

<b>Item No.</b> 7.1	<b>Classification:</b> Open	<b>Date:</b> 25 March 2020	<b>Meeting Name:</b> Council Assembly
<b>Report title:</b>		Pay Policy Statement	
<b>Ward(s) or groups affected:</b>		All	
<b>From:</b>		Chief Executive	

## RECOMMENDATION

1. That the council's pay policy statement, as set out in Appendix 1, be agreed.

## BACKGROUND INFORMATION

2. The Localism Act 2011 ("the Act") sets down requirements on authorities to prepare pay policy statements on an annual basis. These statements must describe an authority's policy for the pay of its workforce and be agreed annually in advance of the coming financial year. The Department of Communities and Local Government published initial guidance for local authorities on preparing their statements, which they further supplemented in February 2013, and has been taken into account in developing the pay policy statement given in Appendix 1.

## KEY ISSUES FOR CONSIDERATION

3. Pay policy statements must be published and thus open to public scrutiny. Under the Act, the statement must describe specific elements of remuneration paid to chief officers. The roles of chief officers are defined and accord with the descriptions used in the Local Government and Housing Act 1989, these being:
  - The head of the authority's paid service designated under section 4(1) of that Act
  - Its monitoring officer designated under section 5(1) of that Act
  - A statutory chief officer mentioned in section 2(6) of that Act
  - A non-statutory chief officer mentioned in section 2(7) of that Act
  - A deputy chief officer mentioned in section 2(8) of that Act.
4. Nothing in the Act supersedes existing responsibilities and duties placed on authorities in their role as employers. Each local authority is an individual employer in its own right and has the autonomy to make decisions on pay that are appropriate. Instead, the Act focuses on requiring authorities to be more open about their policies and how decisions are made.
5. The Act does not require authorities to publish specific salary data as part of the pay policy statement. Doing so risks data being out of date where any pay awards apply. The declaration of specific salary information is managed by the publication of the statement of accounts and other information under data transparency arrangements. Such specific information is published on the council's website.

6. Appendix 1 to this report sets out the proposed pay policy statement for agreement by Council Assembly. This reflects the scope of the posts to be captured and the range of information to be included; as defined in the Act. Additionally the Local Government Transparency Code 2015 requires that councils publish the pay multiplier, defined as the ratio between the highest paid taxable earnings for the given year and the median taxable earnings figure of the whole of the authority's workforce. As per the regulations this will coincide with reporting at the end of the financial year and will be published on the council's website. An assessment, using salary information from January 2020, shows that the ratio between the top earner and median earnings is 6.03 to 1. As shown in the table below this ratio has varied slightly from year to year, and represents a slight reduction from 2019.

<b>Year</b>	<b>Ratio</b>
2015	6.19
2016	6.02
2017	6.03
2018	6.19
2019	6.19
<b>2020</b>	<b>6.03</b>

7. Our ratio is comparable to that reported by most other London boroughs. Information is available from 26 other London councils; 12 have a ratio of 5.9 or lower, 10 have a ratio that is between 6.0 and 6.9 to 1, and 4 have a ratio higher than 7 to 1.
8. For the purpose of this report Appendix 3 provides the council's salary and grading structure for the current year (1 April 2019 to 31 March 2020). Southwark uses the pay spines set by the National Joint Council (NJC) for Local Authorities as adjusted by the Greater London Provisional Council (GLPC) for inner London. These pay spinal points incorporate London Living Wage.

### **Senior managers**

9. The pay policy statement is primarily concerned with the salary arrangements of chief officers as defined in the Local Government and Housing Act 1989 (as above).
10. Performance is rewarded through award of incremental progression based on clear achievement.

### **New employees**

11. Members will note that the proposed pay policy statement also makes specific reference to the salary package for staff newly appointed to senior management posts. The Act amended section 112 Local Government Act 1972 (appointment of staff) to provide:

"A local authority's power to appoint officers on such reasonable terms and conditions as the authority thinks fit is subject to section 41 of the Localism Act 2011 – (requirement for determinations relating to terms and conditions of chief officers to comply with pay policy statement)".

12. Elected members have a special role in the appointment of chief officers and deputy chief officers as defined, whereby they are notified of the offer of appointment and given the opportunity to raise any well founded and material

objection to the proposals for this appointment. To meet requirements under “the Act”, notification of an appointment includes confirmation of the salary package which attaches to the post and accordance with the council’s pay policy statement.

### **Leaving the Council**

13. The government continues to consult on the implementation of proposed caps on public sector exit payments. Should these consultations result in implementation during the financial year; the Pay Policy Statement 2020/21 will be revised to include any such provisions.

### **Lowest paid employees**

14. The Act requires the council to describe the relationship between the remuneration of its chief officers, and other staff and to define the “lowest-paid employees” adopted by the authority for the purposes of the statement. The specific information to be included on pay actuals is limited.
15. As described in the statement, the use of job evaluation and the grading structure is the method used to determine the relativities of posts across the Southwark structure. The Council maintains a strong commitment to paying all employees the London Living Wage and its current pay spine incorporates the London Living Wage on all spinal column points. The minimum Southwark NJC rate of pay as of 1 April 2019 exceeded the London Living Wage. The Council is committed to ensuring all employees continue receive London Living Wage, even if future regional pay arrangements were not to incorporate this. The latest London Living Wage rate was announced in November 2019, as part of “Living Wage” week. The hourly rate was set at £10.75 per hour. This rate is independently calculated by the Resolution Foundation and overseen by the Living Wage Commission. It is reviewed annually. The Council’s NJC minimum rate of pay continues to exceed the current London Living Wage.

### **Policy implications**

16. The statement is used as a method to articulate the council’s existing policy on remuneration, with specific details on senior manager posts in particular. As such it does not amend or introduce new policy. Should any current arrangements need amending as a consequence of the development of this statement; the policy implications and contractual implications would require review by cabinet.
17. Publication of the pay statement as presented in Appendix 1 does not create conflict with the General Data Protection Regulation and the Data Protection Act 2018 as it does not contain information relating to a particular individual.

### **Community equality impact statement**

18. Development and publication of the pay policy statement is a useful step in increasing accountability and transparency of council business to the local community. This continues the trend of openness. It allows elected members, those who are directly accountable to the local community, to have input into how decisions on pay are made, particularly senior level pay.

19. The equality analysis provided in Appendix 2 to this report clarifies that there are no adverse implications for people of protected characteristics. Publication of the statement accords with good practice of openness in pay arrangements.
20. The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 introduced mandatory gender pay gap reporting for public sector employers. The council publishes data as required.

### **Resource implications**

21. There are no specific implications arising from the development and publication of the pay statement so far as this represents existing policy. Were future statements seeking agreement to move away from established arrangements it would be necessary to consider financial resources and the employment implications. Changes to individual's terms and conditions are likely to reflect a contractual change requiring consultation and due process in order to be lawful.

### **Consultation**

22. The trade unions have been advised of the need to publish the statement and have been provided with a copy. As the statement is a method to articulate existing policy rather than a change, it is not part of the formal consultation process.

## **SUPPLEMENTARY ADVICE FROM OTHER OFFICERS**

### **Director of Law & Democracy**

23. Section 38 of the Act requires a relevant authority (which includes a London Borough) to prepare a pay policy statement for each financial year, by 31 March of the year immediately preceding that to which the pay policy statement relates. The pay policy statement must be approved by a resolution of the authority, and it is a matter reserved to Council Assembly.
24. The statement must set out an authority's policies towards a range of issues relating to the pay of its workforce including the remuneration of its chief officers; the remuneration of its lowest-paid employees; and the relationship between the pay of its chief officers and that of other employees. Chief Officer is defined to include chief and deputy chief officers as defined in the Local Government and Housing Act 1989. The statement must state the definition of "lowest paid employees" adopted by the authority for the purposes of the statement and the authority's reasons for adopting that definition. Pay policy statements have to be prepared for each financial year; this began with year 2012/13.
25. The pay policy statement must also specifically cover the authority's policies relating to:
  - The level and elements of remuneration for each chief officer (including salary, bonuses and benefits in kind)
  - Remuneration of chief officers on recruitment
  - Increases and additions to remuneration for each chief officer
  - The use of performance-related pay for chief officers
  - The use of bonuses for chief officers
  - The approach to the payment of chief officers on their ceasing to hold office under or to be employed by the authority

- The publication of and access to information relating to remuneration of chief officers.
26. In complying with its duties relating to pay policy statements, regard must be had to Department of Communities and Local Government ('DCLG') guidance Openness and accountability in local pay: Guidance under section 40 of the Act in 2012 and supplementary guidance (February 2013). The guidance sets out the key policy principles that underpin the pay accountability provisions. Paragraph 2 confirms this guidance was taken into account in preparing this statement.
  27. Section 39 of the Act states that an authority's pay policy statement must be approved by a resolution of the authority before it takes effect. This means that the resolution must be by full council before 31 March 2020. Once approved the statement must be published as soon as possible on the authority's website and in any other manner the authority thinks fit. An authority can amend its pay policy statement and any amendment must be made also by resolution by Council Assembly.
  28. The draft pay policy statement in Appendix 1 will enable the council to discharge its obligations under sections 38 to 43 of the Act.
  29. The Director of Law & Democracy notes the requirement under the Local Government Data Transparency Code 2015, as given effect by the Local Government (Transparency Requirements) (England) Regulations 2015 to publish pay multiplier information, (see paragraph 6) and the mandatory reporting of the gender pay gap for public sector employers introduced by the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017.
  30. When exercising any of its functions, section 149 Equality Act 2010 requires the authority to have due regard to the need to eliminate discrimination and other prohibited conduct and advance equality of opportunity and foster good relations between people who share a relevant protected characteristic and those who do not. Information about the consideration given to equalities issues is set out in paragraphs 18 and 19 and Appendix 2 of the report.

## BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
Communities & Local Government: Openness and accountability in local pay	Human Resources Southwark Council 160 Tooley Street London SE1 2QH	Julie Foy 020 7525 0472
Localism Act – Sections 38 – 43	Human Resources Southwark Council 160 Tooley Street London SE1 2QH	Julie Foy 020 7525 0472
Local Government Data Transparency Code 2015, as given effect by the Local Government (Transparency Requirements) (England) Regulations 2015	Human Resources Southwark Council 160 Tooley Street London SE1 2QH	Julie Foy 020 7525 0472
Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017	Human Resources Southwark Council 160 Tooley Street London SE1 2QH	Julie Foy 020 7525 0472
Supplementary guidance issued by The Department of Communities and Local Government in February 2013	Human Resources Southwark Council 160 Tooley Street London SE1 2QH	Julie Foy 020 7525 0472

## APPENDICES

No.	Title
Appendix 1	Southwark Council – Pay Policy Statement
Appendix 2	Equality Analysis
Appendix 3	Salary & Grading Structure – April 2019

## AUDIT TRAIL

<b>Lead Officer</b>	Eleanor Kelly, Chief Executive	
<b>Report Author</b>	Julie Foy, Head of Human Resources	
<b>Version</b>	Final	
<b>Dated</b>	5 March 2020	
<b>Key Decision?</b>	No	
<b>CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER</b>		
<b>Officer Title</b>	<b>Comments Sought</b>	<b>Comments included</b>
Director of Law & Democracy	Yes	Yes
Strategic Director for Finance and Governance	Yes	Yes
<b>Cabinet Member</b>	Yes	Yes
<b>Date final report sent to Constitutional Team</b>	6 March 2020	

## **Southwark Council – Pay Policy Statement**

### **1. Introduction**

- 1.1 The Localism Act 2011 requires the council to publish a pay policy statement for each financial year.
- 1.2 This statement relates to year 2020-21 and it is approved by Council Assembly.

### **2. Scope of Pay Scope**

- 2.1 The statement describes our policies towards the pay of senior managers (referred to in the Act as “chief officers”) and our approach to the pay of our lowest paid employees.
- 2.2 Provisions in the Act do not apply to the staff of local authority schools.
- 2.3 Under the Act a “chief officer” is defined as:
  - The head of the authority’s paid service designated under section 4(1) of the Local Government and Housing Act 1989
  - Its monitoring officer designated under section 5(1) of that Act
  - A statutory chief officer mentioned in section 2(6) of that Act
  - A non-statutory chief officer mentioned in section 2(7) of that Act
  - A deputy chief officer mentioned in section 2(8) of that Act.
- 2.4 In Southwark, this applies to the Chief Executive, Strategic Directors and Directors. These positions are considered as our senior managers.

### **3. Remuneration**

- 3.1 For existing senior managers the term remuneration is used to describe salary, expenses and other monetary allowances or benefits.
- 3.2 The council does not employ senior managers under a contract for services (people who are self-employed or work through a limited company), and therefore remuneration for such arrangements is not described. All senior managers are paid via the council's payroll with appropriate tax and National Insurance deductions made in accordance with HMRC regulations.

### **4. Current Pay Structures and arrangements**

- 4.1 The Council currently operates
  - The Joint National Council (JNC) for LA Chief Executives, and JNC for LA Chief Officers pay agreements and arrangement
  - The National Joint Council (NJC) Greater London Provincial Council (GLPC) Inner London pay agreement for most posts across the authority
  - There are a small number of posts under different national schemes such as Soulbury, Teachers, Public Health (Agenda for Change), & Craft Workers.

## **5. Salary**

- 5.1 In Southwark posts, including senior managers, are job evaluated using a single system (the Korn Ferry Group methodology) to determine the job size. The job evaluation results for senior managers are verified by independent experts at the Korn Ferry Group.
- 5.2 The job size determines a job's placement against the pay spine, through an established grading structure.
- 5.3 Grades are linked to the salary scale. Staff have the potential to move through the grade by incremental progression, based on performance.
- 5.4 The pay spine is increased in accordance with pay award settlements determined by the National Joint Council for Local Authorities Services (and regionally varied for inner London by the GLPC) (or other national negotiating bodies where relevant for other terms and conditions).
- 5.5 The Greater London Provincial Council introduced new pay spines that took effect from 1 April 2019. As the council moved away from the standard GLPC grades in 1999 and introduced a Southwark specific grading structure, an interim grading structure based around the GLPC pay spine is currently in place for 2020/21 to allow for a wider review by 2021. This approach is supported by our recognised trade unions.
- 5.6 Southwark has introduced special arrangements for its lowest paid workers, as described below. Where there are any amendments, which are determined by the National Joint Council for Local Authorities Services as regionally varied by the GLPC, these will be applied to all relevant employees without further referral to council assembly.
- 5.7 Individual staff are paid within the grade. Employees may move through the grade range by incremental progression; in accordance with a performance management framework.
- 5.8 There is an element of flexibility that allows the payment of non-consolidated market factor supplements to specific roles that are recognised as "hard to fill". Payment is subject to justification against external data and with periodic review.
- 5.9 For posts at JNC level (grade 14 and above), specific benefits up to a financial cap may be taken in kind (e.g. season ticket purchase, addition pension contributions, health plan) or paid as an addition to salary. For senior managers the annual financial value of such benefits currently ranges from £2,724 up to £6,190, dependent on grade. Pay rates in appendix 3 reflect the current position.

## **6. Other Payments & Expenses**

- 6.1 With the exception of standby payments made to a limited number of posts in social care, no additional allowances are paid to senior managers (as defined in section 2 above).
- 6.2 Senior managers are not eligible to receive overtime for excess hours worked. In line with all other (non-teaching) staff their full time equivalent

weekly hours are 36. However, for senior managers the contract of employment states this as a minimum and individuals are required to do whatever hours are necessary to get the job done, with no additional payment. Where hours are worked outside “normal office hours”; senior managers do not receive enhancements nor shift allowances which other staff on NJC conditions for Local Authorities Services may be entitled.

6.3 Senior managers do not receive an expenses allowance. In line with all other staff, where essential expenses are incurred in the performance of their duties, costs can be reclaimed, where these are reasonable and public money is being used prudently.

6.4 For non-senior managers, appropriate terms and conditions, e.g. shift allowances, reflect the duties and obligations of posts in accordance with the NJC for Local Authorities Services. Bonus payments are only a feature of a small number of Craft Worker terms and conditions – otherwise bonus payments are not a feature of pay arrangements. Staff are contracted to work 36 hours per week (full time equivalent). Where service provision demands that it is necessary for additional hours to be worked above the full time equivalent, overtime rates would apply. Rates are determined in accordance with Conditions of Service.

## **7. Fees for election duties**

7.1 Council staff can be employed by the Returning Officer on election duties of varying types. The fees paid to Council employees for undertaking these election duties differ according to the type of election they participate in and the nature of the duties they undertake.

7.2 Returning Officer duties (and those of deputy returning officers) are contractual requirements and fees paid to them for national elections/referendums are paid in accordance with the appropriate Statutory Fees and Charges Order and are paid by the body responsible for the conduct of the election.

## **8. Recruitment of Senior Managers**

8.1 Vacant senior management positions are recruited to in accordance with the council’s recruitment policy with the overarching aim of employing on merit; to engage the best person for the job.

8.2 Senior Managers joining the organisation:–

- Are paid on the grade for their post.
- Join at the bottom spinal column point of the grade; unless the person can demonstrate that payment above the minimum is essential to match current earnings, or to reflect the prevailing market, or to recognise experience and skills to secure engagement. No staff are paid above the grade maximum.
- Do not receive any lump sum payments on joining.
- May receive expenses relating to their home relocation where this is necessary to secure engagement.

8.3 Members have the opportunity to question all salary packages to be offered as part of the recruitment to senior management posts.

## **9. Leaving the Organisation & Pensioners**

9.1 All staff leaving the council (including senior managers) on a voluntary resignation basis do not receive a severance payment.

9.2 Where the council decides to terminate any employee's service on the basis of redundancy, in employment law terms this is based on the facts of the case, (deletion or diminution of the post). Payment entitlements are enshrined in the council policy on redeployment redundancy and reorganisation and comprise contractual entitlements, (notice un-worked, leave not taken), plus redundancy element, in accordance with the statutory table. Payments are made as a multiple of an actual week's pay. Also for those aged 55 and over, under the pension regulations they become entitled to immediate pension as earned in the event of redundancy or efficiency; any costs accruing to the Council for pension payments are capital costs based on an actuarial calculation linked to service and age. Entitlements are not discretionary to an individual once a redundancy situation arises.

9.3 For senior managers, where redundancy or mutual termination occurs information would be included in the declared salary data included in the Statement of Accounts each year. Were an employee's services to be terminated on these bases the council would not re-engage the individual on a contract for services (i.e. self-employed basis).

9.4 New recruits may be in receipt of a pension under the Local Government Pension Scheme (LGPS) e.g. as a result of service with another Authority. In such cases, the employee's pension entitlement would be abated (reduced in accordance with actuarial calculation) or capped as required under LGPS regulations. This would have no impact on the council's remuneration arrangements.

9.5 Under the LGPS Regulations eligible employees may be considered for one of the Scheme's flexible retirement options. This would include instances where the employee reduces to a part time basis or demotion. On such occasions the council's remuneration arrangements would continue as described above plus any pension payable determined by application of LGPS Regulations and that person's membership entitlements.

## **10. Lowest Paid Staff**

10.1 The Council maintains a strong commitment to paying all employees the London Living Wage and the Council's current pay spine incorporates the London Living Wage on all spinal column points – as set by the NJC and varied regionally by the GLPC.

10.2 The latest London Living Wage rate was announced in November 2019, as part of "Living Wage" week. The hourly rate was set at £10.75 per hour. This rate is independently calculated by the Resolution Foundation and overseen by the Living Wage Commission. It is reviewed annually. The Council's NJC & GLPC minimum rate of pay continues to exceed the current London Living Wage.

## 11. Other Information

11.1 In addition to this statement the council publishes other information on the detail of payments. Information can be found on the Open Data section of the council's website ([www.Southwark.gov.uk](http://www.Southwark.gov.uk)). This includes:-

- The council's grading structure and salary scales.
- The annual statement of accounts. This includes the numbers of people earning £50,000 per year or more in £5,000 bandings. The accounts also give detail, including the name, for those whose pay is £150,000 or more. This covers all remuneration elements including employer's pension contribution.

11.2 In accordance with the Local Government Transparency Code 2015; to coincide with the reporting at the end of the financial year, the council publishes the ratio between the highest paid taxable earnings for the given year and the median earnings figure of the whole of the authority's workforce. In January 2020 the ratio between the top earner and median earnings was 6.03 to 1.

**EQUALITY ANALYSIS – PAY POLICY STATEMENT**

**Overview**

1. The Localism Act 2011 requires Authorities to develop and publish a pay policy statement. This would include the remuneration arrangements for its most senior staff and approaches on remuneration to its lowest paid employees.

**Impact**

2. The development and publication of the pay statement does not in itself amend policy. Were changes to arise as a consequence, proposals would require scrutiny including the impact upon people of different protected characteristics.

3. The publication of the pay statement does however accord with good practice on managing equal pay; increasing transparency on organisational arrangements. There are no adverse impacts on people of specific protected characteristics arising from this development. Instead it may reasonably be argued that greater openness may reduce the fear of potential discrimination by setting out arrangements which are in force.

4. On a continuing basis the council undertakes monitoring of its workforce to identify and take action to address potential adverse impacts on people of specific protected characteristics. Monitoring data is published on the council's website through the annual workforce report, in accordance with the specific duties of the Equality Act 2010.

5. The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 introduce mandatory gender pay gap reporting for public sector employers. The council has published data as required.

# APPENDIX 3

## SALARY & WAGES SCALES as at 1st April 2019

Inner London wef 1/4/19	
1	21231
2	21612
3	22002
4	22398
5	22800
6	23211
7	23628
8	24054
9	24486
10	24927
11	25377
12	25833
13	26298
14	26772
15	27255
16	27744
17	28245
18	28752
19	29271
20	29796
21	30333
22	30879
23	31434
24	32001
25	32577
26	33162
27	33759
28	34128
29	34986
30	35637
31	36486
32	37413
33	38403
34	39543
35	40491
36	41466
37	42432
38	43404
39	44373
40	45288
41	46293
42	47274
43	48252
44	49203
45	50184
46	51162
47	52140
48	53133

01		02		03		04		05			
								6	£23,211		
								7	£23,628		
							4	£22,398	8	£24,054	
				2	£21,612	5	£22,800	9	£24,486	10	£24,927
		1	£21,231	3	£22,002	6	£23,211	11	£25,377	12	£25,833
		2	£21,612	4	£22,398	7	£23,628	13	£26,298		
1	£21,231	3	£22,002	5	£22,800	8	£24,054				
2	£21,612	4	£22,398	6	£23,211	9	£24,486				

06		06a		07		07a		08	
9	£24,486	15	£27,255	14	£26,772	20	£29,796	20	£29,796
10	£24,927	16	£27,744	15	£27,255	21	£30,333	21	£30,333
11	£25,377	17	£28,245	16	£27,744	22	£30,879	22	£30,879
12	£25,833	18	£28,752	17	£28,245	23	£31,434	23	£31,434
13	£26,298	19	£29,271	18	£28,752	24	£32,001	24	£32,001
14	£26,772			19	£29,271	25	£32,577	25	£32,577
15	£27,255			20	£29,796			26	£33,162
16	£27,744			21	£30,333			27	£33,759

08a		09		10		11		12	
26	£33,162	27	£33,759	31	£36,486	35	£40,491	39	£44,373
27	£33,759	28	£34,128	32	£37,413	36	£41,466	40	£45,288
28	£34,128	29	£34,986	33	£38,403	37	£42,432	41	£46,293
29	£34,986	30	£35,637	34	£39,543	38	£43,404	42	£47,274
30	£35,637	31	£36,486	35	£40,491	39	£44,373	43	£48,252
		32	£37,413	36	£41,466	40	£45,288	44	£49,203
		33	£38,403	37	£42,432	41	£46,293	45	£50,184
		34	£39,543	38	£43,404	42	£47,274	46	£51,162

14		15		16		17		18	
2	£50,280	7	£59,049	12a	£74,037	17	£87,201	22	£102,855
3	£51,921	8	£60,993	13a	£76,479	18	£90,123	23	£106,305
4	£53,613	9	£62,991	14a	£79,032	19	£93,138	24	£109,905
5	£55,356	10	£65,073	15	£81,654	20	£96,258	25	£113,619
6	£57,177	11	£67,224	16	£84,399	21	£99,495	26	£117,453
7	£59,049	12	£69,453	17	£87,201	22	£102,855	27	£121,431
8	£60,993	13	£71,742	18	£90,123	23	£106,305	28	£125,535
9	£62,991	14	£74,139	19	£93,138	24	£109,905	29	£129,813

Chief Officer		Chief Executive	
31	£143,193	38	£181,119
32	£148,077	39	£187,002
33	£153,117	40	£193,080
34	£158,337	41	£199,356
35	£163,731	42	£205,836
36	£169,320		
37	£175,116		
38	£181,119		

Planned Overtime per hr	
grade 9	£ 21.02
grade 10/11	£ 22.50
grade 12	£ 24.42

sleeping in	unit standby
£36.08	£9.21

Standard grades are prefixed LBS-0.  
Grades prefixed LBS-1 are for weekend work where +2 SCP apply.

Grades 6a, 7a and 8a are temporary up to to 31st March 2021.

JNC wef 1/4/19	
2	50280
3	51921
4	53613
5	55356
6	57177
7	59049
8	60993
9	62991
10	65073
11	67224
12	69453
12a	74037
13	71742
13a	76479
14	74139
14a	79032
15	81654
16	84399
17	87201
18	90123
19	93138
20	96258
21	99495
22	102855
23	106305
24	109905
25	113619
26	117453
27	121431
28	125535
29	129813
30	
31	143193
32	148077
33	153117
34	158337
35	163731
36	169320
37	175116
38	181119
39	187002
40	193080
41	199356
42	205836