



# **Pay Policy Statement**

## **2017/18**

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## **1. Introduction and Purpose**

This Pay Policy Statement sets out the Council's approach to pay policy in accordance with the requirements of Section 38 to 43 of the Localism Act 2011 and takes account of the final guidance for 'Openness and Accountability in Local Pay' as issued by the Department for Communities and Local Government. The purpose of the statement is to provide transparency with regard to the Council's approach to setting the pay of its employees (excluding those working in local authority schools) by identifying;

- The methods by which, salaries of all employees are determined.
- The detail and level of remuneration of its most senior employee's i.e. 'chief officers', as defined by the relevant legislation.
- The detail and level of remuneration of the lowest paid employees
- The relationship between the remuneration for highest and lowest paid employees
- The Committee(s)/Panel responsible for ensuring the provisions set out in this statement are applied consistently throughout the Council and recommending any amendments to the full Council.

Once approved by the Full Council Meeting, this policy statement will come into immediate effect for the 2017/18 financial year and will be subject to review again for 2018/19 in accordance with the relevant legislation prevailing at that time. If the pay policy needs to be amended during the current financial year, any amendments will be subject to approval.

## **2. Legislative Framework**

In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. This includes; the Equality Act 2010, Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000, Fixed Term Employees (Prevention of Less Favourable Treatment) Regulations 2002, The Agency Workers Regulations 2010 and where relevant, the Transfer of Undertakings (Protection of Earnings) Regulations.

The Council pays due regard to the Equal Pay requirements contained within the Equality Act, the Council ensures there is no pay discrimination within its pay structures and that all pay differentials can be objectively justified through the use of an equality proofed job evaluation scheme that directly relates an employee's salary to the requirements, demands and responsibilities of the role.

## **3. Senior Management Remuneration Policy**

For the purposes of this statement, senior officer means 'chief officers' as defined within S43 of the Localism Act 2011. The 'Chief Executive is employed under the terms and conditions of the Joint National Council for Chief Executives and all other senior officers are under the terms and conditions for Joint National Council for Chief Officers.

The Council currently determines pay levels through a job evaluation process and grading structure that has been specifically designed for senior positions that determines the pay range for senior officers as defined by the Localism Act 2011. Performance related progression within the pay range is normally consolidated into base pay, however for the 2016/17 'My Appraisal' year this will be a non-consolidated payment. There will then be a temporary freeze on performance related progression for the financial years 2018/19, 2019/20 and 2020/21 as part of budget savings. For this period where an employee is not at the top of their pay range their salary will be reviewed annually and may be increased from time to time at the discretion of the Council. There is no obligation during this period to award a performance related pay increase. There will be a cost of living increase of 1% applied on 1<sup>st</sup> April 2017 for senior officers as part of national pay bargaining arrangements. See Annex 1 for the current senior officer pay structure.

The Council has recently completed a consultation exercise to review and change the evaluation and pay structure for senior officers. This change is to take effect from 1<sup>st</sup> July 2017 so will not be in place at the time of publishing this statement. When the change is completed relevant updates will be made to this statement to reflect any change to senior officer remuneration. See Annex 2 for the proposed new senior officer pay structure and outcome against positions.

Those employees working in senior positions do not receive overtime payments and 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 and/or as determined by Council Policy. In determining its grading structure and setting remuneration levels for all posts, the Council takes account of the need to ensure value for money in respect of the use of public expenditure, balanced against the need to recruit and retain employees who are able to meet the requirements of providing high quality services to the community, delivered effectively and efficiently and at times at which those services are required.

In particular, it is Council's policy that no Chief Officer or Senior Officer (paid under JNC conditions of service for Senior Officers) is paid a supplement for Returning Officer duties, whether in respect of local elections or national elections (e.g. General Elections, elections for European Parliament, national referenda etc.). Fees paid in respect of these elections by Government are used to supplement the pay of non-senior officer employees who have worked on the relevant election.

## **3.1 Senior Management Positions**

### **Chief Officers**

The posts falling within the statutory 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 below:

- a) Chief Executive - The head of paid service defined under section 4(1) of that Act

The salary for the above post falls within a range of 10 incremental points from £186,168 rising to a maximum of £224,422. There is no additional supplement paid for returning officer duties incorporated into this role.

- b) City Solicitor - Monitoring Officer defined under section 5(1) of that Act.

The salary for the above post falls within a range of 7 incremental points between £100,135, rising to a maximum of £109,080.

- c) Strategic Director (People) - A statutory chief officer designated under section 2(6) of that Act. This position has responsibility for both Children as Director of Children's Services (DCS) and Adults as Director of Adult Social Services (DASS).

The salary for the above post falls within a range of 7 incremental points between £140,911, rising to a maximum of £156,568.

- d) Executive Director Children's Services - A statutory chief officer defined under section 2(6) of that Act.

The salary for the above post falls within a range of 7 incremental points between £132,613 rising to a maximum of £140,264.

- e) Strategic Director (Finance and Legal) – Section 151 Officer - A statutory chief officer defined under section 2(6) of that Act.

The salary for the above post falls within a range of 7 incremental points between £140,911, rising to a maximum of £156,568.

- f) Strategic Director (Major Projects) - A non-statutory chief officer defined under section 2(7) of that Act.

The salary of the above post falls within a range of 7 incremental points between £140,911, rising to a maximum of £156,568.

- g) Strategic Director (Place) - A non-statutory chief officer defined under section 2(7) of that Act.

The salary of the above post falls within a range of 7 incremental points between £140,911, rising to a maximum of £156,568.

- h) Strategic Director (Change and Support Services) – A non-statutory chief officer defined under section 2(7) of that Act.

The salary of the above post falls within a range of 8 incremental points between £140,911, rising to a maximum of £156,568.

- i) Strategic Director (Economy) - A non-statutory chief officer defined under section 2(7) of that Act.

The salary of the above post falls within a range of 8 incremental points between £140,911, rising to a maximum of £156,568.

- j) Assistant Chief Executive – A non-statutory chief officer defined under section 2(7) of that Act. This is a fixed term arrangements until December 2017.

The salary of the above post falls within a range of 8 incremental points between £84,281 rising to a maximum of £93,645.

- k) Director of Public Health – A statutory post under section 73A (7) of the NHS Act 2006

The salary of the above post falls within a range of 8 incremental points between £75,249, rising to a maximum of £101,451. There are also two statutory payments made in relation to this role.

## **Deputy Chief Officers**

The positions in the table below are deputy chief officers as mentioned in section 2(8) of that Act, i.e. officers that report directly to any of the chief officers above:

## APPENDIX B

Position Title	Directorate	Salary Range
Director - Customer Services	Change & Support Services	£92,709 - £103,010
Director - Human Resources	Change & Support Services	£101,137 - £110,171
Service Director - Commissioning and Procurement	Change & Support Services	£92,709 - £103,010
Assistant Director - Corporate Strategy *	Change & Support Services	£84,281 - £93,645
Assistant Director - Corporate Communications	Change & Support Services	£75,853 - £84,281
Director - LEP	Economy	£80,067 - £88,963
Assistant Director - Transportation & Connectivity	Economy	£75,853 - £84,281
Assistant Director - Employment	Economy	£71,639 - £79,598
Assistant Director - Planning & Regeneration **	Economy	£75,853 - £84,281
Assistant Director - Highways & Infrastructure	Economy	£75,853 - £84,281
Assistant Director - Financial Strategy	Finance & Legal	£80,067 - £88,963
Assistant Director - Shared Services	Finance & Legal	£80,067 - £88,963
Assistant Director - Finance Economy	Finance & Legal	£80,067 - £88,963
Assistant Director - Financial Services	Finance & Legal	£80,067 - £88,963
Head of Service ***	Finance & Legal	£53,440 - £69,359
Director - Property Services	Major Projects	£84,281 - £93,645
Service Director - Commissioning Centre of Excellence	People	£107,417 - £119,352
Service Director - Health and Wellbeing	People	£101,137 - £110,171
Assistant Director - Children Services NWC	People	£84,281 - £93,645
Assistant Director - Childrens Services East	People	£84,281 - £93,645
Assistant Director - Children in Care	People	£84,281 - £93,645
Assistant Director - Childrens Services South	People	£84,281 - £93,645
Assistant Director - Early Help	People	£84,281 - £93,645
Assistant Director - Safeguarding & Development Services	People	£84,281 - £93,645
Assistant Director - Consultant in Public Health ****	People	£80,067 - £88,963
Chief Social Worker Officer	People	£80,067 - £88,963
Service Director - Housing Transformation	Place	£92,709 - £103,010
Service Director - Sports & Events	Place	£92,709 - £103,010
Service Director - Regulation & Enforcement	Place	£92,709 - £103,010
Director - Waste Management	Place	£92,709 - £103,010
Assistant Director - Finance Place	Place	£80,067 - £88,963
Assistant Director - Culture and Visitor Economy	Place	£75,853 - £84,281
Assistant Director - Principal Head of Adult Education	Place	£75,853 - £84,281

\* Currently seconded outside BCC

\*\* There are two posts that carry out this role

\*\*\* There are ten posts that carry out this role

\*\*\*\* There are two posts that carry out this role

Although not required by statute for the policy statement the following are other senior officer positions within Birmingham City Council.

Position Title	Directorate	Salary Range
Assistant Director - ICT	Change & Support Services	£80,067 - £88,963
Assistant Director - Human Resources Operations	Change & Support Services	£75,853 - £84,281
Assistant Director - Workforce Strategy	Change & Support Services	£75,853 - £84,281
Assistant Director - Customer Services	Change & Support Services	£75,853 - £84,281
Assistant Director - Organisational Development	Change & Support Services	£75,853 - £84,281
Assistant Director - Revenues & Benefits	Change & Support Services	£75,853 - £84,281
Assistant Director - Commissioning Centre of Excellence *	People	£84,281 - £93,645
Assistant Director - Children with Complex Needs	People	£84,281 - £93,645
Assistant Director - Access to Education	People	£84,281 - £93,645
Assistant Director - Delivery	People	£80,067 - £88,963
Assistant Director - Workforce	People	£80,067 - £88,963
Assistant Director - Education & Infrastructure	People	£80,067 - £88,963
Assistant Director - Business Change	People	£80,067 - £88,963
Assistant Director - Pathways & Participation	People	£75,853 - £84,281
Assistant Director - Service Integration	Place	£75,853 - £84,281
Assistant Director - Waste Management	Place	£75,853 - £84,281

\*There are currently three positions that carry out this role

The senior officer positions will continue to be reviewed on a regular basis as part of the overall savings that have to be made by the Council due to the savings targets faced by local authorities in general over the next few years.

## 3.2 Recruitment to Senior Management Positions

When recruiting to all posts the Council will take full and proper account of its own Equal Opportunities, Recruitment and Redeployment policies. Permanent appointments made to chief officer (CO) and deputy chief officer (DCO) positions are all made by the JNC appointments panel that is a sub-committee of Council Business Management. Either appointments are made by the Chief Executive or delegated officer.

The determination of the remuneration to be offered to any newly appointed chief officer will be in accordance with the local JNC pay structure (further details can be found in Annex 1) and relevant policies in place at the time of recruitment. Where the Council is unable to recruit to a post at the designated grade, it will consider the use of temporary market forces supplements in accordance with its relevant policies.

Where the Council remains unable to recruit under an employment contract, or there is a need for interim support to provide cover for a vacant substantive senior management position, the Council will, where necessary, consider and utilise engaging individuals under 'contracts for service'. These will be sourced through the relevant procurement process ensuring the Council is able to demonstrate the maximum value for money benefits from competition in securing the relevant service.



### **3.3 Additions to Salary of Senior Officers**

The Council does not apply any bonus to the salary of senior officers, however progression within the salary scales is performance related as mentioned under 3.0. There is no element of earn back for senior manager's salaries and any incremental progression is currently consolidated into basic pay. As part of the recent consultation, access to performance related incremental progression within the grades will temporarily cease until April 2021 as part of budget savings.

In addition to basic salary, set out below are details of other elements of 'additional pay' which are chargeable to UK Income Tax and do not solely constitute reimbursement of expenses incurred in the fulfilment of duties;

The following are applicable to all senior manager positions

- A mileage allowance is paid to all employees using their own vehicle for work purposes and the payments are linked to the approved HMRC rates (For current HMRC mileage rates please see <http://www.hmrc.gov.uk/paye/exb/a-z/m/mileage-expenses.htm>)
- There are currently no salary supplements or additional payments for undertaking additional responsibilities such as shared service provision with another local authority or in respect of joint bodies.
- Market forces supplements are paid where it is justified in order to fulfil a role or retain an officer within a role.

### **3.4 Payments on Termination**

The Council's approach to statutory and discretionary payments on termination of employment of senior managers, prior to reaching normal retirement age, is set out in accordance with Regulations 5 and 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006, Regulations 12 and 13 of the Local Government Pension Scheme (Benefits, Membership and Contribution) Regulations 2007.

The power to increase statutory redundancy payments will be exercised to the extent permissible under the 2006 Regulations so that the amount which could be paid would be no more than the difference between the redundancy payment to which the employee is entitled by statute and the payment to which he would have been entitled if there had been no limit on the amount of a week's pay used in the calculation of his redundancy payment. Where the power to make discretionary compensation in relation to additional periods of membership under the Pension Regulations is exercised the amount of compensation shall not exceed 104 weeks' pay. If the employee receives a redundancy payment the equivalent amount shall be deducted from the discretionary compensation otherwise payable.

Any other payments falling outside the provisions or the relevant periods of contractual notice shall be subject to a formal decision made by the full Council or relevant elected members, committee or panel of elected members or officer with delegated authority to approve such payments.

### **3.5 Comparators Influencing Pay Levels**

For the purpose of context in the local government sector, Birmingham City Council is not only the largest local authority in the UK, but also the largest unitary authority in Europe serving over one million residents and has a revenue budget of c £3.1bn. The Council needs to maintain competitive pay levels in order to attract suitable candidates for more senior positions that can demonstrate sufficient skills, experience and capacity required at this level as would be evidenced for example by fulfilling a comparable role in a large complex local authority. There is a very small pool from which to recruit with other authorities offering very competitive salaries considering their size. As a comparison the Core Cities group of councils that represents those of the largest eight economies outside London in England, chief executive remuneration ranges from £160,000 to over £200,000. For Liverpool and Manchester that serve a population of less than half of that of Birmingham, both the top salaries are over £200,000.

As part of its overall and ongoing monitoring of alignment with external pay markets, both within and outside the sector, the council will use available benchmark information as appropriate.

## **4. Non Senior Officer Employees**

Based on the application of an analytical job evaluation process, the Council uses the nationally negotiated pay spine as the basis for its local grading structure with additional spine points. Performance related progression within the pay range is normally consolidated into base pay, however for the financial year 2017/18 this will be a non-consolidated payment where it is applicable. There will then be a temporary freeze on performance related progression for the financial years 2018/19, 2019/20 and 2020/21 as part of budget savings. For this period where an employee is not at the top of their pay range their salary will be reviewed annually and may be increased from time to time at the discretion of the Council. There is no obligation during this period to award a performance related pay increase. The Council presently adheres to national pay bargaining in respect of the national pay spine with the most recent increase effective 1<sup>st</sup> April 2017. See Annex 1 for the current BCC pay structure.

### **4.1 Recruitment**

New appointments will normally be made at the minimum of the relevant grade, although this can be varied where necessary to secure the best candidate. From time to time it may be necessary to take account of the external pay market in order to attract and retain employees

with particular experience, skills and capacity. Where necessary, the Council will ensure the requirement for such is objectively justified by reference to clear and transparent evidence of relevant market comparators, using appropriate data sources available from within and outside the local government sector.

## 4.2 Lowest Paid Employees

The lowest paid employee's under a contract of employment with the Council are employed on full time equivalent (FTE) salary in accordance with the minimum spinal column point (SCP) currently in use within the Council's grading structure. As at 1 April 2017, this is will be £15,014 per annum (SCP6). See Annex 4 for the BCC NJC Pay Structure

The Council has chosen to pay a supplement to ensure the minimum FTE salary is £15,701 based on the 'UK Living Wage' equivalent of £8.25 per hour. Following the recent review of the UK living wage this has risen to £8.45 per hour which is an equivalent of £16,082 FTE salary and will be implemented with effect from 01 April 2017 in line with the Council's policy to apply the revised rate on the April following its announcement. For the purpose of this pay policy statement the lowest paid employee's will be defined as those on a FTE salary of £16,082 based on the UK living wage hourly rate of £8.45 per hour. This supplement paid for the 'UK Living Wage' should not be confused with the 'National Living Wage'.

The statutory guidance under the Localism Act recommends the use of pay multiples as a means of measuring the relationship between pay rates across the workforce and that of senior managers, as included within the Hutton 'Review of Fair Pay in the Public Sector' (2010). The Hutton report was asked by Government to explore the case for a fixed limit on dispersion of pay through a requirement that no public sector manager can earn more than 20 times the lowest paid person in the organisation. The report concluded that the relationship to median earnings was a more relevant measure and the Government's Code of Recommended Practice on Data Transparency recommends the publication of the ratio between highest paid salary and the median average salary of the whole of the authority's workforce. Whilst the ratio between the highest and lowest paid employees within the Council does not exceed 20 times, the Council does not set a ratio ceiling within its pay policy for senior officers.

The following tables illustrate various pay differentials between the salary of the Chief Executive and the lowest paid full time equivalent employee, median employee pay and average employee pay

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<b>Pay Differential between Chief Executive and lowest paid full time equivalent employees</b>	CEX salary	186168
	Lowest FTE salary	16082
	Pay Multiple	<b>11.5:1</b>

<b>Pay Differential between Chief Executive and the median pay for full time equivalent employees</b>	CEX salary	186168
	Median salary	22658
	Pay Multiple	<b>8.21:1</b>

<b>Pay Differential between Chief Executive and the average pay for full time equivalent employees</b>	CEX salary	186168
	Average salary	25573
	Pay Multiple	<b>7.27:1</b>

The following tables illustrate the various pay differentials between Chief Officers (excluding the Chief Executive) and the lowest paid full time equivalent employee, median employee pay and average employee pay.

<b>Pay Differential between the average of Chief Officers pay and the lowest paid full time equivalent employee</b>	Average Chief Officer salary	91822
	Lowest FTE salary	16082
	Pay Multiple	<b>5.70:1</b>

<b>Pay Differential between the average of Chief Officers pay and the average pay for a full time equivalent employee</b>	Average Chief Officer salary	91822
	Average salary	25573
	Pay Multiple	<b>3.59:1</b>

<b>Pay Differential between the median of Chief Officers pay and the median pay for a full time equivalent employee</b>	Median Chief Officer salary	88962
	Median salary	22658
	Pay Multiple	<b>3.92:1</b>

### **4.3 Accountability and Decision Making**

In accordance with the Constitution of the Council, the JNC Committee are responsible for decision making in relation to the recruitment, pay, terms and conditions and severance arrangements in relation to employees of the Council.

## **5 Publication**

Upon approval by the full Council, this statement will be published on the Councils Website [www.birmingham.gov.uk/cosd](http://www.birmingham.gov.uk/cosd) and will also be available in additional formats by request. In addition, for employees where the full time equivalent salary is £50,000 or more, excluding employer superannuation contributions, the Councils Annual Statement of Accounts will include the number of employees in bands of £5,000.

## Annex 1

### Birmingham City Council – Senior Officer Pay Spine

This is the locally negotiated pay spine for senior officers covered by JNC terms and conditions of employment. These rates are effective from 01 April 2016.

BCC Grade	Spinal Column Point	FTE Salary
L01	1	71639
	2	72965
	3	74292
	4	75618
	5	76945
	6	78272
	7	79598
L02	9	75853
	10	77257
	11	78662
	12	80067
	13	81471
L03	14	82876
	15	84281
	17	80067
	18	81549
	19	83032
L04	20	84515
	21	85997
	22	87480
	23	88963
L05	25	84281
	26	85841
	27	87402
	28	88963
	29	90524
L06	30	92084
	31	93645
	33	92709
	34	94426
	35	96142
	36	97859
	37	99576
L07	38	101293
	39	103010
	41	101137
	42	103010
	44	104662
	45	106498
	46	108335
L08	47	110171
	49	107417
	50	109406
	51	111395
	52	113384
L08A	53	115373
	54	117363
	55	119352
	75	132613
L08	76	133888
	77	135163
	78	136438
	79	137714
	80	138989
L10	81	140264
	57	140911
	58	143521
	59	146130
	60	148745
L10	61	151358
	62	153964
	63	156568
	65	186168
	66	193819
	67	197644
	68	201470
L10	69	205295
	70	209120
	71	212946
	72	216771
	73	220597
	74	224422

## APPENDIX B

Note that SCP43 is no longer in use following the 1 January 2015 pay award

## Annex 2

### Birmingham City Council - Senior Pay structure 01 July 2017

The new pay structure is significantly different to the current pay structure and has only four grades that relate to four main roles

Role	Grade Band	Min £	Max £
Chief Executive	B04	173,995	213,143
Strategic Director	B03	130,090	159,360
Service Director	B02	97,263	119,148
Assistant Director	B01	72,720	89,082

### Outcome of above structure against senior officer roles

#### Statutory Chief Officers

Position Title	Directorate	Salary Range
Chief Executive	Chief Executive's Office	£173,995 - £213,143
Assistant Chief Executive	Chief Executive's Office	£72,720 - £89,082
Strategic Director - Change & Support Services	Change & Support Services	£130,090 - £159,360
Strategic Director - Economy	Economy	£130,090 - £159,360
Strategic Director - Finance & Legal Services	Finance & Legal	£130,090 - £159,360
Interim City Solicitor	Finance & Legal	£97,263 - £119,148
Strategic Director - Major Projects	Major Projects	£130,090 - £159,360
Strategic Director - People	People	£130,090 - £159,360
Executive Director - Children's Service	People	£97,263 - £119,148
Service Director - Public Health *	People	£97,263 - £119,148
Strategic Director - Place	Place	£130,090 - £159,360



## Annex 2 continued

### Deputy Chief Officers

Position Title	Directorate	Salary Range
Director - Customer Services	Change & Support Services	£97,263 - £119,148
Director - Human Resources	Change & Support Services	£97,263 - £119,148
Service Director - Procurement	Change & Support Services	£97,263 - £119,148
Assistant Director - Corporate Strategy *	Change & Support Services	£72,720 - £89,082
Assistant Director - Corporate Communications	Change & Support Services	£72,720 - £89,082
Director - LEP	Economy	£72,720 - £89,082
Assistant Director - Transportation & Connectivity	Economy	£72,720 - £89,082
Assistant Director - Employment	Economy	£72,720 - £89,082
Assistant Director - Planning & Regeneration **	Economy	£72,720 - £89,082
Assistant Director - Highways & Infrastructure	Economy	£72,720 - £89,082
Assistant Director - Financial Strategy	Finance & Legal	£72,720 - £89,082
Assistant Director - Shared Services	Finance & Legal	£72,720 - £89,082
Assistant Director - Finance Economy	Finance & Legal	£72,720 - £89,082
Assistant Director - Audit	Finance & Legal	£72,720 - £89,082
Head of Service ***	Finance & Legal	£53,974 - £70,053
Director - Property Services	Major Projects	£97,263 - £119,148
Service Director - Commissioning Centre of Excellence	People	£97,263 - £119,148
Service Director - Health and Wellbeing	People	£97,263 - £119,148
Assistant Director - Children Services NWC	People	£72,720 - £89,082
Assistant Director - Childrens Services East	People	£72,720 - £89,082
Assistant Director - Children in Care	People	£72,720 - £89,082
Assistant Director - Childrens Services South	People	£72,720 - £89,082
Assistant Director - Early Help	People	£72,720 - £89,082
Assistant Director - Safeguarding & Development Services	People	£72,720 - £89,082
Assistant Director - Consultant in Public Health ****	People	£72,720 - £89,082
Chief Social Worker Officer	People	£72,720 - £89,082
Service Director - Housing Transformation	Place	£97,263 - £119,148
Service Director - Sports & Events	Place	£97,263 - £119,148
Service Director - Regulation & Enforcement	Place	£97,263 - £119,148
Director - Waste Management	Place	£97,263 - £119,148
Assistant Director - Finance Place	Place	£72,720 - £89,082
Assistant Director - Culture and Visitor Economy	Place	£72,720 - £89,082
Assistant Director - Principal Head of Adult Education	Place	£72,720 - £89,082

\* Currently seconded outside BCC

\*\* There are two posts that carry out this role

\*\*\* There are ten posts that carry out this role

\*\*\*\* There are two posts that carry out this role

## Annex 2 Continued

### Other Senior Officers

Position Title	Directorate	Salary Range
Assistant Director - ICT	Change & Support Services	£72,720 - £89,082
Assistant Director - Human Resources Operations	Change & Support Services	£72,720 - £89,082
Assistant Director - Workforce Strategy	Change & Support Services	£72,720 - £89,082
Assistant Director - Customer Services	Change & Support Services	£72,720 - £89,082
Assistant Director - Organisational Development	Change & Support Services	£72,720 - £89,082
Assistant Director - Revenues & Benefits	Change & Support Services	£72,720 - £89,082
Assistant Director - Commissioning Centre of Excellence *	People	£72,720 - £89,082
Assistant Director - Children with Complex Needs	People	£72,720 - £89,082
Assistant Director - Access to Education	People	£72,720 - £89,082
Assistant Director - Delivery	People	£72,720 - £89,082
Assistant Director - Workforce	People	£72,720 - £89,082
Assistant Director - Education & Infrastructure	People	£72,720 - £89,082
Assistant Director - Business Change	People	£72,720 - £89,082
Assistant Director - Pathways & Participation	People	£72,720 - £89,082
Assistant Director - Service Integration	Place	£72,720 - £89,082
Assistant Director - Waste Management	Place	£72,720 - £89,082

\* There are three positions that carry out this role

## Annex 3

### Birmingham City Council – NJC Pay Spine

The Birmingham City Council pay spine is based on nationally negotiated rates through the National Joint Council. These rates are effective from April 2017.

BCC Grade	Spinal Column Point	FTE Salary
GR1	006*	15014
	007*	15115
	008*	15246
	009*	15375
	10*	15613
GR2	11*	15807
	12	16144
	13	16512
	14	16781
	15	17072
	16	17419
	17	17772
	18	18070
GR3	19	18746
	20	19430
	21	20138
	22	20661
	23	21268
	24	21962
	25	22658
	26	23398
	27	24174
	28	24964
GR4	29	25951
	30	26822
	31	27668
	32	28485
	33	29323
	34	30153
	35	30785
	36	31601
	37	32486

BCC Grade	Spinal Column Point	FTE Salary
GR5	38	33437
	39	34538
	40	35444
	41	36379
	42	37306
	43	38237
	44	39177
	45	40057
GR6	46	41025
	47	41967
	48	42899
	49	43821
	50	45234
	51	46658
	52	48079
	53	49513
GR7	54	50929
	55	52455
	56	53974
	57	55513
	58	57310
	59	59178
	60	61111
	61	63110
	62	65185
	63	67328
	64	70053

\* Indicates the payment of a living wage enhancement that would equate to an FTE salary of £16,082 with effect from 01 April 2017.