ribble Borough council, previously had access to, in order to provide parity.

4. LEISURE SERVICES

Employees who were employed by South Ribble Borough Council who were engaged on the Leisure Services Contracts for South Ribble were all TUPE transferred to South Ribble Leisure Services with effect from 1 September 2021. The employees are no longer employed by South Ribble Borough Council and therefore they are not included within the Pay Policy Statement for South Ribble Borough Council.

5. SENIOR MANAGEMENT REMUNERATION

The Localism Act refers to Chief Officers and Deputies, though it should be noted that the definition is very broad and relates to Metropolitan and County Council's as well as much smaller District Council's with far fewer management levels, such as South Ribble Borough Council.

Therefore, for the purpose of this policy, senior management is determined by those officers who are paid in accordance with the Chief Officer and Chief Executive National Conditions of Service, i.e.:

- The Chief Executive
- Deputy Chief Executive
- Director (Customer & Digital)
- Director (Commercial Services)
- Director of Finance - S151 Officer
- Director (Governance) – Monitoring Officer
- Director (Communities)

- Director (Planning and Development)

Senior Management pay increases

The JNC for Chief Executives and the JNC for Chief Officers negotiate the pay awards for these employees and the employers side have offered a full and final pay settlement of 1.5%, which has been accepted by the JNC for Chief Executives but not yet by the NJC for Chief Officers. As the pay award is given consideration for increasing the salary of the Chief Executive it is not necessarily implemented. This is similar of the Chief Officers and therefore consideration will not be given to implementing any pay award until both NJC are in agreement.

Chief Executive

Prior to the appointment of a Chief Executive, Full Council will determine the salary of the post to be advertised. Appointment to the post is undertaken by the Shared Services Joint Appointment Panel, the membership of which is agreed annually by Full Council, and the panel would make a recommendation to appoint which must be then approved by Full Council.

The level of salary for the Chief Executive, who is the Head of Paid Services, was set by the Council at £145,000. The Chief Executive has responsibility for both South Ribble Borough Council and Chorley Council, and the salary was set to reflect those responsibilities, and the post is currently employed by South Ribble Borough Council.

This figure is a single spot point and therefore there is no incremental progression. The salary was effective from 1 April 2020 and will continue until consideration is given to the pay award for 2021/22, as detailed above.

The Chief Executive will also take on the role of Returning Officer for any Local, National and European elections, payment for which will be in accordance with the statutory calculation.

Any fees earned through the role of Chief Executive or in respect of intellectual property gained through the role of Chief Executive would be payable to the Council. Furthermore, the Chief Executive would not normally be entitled to undertake any other gainful employment.

Professional fees, where membership of a particular professional organisation is required by the council for the Chief Executive to carry out the full role of the post, will be reimbursed.

Comparison of the Chief Executive salary level to the median salary level within South Ribble Borough Council (required under the Localism Act 2011). The median figure excludes casual employees who are only employed on an ad hoc or occasional basis.

Chief Executive Salary (including lease car contribution)	Median salary (SCP 20)	Ratio
£145,000	£25,991	1:5.6

Deputy Chief Executive

Prior to the appointment of any Director, Full Council will determine the salary of the post to be advertised. Appointment to the post is undertaken by the Shared Service Appointment Panel, with the final appointment agreed by Full Council.

The Deputy Chief executive is employed by Chorley Council.
The level of salary for the Deputy Chief Executive is a single spot salary of £102,750

This amount is reviewed in accordance with any pay award settlement for Chief Officers, though not necessarily increased in line with any award. As this figure is a single spot point there is no incremental progression. However, the rate of pay would be reviewed in light of any national agreements relating to pay awards under the Chief Officers Conditions of Service.

The level of pay for the Deputy Chief Executive was set with regard to:

- The post works across South Ribble Borough Council and Chorley Council with whom we have a number of shared services which are expanding.
- The wide range of functions which the Deputy Chief Executive is responsible for.
- Market analysis of similar posts within other local authorities.
- Deputising function for the Chief Executive.

Should the Deputy Chief Executive or the other Directors detailed below participate in any of the electoral processes, then a relevant payment would be made, from monies received for carrying out elections, depending upon the role which they undertook.

Any fees earned through the role of Deputy Chief Executive or the other Directors detailed below or in respect of intellectual property gained through their role of Director would be payable to the Council. Furthermore, the Deputy Chief Executive or the other Directors detailed below would not normally be entitled to undertake any other gainful employment.

Comparison of the Deputy Chief Executive level to the median salary level within South Ribble Borough Council (required under the Localism Act 2011). The median figure excludes casual employees who are only employed on an ad hoc or occasional basis.

Deputy Chief Executive Salary (including lease car contribution)	Median salary (SCP 20)	Ratio
£102,750	£25,991	1:4.6

Directors

As detailed within Section 3, South Ribble Borough Council has a number of shared services with Chorley Council. All the Directors employed by South Ribble Borough Council have responsibility for services across the two Councils. Similarly, the Director of Customer and Digital, Director of Commercial Services and Director of Finance, similarly have responsibility across the two councils and as they are employed by Chorley Council (CBC), details of their remuneration is contained within the CBC pay policy.

Directors employed by South Ribble Borough Council

- **Director of Communities**
- **Director of Planning & Development**
- **Director of Governance**

Prior to the appointment of any Director Full Council will determine the salary of the post to be advertised. Appointment to the post is undertaken by the Shared Services Joint Appointment Panel, the membership of which is agreed annually by Full Council.

The level of salary for all the Directors are all single spot salaries. Details of the annual salaries are shown below:

- Director of Communities – salary band of £75,000 to £80,000.
- Director of Planning & Development - salary band of £75,000 to £80,000.
- Director of Governance – spot salary of £77,063.

These amounts are reviewed in accordance with any pay award settlement for Chief Officers, though not necessarily increased in line with any award. The rate of pay would be reviewed in light of any national agreements relating to pay awards under the Chief Officers Conditions of Service, as detailed above.

The level of pay for the Directors was set with regard to:

- The wide range of functions which the Directors are responsible for.
- Market analysis of similar posts within other local authorities.
- Further details regarding the rationale for the specific Director posts is at the end of this policy.

Comparison of the Directors salary levels to the median salary level within South Ribble Borough Council (required under the Localism Act 2011). The median figure excludes casual employees who are only employed on an ad hoc or occasional basis.

Director Salary (including lease car contribution)	Median salary (SCP 20)	Ratio
Director of Communities £75,000 - £80,000	£25,991	1:3.1 (at maximum of salary band)
Director of Planning & Development £75,000 - £80,000	£25,991	1:3.1 (at maximum of salary band)
Director of Governance £77,063	£25,991	1:3.0

Professional fees, where membership of a particular professional organisation is required by the Director to carry out the full role of the post will be reimbursed.

Service Leads/Assistant Director

Reporting directly to the relevant Director are four Shared Service Leads and an Assistant Director employed by South Ribble Borough Council. Details of their remuneration and shared service status is below:

Service Lead	Shared services with South Ribble Borough Council	Salary	Ratio to median salary of £25,991
Shared Service Lead Democratic, Scrutiny & Electoral Services	Yes	£51,616	1:2.0

Shared Service Lead Audit & Risk	Yes	£54,663	1:2.1
Shared Service Lead Legal	yes	£61,650	1:2.4
Shared Service Lead Communications and Visitor Economy	Yes	£61,650	1:2.4
Assistant Director of Projects & Development	Yes	£52,403	1:2.0

The level of pay for the Service Leads and the Assistant Director were set with regard to:

- The wide range of functions which the Directors are responsible for.
- Market analysis of similar posts within other local authorities.
- Those posts which work across South Ribble Borough Council and Chorley Council.
- Further details regarding the rationale for the specific Service Lead posts is at the end of this policy.

6. OTHER CONDITIONS RELATING TO SENIOR MANAGEMENT AND OTHER EMPLOYEES

Pension Arrangements

All permanent and temporary employees, including senior management, are entitled to join the Local Government Pension Scheme if they so wish. No alternative options are available should employees not wish to join the scheme.

Enhancements to employee's pension entitlements will not normally be provided for any Council employee, unless there are exceptional circumstances.

Performance Related Pay

South Ribble Borough Council does not have any scheme relating to performance related pay for any employees including Senior Management.

Bonuses

South Ribble Borough Council does not have any schemes relating to the payment of bonuses for any employees including Senior Management, and therefore none are received.

Payments on the termination of employment

An employee being made redundant would receive a payment in accordance with the Council's Redundancy Policy which is applicable to all permanent and temporary employees. Payments are based upon the statutory redundancy ready reckoner and the employee's actual weekly wage with no automatic further enhancements to redundancy payments. Additional payments may be considered in exceptional circumstances.

Adherence will be made to any restriction of public sector exit payments that may be implemented during the period of this Pay Policy Statement.

Senior Managers returning to South Ribble Borough Council

The Relevant Appointment Panel would consider applications from former Senior Managers of either South Ribble Borough Council or another local authority who received either a redundancy payment or who was in receipt of a Local Government Pension, to determine whether it would be appropriate to appoint them to a Senior Management post within South Ribble Borough Council.

Professional Subscriptions

A number of employees are members of professional organisations in connection with their employment at the Council though membership is not essential to enable them to undertake their duties on behalf of the Council. Therefore, it is the policy of the Council to only pay for an employee's subscription to a professional organisation where they have a statutory responsibility.

Health care

South Ribble Borough Council pays for all employees, including the senior managers detailed within this policy, to have level 1 access to a Health Care Plan, if they so wish. For all those employees participating in the scheme the value of the benefit is £66 per employee per annum. Anyone wanting to increase the level of cover, or include partners or spouses on the Health Care Plan must pay any additional premium themselves, through their salary.

Reservists Leave

The Council will grant up to an additional 10 days (pro-rata for part-time employees) of paid leave per annum to employees who are Reservists under the 'Special Leave for Public Duties' to attend military training and annual camp.

7. LOWEST PAID EMPLOYEES

Lowest Paid Employees

At a meeting of the Council on the 8th January 2013, South Ribble Borough Council adopted the "Living Wage Foundation" rates for all its employees, excluding apprentices (see below), to address the issue of low pay. The Living Wage Foundation, which is a national body, established and annually updates what it considered to be a "living wage" which is an hourly rate. The rate from April 2021 was £9.50 per hour and £9.90 per hour for outside London. The rate is set by the Centre for Research in Social Policy and is based upon what it considers to be the basic cost of living to provide a minimum income standard. This compares with the National Living Wage from April 2021 of £9.20 per hour for employees aged 23 and over, and £9.50 per hour from April 2022.

Posts at Grade 1 and employees on the bottom three points of grade 2 are paid below the Foundation Living Wage despite the last national pay awards providing greater increases to the bottom points of the pay scale in order to address the Government proposals relating to the National Minimum wage.

In light of its commitment to the Living Wage Foundation rates, a supplement is paid to employees on the bottom points of the pay structure to ensure that they receive the Living Wage Foundation rate.

Therefore, with effect from 1st April 2022 all posts within South Ribble Borough Council, excluding apprentices, will be paid at the Living Wage Foundation rate as a minimum, as detailed below.

Grade	SCP	Annual salary	Hourly rate	Annual supplement	Annual	Inclusive hourly rate
Grade 1	1	£17,842	£9.25	£1,258	£19,100	£9.90
Grade 2	2	£18,198	£9.43	£902	£19,100	£9.90
	3	£18,562	£9.62	£538	£19,100	£9.90
	4	£18,933	£9.81	£167	£19,100	£9.90
	5	£19,312	£10.01	£0	£19,312	£10.01
	6	£19,698	£10.21	£0	£19,698	£10.21

The supplement will be reviewed in light of the nationally agreed pay award for 2021/2022 and further reviewed in light of any nationally agreed pay award relating to 2022/2023.

Progression through the grade is by annual increments until the maximum of the scale is reached.

Apprenticeships

There are no apprentices currently employed by South Ribble Borough Council, previous apprentices are no longer undertaking their apprenticeship.

For any future apprentices employed by South Ribble Borough Council with effect from 1st April 2022 in their first year they would receive the current National Living Wage regardless of their age and in the second year of their apprenticeship receive the Living Wage Foundation rate as detailed below:

First year	£9.50 per hour
Second year	£9.90 per hour

8. GENDER PAY INFORMATION

This information is published in compliance with the The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and relates to the salary levels of employees at the 31 March 2022.

Average hourly rates of pay for male and female employees (Regulations 8 and 9):

	Male	Female	Difference
Mean hourly rate	£15.11	£13.95	7.7%
Median hourly rate	£10.83	£10.83	0%

Bonus payments made to male and female employees (Regulations 10, 11 and 12):

This information is not reported, as bonuses are not paid to any employee of South Ribble Borough Council.

The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands:

	Male	Female
Lower quartile	41.5%	58.5%
Lower middle quartile	51.2%	48.8%
Upper middle quartile	40.2%	59.8%
Upper quartile	54.2%	45.8%

The higher percentage of female employees in the lower quartile is in part due to the number of cleaners paid at the lowest rate. The situation was further exacerbated by a number of cleaners who were transferred from Chorley Council to South Ribble Council as part of the Shared Services arrangements.

9. OVERTIME PAYMENT ARRANGEMENTS

A number of recent Tribunal decisions have established the principle that employees should not be deterred from taking annual leave by being worse off for being on leave than if they had been in work. This primarily relates to overtime payments not being taken into account when calculating holiday pay, and employees just receiving their basic pay regardless of the level or regularity of overtime undertaken.

Advice from ACAS is that “Workers should usually receive the same pay while they are on annual leave as they normally receive while they are at work” and go on to say that “All types of overtime, including voluntary, must be included when calculating a worker's statutory holiday pay entitlement, apart from overtime that is only worked on a genuinely occasional and infrequent basis.”

<http://www.acas.org.uk/index.aspx?articleid=4109>

The requirement to recognise overtime when calculating holiday pay, however, only applies to the 4 weeks of annual leave required by the EU Working Time Directive. It would be impractical to determine what overtime is regular and therefore should be reflected in holiday pay, in light of the resources required to monitor this, the lack of any legal definition as to what constitutes regular overtime and that this approach may encourage employees to undertake unnecessary overtime to establish a level of regularity.

Therefore, an additional 7.69% is added to overtime payments to accommodate the requirement to reflect overtime in holiday pay calculations for the 4 weeks of annual leave required by the EU Working Time Directive.

It is anticipated that this proactive approach avoids claims for back pay and should be taken in the context of a continuing review of the levels of overtime, including exploring ways in which overtime costs may be reduced.

It is not proposed that standby payments are enhanced, as arrangements to undertake standby are rostered around annual leave. Therefore, employees do not suffer any detriment as a result of taking annual leave.

Should there be subsequent case law which impacts upon this issue then the council will review the measures and potentially implement alternative arrangements.

The arrangements for all overtime worked were implemented from the 1st April 2018. Unison agreed to the proposals and all staff were written to informing them of the changes prior to implementation

10. COMPLIANCE

It is the responsibility of the Council's Human Resources Services Manager to ensure that the Pay Policy is adhered to and is required to report any deviation from the Policy to the Leader of the Council.

11. PUBLICATION

This policy will be published on the South Ribble Borough Council website as soon as possible after it has been approved by Full Council.

12. GLOSSARY OF TERMS

Shared Services Joint Appointment Panel - Member Panel appointed annually at Full Council

Head of Paid Service – Statutory Officer appointed in accordance with section 4 of the Local Government and Housing Act 1989. The Chief Executive and Senior Officer at the Council with responsibility for co-ordinating and organising council business and ensuring proper management of staff.

Returning Officer – Statutory Officer appointed in accordance with section 35 of the Representation of the People Act 1983. The RO has responsibility for the conduct of Council elections. The role is an independent statutory function which is appointed to by, but sits separate to, the Council. The Constitution appoints the Chief Executive as RO.

Monitoring Officer - The Monitoring Officer has the specific duty to ensure that the Council, its officers, and its Elected Councillors, maintain the highest standards of conduct in all they do.

Statutory Finance Officer - Statutory Officer appointed in accordance with section 151 of the Local Government Act 1972. The officer with responsibility for the proper administration of the Council's financial affairs.

**NJC FOR LOCAL GOVERNMENT SERVICES
PAY SCALES 01/04/2020 TO 31/03/2021 NON-SHARED SERVICES**

Grade	SCP	Annual salary	Hourly rate
Grade 1	1	17842	9.2477
Grade 2	2	18198	9.4325
	3	18562	9.6211
	4	18933	9.8133
	5	19312	10.0099
	6	19698	10.2101
Grade 3	6	19698	10.2101
	7	20092	10.4141
	8	20493	10.6223
	9	20903	10.8348
Grade 4	9	20903	10.8348
	10	21322	11.0516
	11	21748	11.2726
	12	22183	11.4979
	13	22627	11.7280
	14	23080	11.9628
	15	23541	12.2020
Grade 5	15	23541	12.2020
	16	24012	12.4459
	17	24491	12.6946
	18	24982	12.9486
	19	25481	13.2075
	20	25991	13.4716
	21	26511	13.7411
	22	27041	14.0159

Grade	SCP	Annual salary	Hourly rate
Grade 6	22	27041	14.0159
	23	27741	14.3791
	24	28672	14.8617
	25	29577	15.3303
	26	30451	15.7836
Grade 7	26	30451	15.7836
	27	31346	16.2474
	28	32234	16.7076
	29	32910	17.0580
	30	33782	17.5102
Grade 8	30	33782	17.5102
	31	34728	18.0007
	32	35745	18.5274
	33	36922	19.1377
	34	37890	19.6394
	35	38890	20.1576
Grade 9	35	38890	20.1576
	36	39880	20.6710
	37	40876	21.1871
	38	41881	21.7080
	39	42821	22.1953

NJC PAY SCALE FOR SHARED SERVICES EMPLOYEES (Excluding travel allowance)

Level	SCP	2020/2021		Level	SCP	2020/2021	
		Annual	Per hour			Annual	Per hour
1	1	£17,842	9.4391	15	40	£43,857	23.2025
	2	£18,198	9.6277		41	£44,863	23.7346
	3	£18,562	9.8201		16	42	£45,859
2	4	£18,933	10.0164	43		£46,845	24.7832
	5	£19,312	10.2170	17	44	£47,853	25.3165
3	6	£19,698	10.4213		45	£48,872	25.8558
	7	£20,092	10.6295		46	£49,878	26.3879
4	8	£20,493	10.8421				
	9	£20,903	11.0590				
5	10	£21,322	11.2802				
	11	£21,748	11.5058				
	12	£22,183	11.7358				
	13	£22,627	11.9706				
6	14	£23,080	12.2103				
	15	£23,541	12.4544				
	16	Inactive					
	17	£24,491	12.9572				
7	18	£24,982	13.2165				
	19	£25,481	13.4807				
	20	£25,991	13.7503				
	21	Inactive					
	22	£27,041	14.3059				
8	23	£27,741	14.6766				
	24	£28,672	15.1691				
	25	£29,577	15.6475				
	26	£30,451	16.1101				
9	27	£31,346	16.5836				
	28	£32,234	17.0533				
10	29	£32,910	17.4109				
	30	£33,782	17.8725				
11	31	£34,728	18.3731				
	32	£35,745	18.9107				
	33	£36,922	19.5337				
12	34	£37,890	20.0458				
	35	£38,890	20.5747				
13	36	£39,880	21.0987				
	37	£40,876	21.6255				
14	38	£41,881	22.1571				
	39	£42,821	22.6545				

Additional information relating to the salary determination for the Specific Director and Specific Service Lead posts.

South Ribble Borough Council Director posts

1	Shared Director reporting into the Chief Executive Shared Director reporting to Deputy Chief Executive with additional statutory responsibilities	£77,063	Director of Governance
2	Shared Director reporting into the Chief Executive with additional statutory, large budgetary and staffing responsibilities	£75,000 to £80,000	Director of Communities Director of Planning & Development

South Ribble Borough Council Service Lead posts

Tier	Criteria	Spot salary	Roles
1	Shared Service Lead reporting to a Director with limited staffing responsibilities	£51,616	Shared Service Lead Democratic, Scrutiny & Electoral Services
2	Assistant Director with medium staffing responsibilities and a range of services	£52,403	Assistant Director of Projects and Development
3	Shared Service Lead	£54,663	Shared Service Lead Audit & Risk
4	Shared Service Lead reporting into the Deputy CE or Chief Executive Shared Service Lead reporting into a Director with essential professional qualifications/statutory responsibilities.	£61,650	Shared Service Lead - Communications & Visitor Economy Shared Services Lead - Legal