

## Appendix 1 – Current Senior Manager Pay Scales

Senior officer pay bands have 3 pay points. They are a:

- **lower point** for a post-holder with sufficient competence or experience but with some development needs – this is expected to apply to some appointments at the time of recruitment.
- **median point** for a fully competent and appropriately experienced or qualified post-holder – this is expected to apply to most appointments.
- **higher point** for an exceptional post-holder – the difference between the median and higher point will be paid only as an additional non-consolidated payment for 'exceptional' performance.

Current - 2022/23			
Pay scale	Lower point	Median point	Higher point
AD1	£75,500	£80,000	£87,500
AD2	£80,000	£88,000	£92,500
AD3	£85,000	£95,000	£98,000
AD4	£90,500	£99,000	£102,500
AD5	£92,500	£102,500	£106,500
DIR1	£96,000	£107,000	£109,500
DIR2	£102,500	£112,500	£118,000
DIR3	£114,500	£128,000	£131,000
DIR4	£123,000	£137,000	£144,000
DIR5	£132,000	£144,500	£154,000
CEX	£169,000	£186,000	£199,000