

Appendix 1 – Current and Modelled 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

2% Increase			
Pay scale	Lower point	Median point	Higher point
AD1	£77,000	£81,500	£89,500
AD2	£81,500	£90,000	£94,500
AD3	£86,500	£97,000	£100,000
AD4	£92,500	£101,000	£104,500
AD5	£94,500	£104,500	£108,500
DIR1	£98,000	£109,000	£111,500
DIR2	£104,500	£115,000	£120,500
DIR3	£117,000	£130,500	£133,500
DIR4	£125,500	£139,500	£147,000
DIR5	£134,500	£147,500	£157,000

3.5% Increase			
Pay scale	Lower point	Median point	Higher point
AD1	£78,000	£83,000	£90,500
AD2	£83,000	£91,000	£95,500
AD3	£88,000	£98,500	£101,500
AD4	£93,500	£102,500	£106,000
AD5	£95,500	£106,000	£110,000
DIR1	£99,500	£110,500	£113,500
DIR2	£106,000	£116,500	£122,000
DIR3	£118,500	£132,500	£135,500
DIR4	£127,500	£142,000	£149,000
DIR5	£136,500	£149,500	£159,500

4% Increase			
Pay scale	Lower point	Median point	Higher point
AD1	£78,500	£83,000	£91,000
AD2	£83,000	£91,500	£96,000
AD3	£88,500	£99,000	£102,000
AD4	£94,000	£103,000	£106,500
AD5	£96,000	£106,500	£111,000
DIR1	£100,000	£111,500	£114,000
DIR2	£106,500	£117,000	£122,500
DIR3	£119,000	£133,000	£136,000
DIR4	£128,000	£142,500	£150,000
DIR5	£137,500	£150,500	£160,000

Pay scale abbreviations are:

- AD – assistant director
- DIR – director