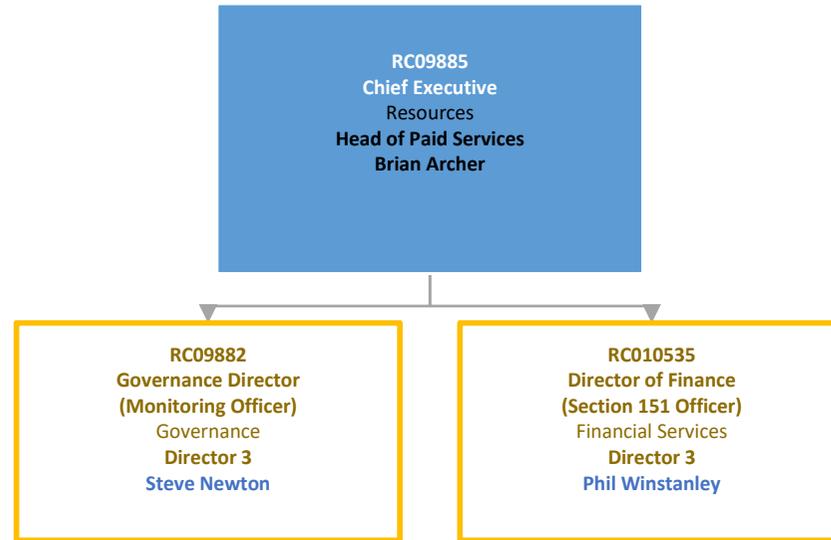


Pay Grades & Salaries 2025-26

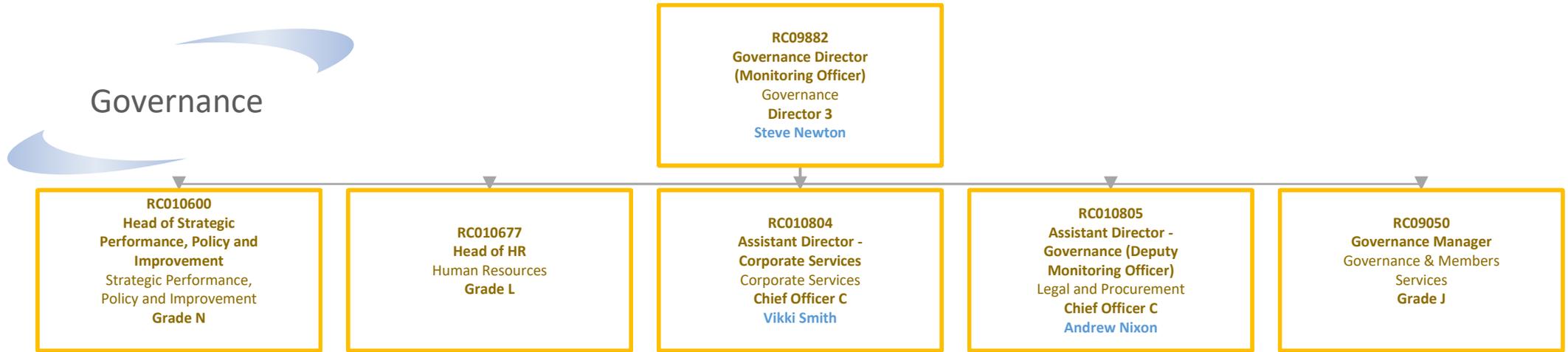
T&C's	Grade	Salary From	Salary To
JNC	Head of Paid Services	£ 171,760.92	£ 171,760.92
	Director 1	£ 143,562.55	£ 143,562.55
	Director 3	£ 123,463.32	£ 123,463.32
	Chief Officer B	£ 95,628.22	£ 95,628.22
	Chief Officer C	£ 86,276.23	£ 86,276.23
NJC	Grade N	£ 80,108.00	£ 83,275.00
	Grade L	£ 66,109.00	£ 68,699.00
	Grade K	£ 60,079.00	£ 62,414.00
	Grade J+	£ 56,737.00	£ 58,945.00
	Grade J	£ 54,495.00	£ 56,737.00
	Grade I+	£ 51,356.00	£ 53,460.00
	Grade I	£ 49,282.00	£ 51,356.00

# Resources



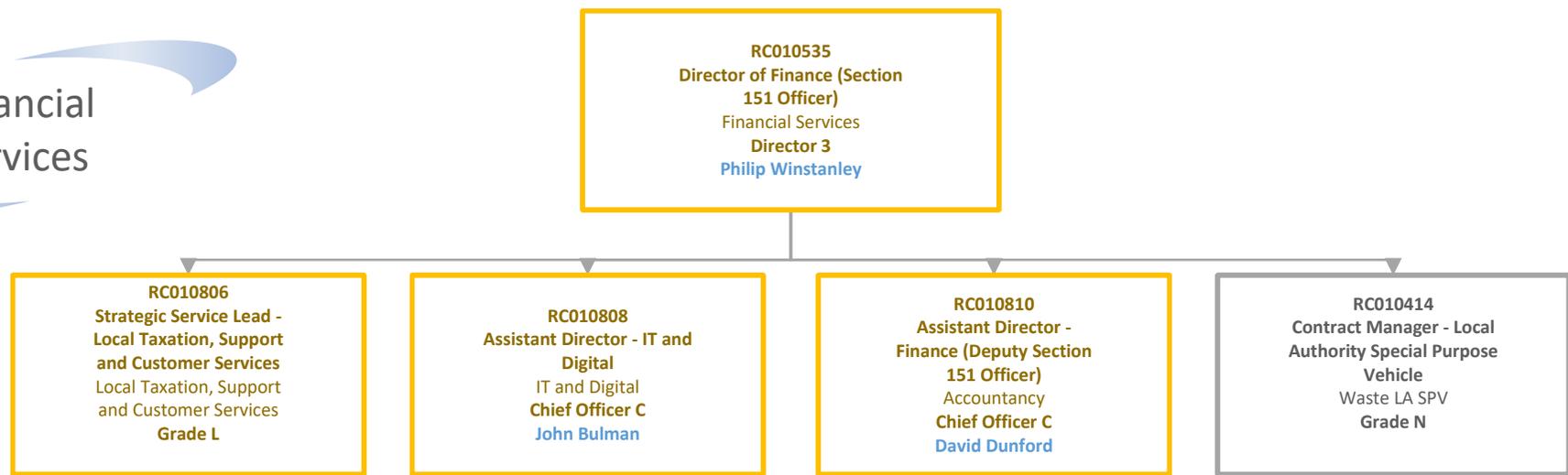
Pay Grades & Salaries 2025-26			
T&C's	Grade	Salary From	Salary To
JNC	Head of Paid Services	£ 171,760.92	£ 171,760.92
	Director 1	£ 143,562.55	£ 143,562.55
	Director 3	£ 123,463.32	£ 123,463.32
	Chief Officer B	£ 95,628.22	£ 95,628.22
	Chief Officer C	£ 86,276.23	£ 86,276.23
NJC	Grade N	£ 80,108.00	£ 83,275.00
	Grade L	£ 66,109.00	£ 68,699.00
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	Grade J+	£ 56,737.00	£ 58,945.00
	Grade J	£ 54,495.00	£ 56,737.00
	Grade I+	£ 51,356.00	£ 53,460.00
	Grade I	£ 49,282.00	£ 51,356.00

# Governance



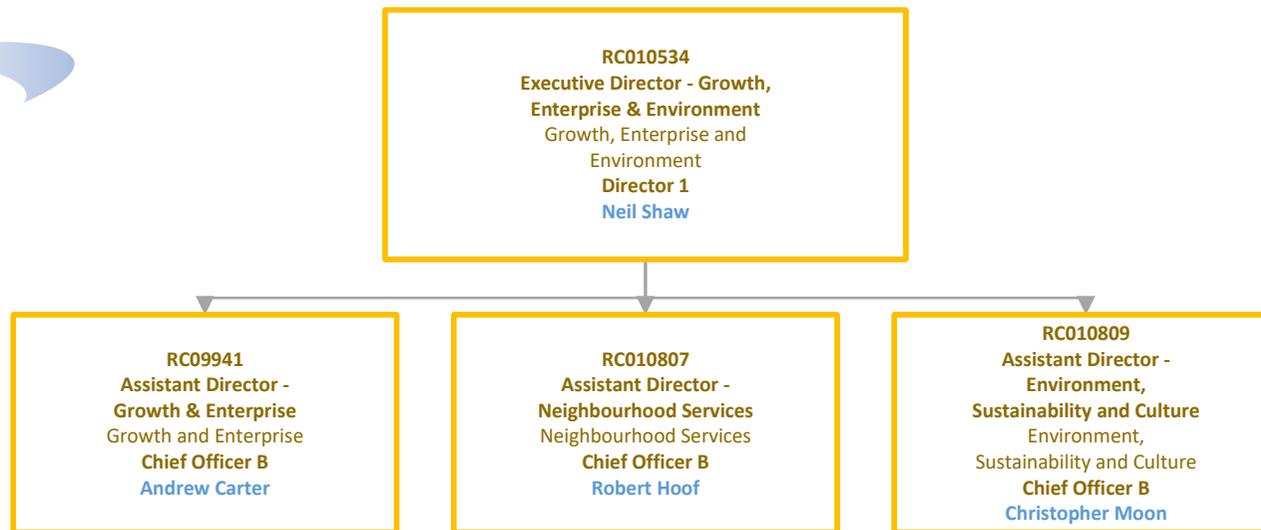
Pay Grades & Salaries 2025-26			
T&C's	Grade	Salary From	Salary To
JNC	Head of Paid Services	£ 171,760.92	£ 171,760.92
	Director 1	£ 143,562.55	£ 143,562.55
	Director 3	£ 123,463.32	£ 123,463.32
	Chief Officer B	£ 95,628.22	£ 95,628.22
	Chief Officer C	£ 86,276.23	£ 86,276.23
NJC	Grade N	£ 80,108.00	£ 83,275.00
	Grade L	£ 66,109.00	£ 68,699.00
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	Grade J+	£ 56,737.00	£ 58,945.00
	Grade J	£ 54,495.00	£ 56,737.00
	Grade I+	£ 51,356.00	£ 53,460.00
	Grade I	£ 49,282.00	£ 51,356.00

# Financial Services



Pay Grades & Salaries 2025-26			
T&C's	Grade	Salary From	Salary To
JNC	Head of Paid Services	£ 171,760.92	£ 171,760.92
	Director 1	£ 143,562.55	£ 143,562.55
	Director 3	£ 123,463.32	£ 123,463.32
	Chief Officer B	£ 95,628.22	£ 95,628.22
	Chief Officer C	£ 86,276.23	£ 86,276.23
NJC	Grade N	£ 80,108.00	£ 83,275.00
	Grade L	£ 66,109.00	£ 68,699.00
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	Grade J+	£ 56,737.00	£ 58,945.00
	Grade J	£ 54,495.00	£ 56,737.00
	Grade I+	£ 51,356.00	£ 53,460.00
	Grade I	£ 49,282.00	£ 51,356.00

# Growth, Enterprise and Environment



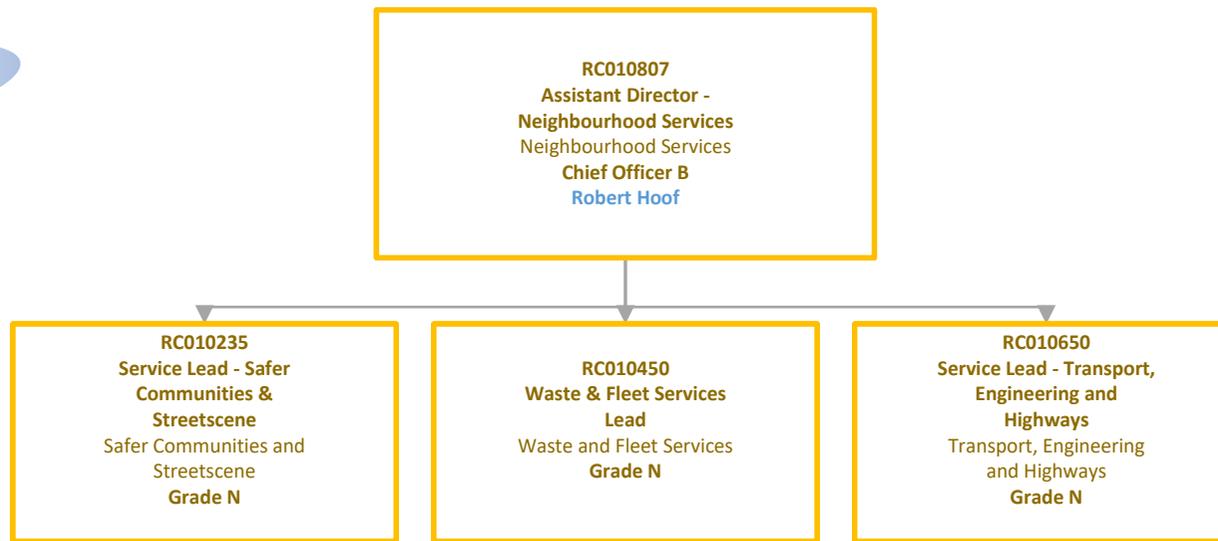
Pay Grades & Salaries 2025-26			
T&C's	Grade	Salary From	Salary To
JNC	Head of Paid Services	£ 171,760.92	£ 171,760.92
	Director 1	£ 143,562.55	£ 143,562.55
	Director 3	£ 123,463.32	£ 123,463.32
	Chief Officer B	£ 95,628.22	£ 95,628.22
	Chief Officer C	£ 86,276.23	£ 86,276.23
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	Grade J	£ 54,495.00	£ 56,737.00
	Grade I+	£ 51,356.00	£ 53,460.00
	Grade I	£ 49,282.00	£ 51,356.00

# Growth and Enterprise



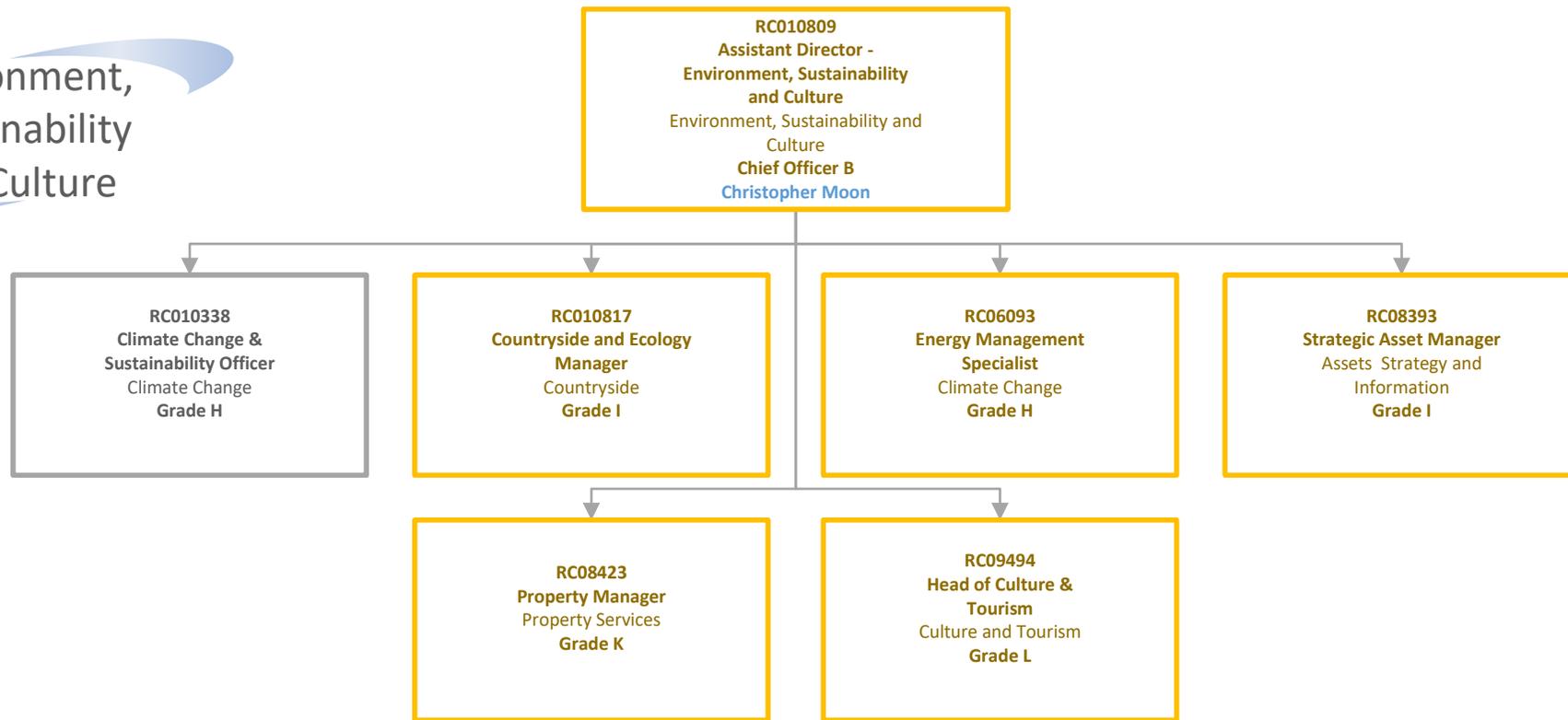
Pay Grades & Salaries 2025-26			
T&C's	Grade	Salary From	Salary To
JNC	Head of Paid Services	£ 171,760.92	£ 171,760.92
	Director 1	£ 143,562.55	£ 143,562.55
	Director 3	£ 123,463.32	£ 123,463.32
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	Grade J+	£ 56,737.00	£ 58,945.00
	Grade J	£ 54,495.00	£ 56,737.00
	Grade I+	£ 51,356.00	£ 53,460.00
	Grade I	£ 49,282.00	£ 51,356.00

# Neighbourhood Services



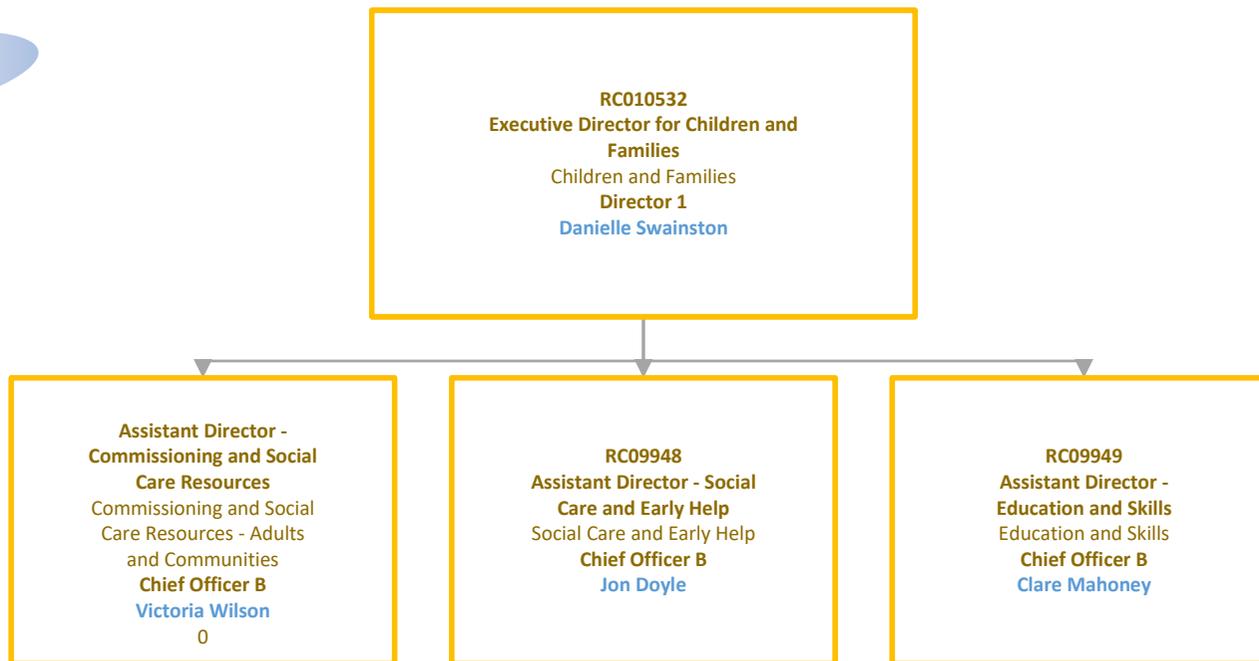
Pay Grades & Salaries 2025-26			
T&C's	Grade	Salary From	Salary To
JNC	Head of Paid Services	£ 171,760.92	£ 171,760.92
	Director 1	£ 143,562.55	£ 143,562.55
	Director 3	£ 123,463.32	£ 123,463.32
	Chief Officer B	£ 95,628.22	£ 95,628.22
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	Grade J	£ 54,495.00	£ 56,737.00
	Grade I+	£ 51,356.00	£ 53,460.00
	Grade I	£ 49,282.00	£ 51,356.00

# Environment, Sustainability and Culture



Pay Grades & Salaries 2025-26			
T&C's	Grade	Salary From	Salary To
JNC	Head of Paid Services	£ 171,760.92	£ 171,760.92
	Director 1	£ 143,562.55	£ 143,562.55
	Director 3	£ 123,463.32	£ 123,463.32
	Chief Officer B	£ 95,628.22	£ 95,628.22
	Chief Officer C	£ 86,276.23	£ 86,276.23
NJC	Grade N	£ 80,108.00	£ 83,275.00
	Grade L	£ 66,109.00	£ 68,699.00
	Grade K	£ 60,079.00	£ 62,414.00
	Grade J+	£ 56,737.00	£ 58,945.00
	Grade J	£ 54,495.00	£ 56,737.00
	Grade I+	£ 51,356.00	£ 53,460.00
	Grade I	£ 49,282.00	£ 51,356.00

# Children and Families



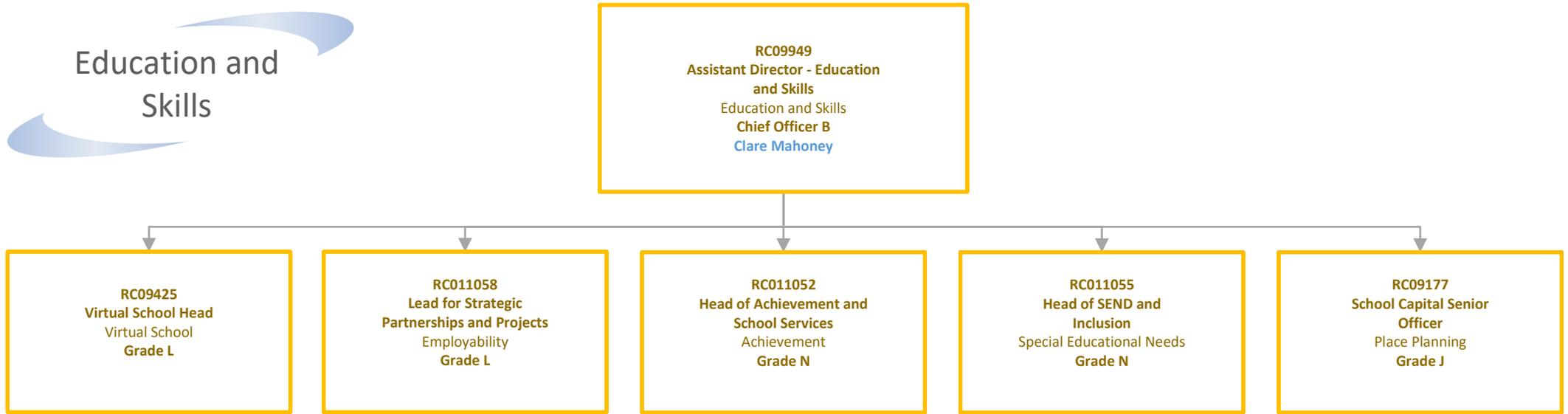
Pay Grades & Salaries 2025-26			
T&C's	Grade	Salary From	Salary To
JNC	Head of Paid Services	£ 171,760.92	£ 171,760.92
	Director 1	£ 143,562.55	£ 143,562.55
	Director 3	£ 123,463.32	£ 123,463.32
	Chief Officer B	£ 95,628.22	£ 95,628.22
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	Grade J+	£ 56,737.00	£ 58,945.00
	Grade J	£ 54,495.00	£ 56,737.00
	Grade I+	£ 51,356.00	£ 53,460.00
	Grade I	£ 49,282.00	£ 51,356.00

# Social Care and Early Help



Pay Grades & Salaries 2025-26			
T&C's	Grade	Salary From	Salary To
JNC	Head of Paid Services	£ 171,760.92	£ 171,760.92
	Director 1	£ 143,562.55	£ 143,562.55
	Director 3	£ 123,463.32	£ 123,463.32
	Chief Officer B	£ 95,628.22	£ 95,628.22
	Chief Officer C	£ 86,276.23	£ 86,276.23
NJC	Grade N	£ 80,108.00	£ 83,275.00
	Grade L	£ 66,109.00	£ 68,699.00
	Grade K	£ 60,079.00	£ 62,414.00
	Grade J+	£ 56,737.00	£ 58,945.00
	Grade J	£ 54,495.00	£ 56,737.00
	Grade I+	£ 51,356.00	£ 53,460.00
	Grade I	£ 49,282.00	£ 51,356.00

# Education and Skills



Pay Grades & Salaries 2025-26			
T&C's	Grade	Salary From	Salary To
JNC	Head of Paid Services	£ 171,760.92	£ 171,760.92
	Director 1	£ 143,562.55	£ 143,562.55
	Director 3	£ 123,463.32	£ 123,463.32
	Chief Officer B	£ 95,628.22	£ 95,628.22
	Chief Officer C	£ 86,276.23	£ 86,276.23
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	Grade L	£ 66,109.00	£ 68,699.00
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	Grade J+	£ 56,737.00	£ 58,945.00
	Grade J	£ 54,495.00	£ 56,737.00
	Grade I+	£ 51,356.00	£ 53,460.00
	Grade I	£ 49,282.00	£ 51,356.00

Commissioning  
and Social Care  
Resources -  
Children and  
Families



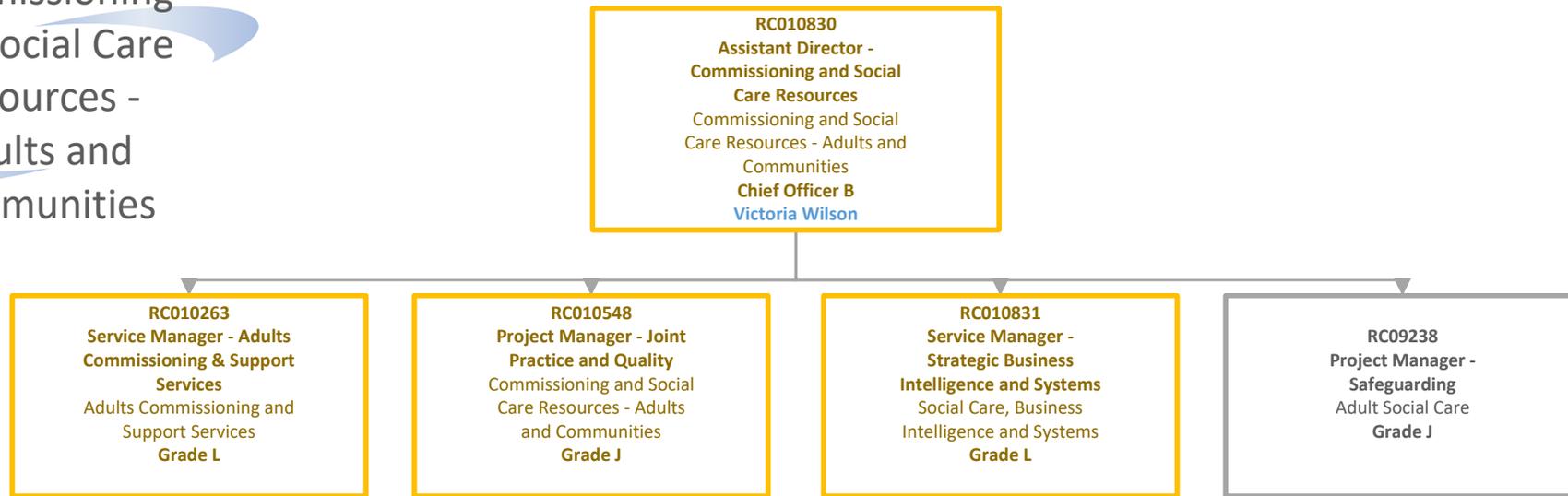
Pay Grades & Salaries 2025-26			
T&C's	Grade	Salary From	Salary To
JNC	Head of Paid Services	£ 171,760.92	£ 171,760.92
	Director 1	£ 143,562.55	£ 143,562.55
	Director 3	£ 123,463.32	£ 123,463.32
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	Grade J+	£ 56,737.00	£ 58,945.00
	Grade J	£ 54,495.00	£ 56,737.00
	Grade I+	£ 51,356.00	£ 53,460.00
	Grade I	£ 49,282.00	£ 51,356.00

# Adults and Communities



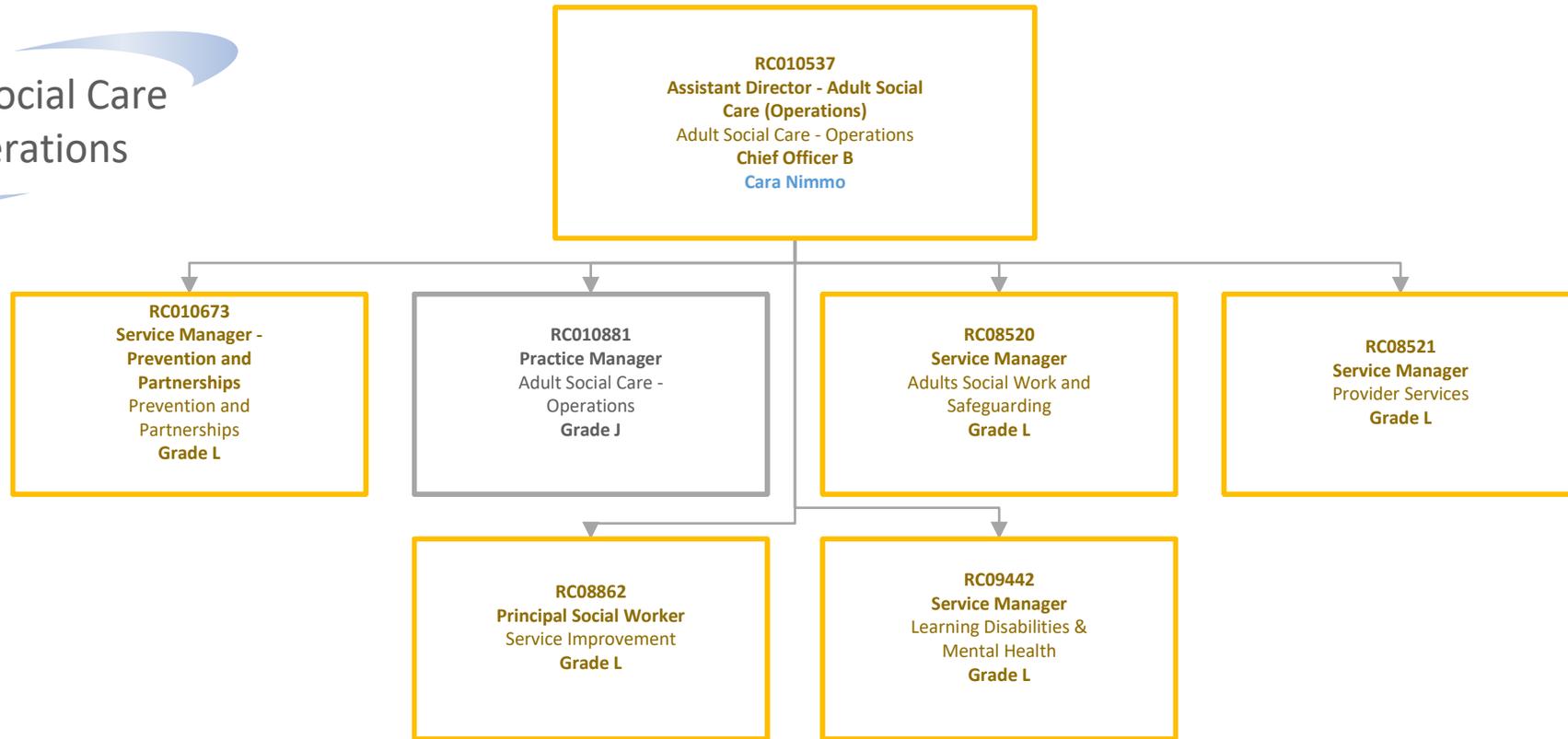
Pay Grades & Salaries 2025-26			
T&C's	Grade	Salary From	Salary To
JNC	Head of Paid Services	£ 171,760.92	£ 171,760.92
	Director 1	£ 143,562.55	£ 143,562.55
	Director 3	£ 123,463.32	£ 123,463.32
	Chief Officer B	£ 95,628.22	£ 95,628.22
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	Grade I	£ 49,282.00	£ 51,356.00

# Commissioning and Social Care Resources - Adults and Communities



Pay Grades & Salaries 2025-26			
T&C's	Grade	Salary From	Salary To
JNC	Head of Paid Services	£ 171,760.92	£ 171,760.92
	Director 1	£ 143,562.55	£ 143,562.55
	Director 3	£ 123,463.32	£ 123,463.32
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	Chief Officer C	£ 86,276.23	£ 86,276.23
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	Grade I+	£ 51,356.00	£ 53,460.00
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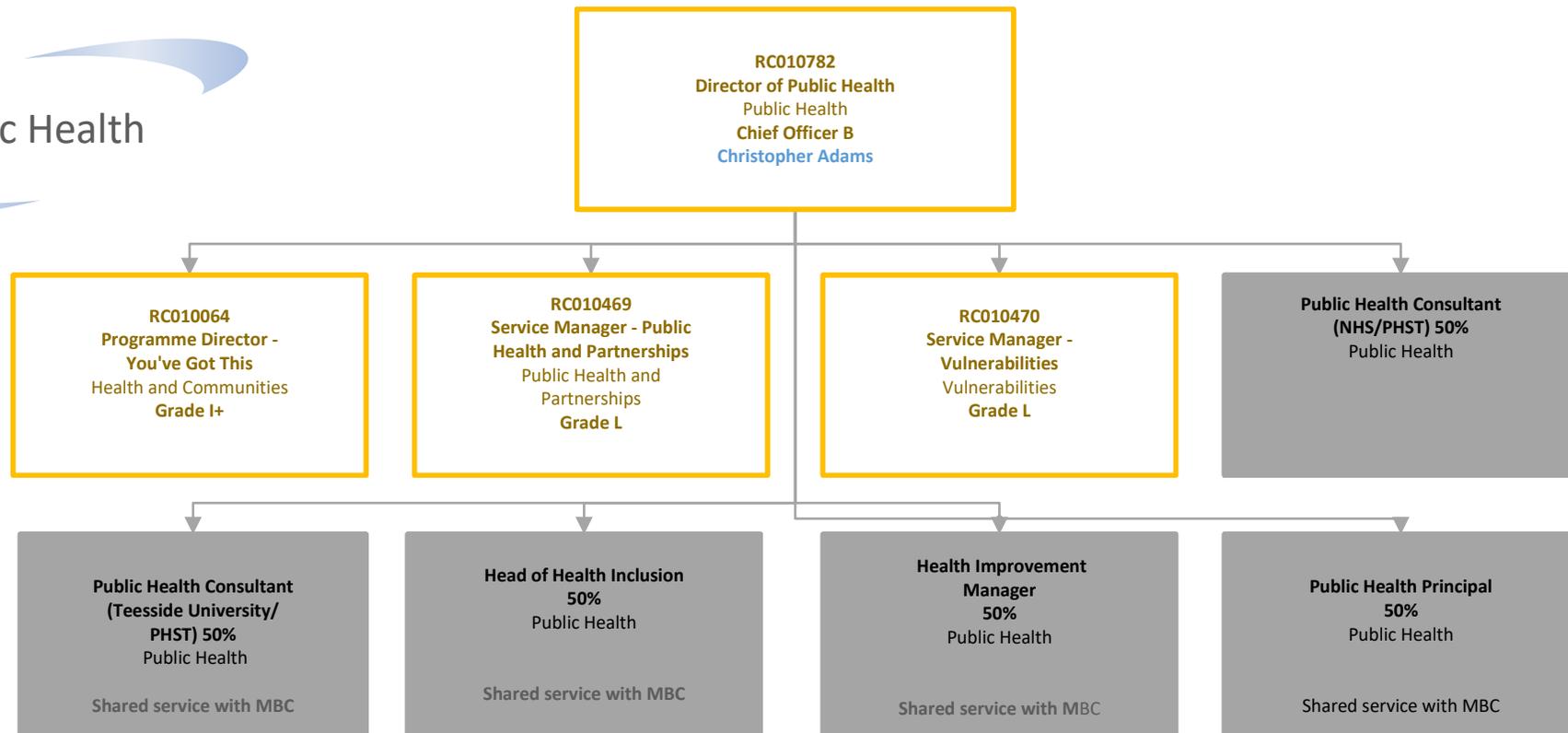
# Adult Social Care - Operations



**Pay Grades & Salaries 2025-26**

T&C's	Grade	Salary From	Salary To
JNC	Head of Paid Services	£ 171,760.92	£ 171,760.92
	Director 1	£ 143,562.55	£ 143,562.55
	Director 3	£ 123,463.32	£ 123,463.32
	Chief Officer B	£ 95,628.22	£ 95,628.22
	Chief Officer C	£ 86,276.23	£ 86,276.23
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	Grade J	£ 54,495.00	£ 56,737.00
	Grade I+	£ 51,356.00	£ 53,460.00
	Grade I	£ 49,282.00	£ 51,356.00

# Public Health



Pay Grades & Salaries 2025-26			
T&C's	Grade	Salary From	Salary To
JNC	Head of Paid Services	£ 171,760.92	£ 171,760.92
	Director 1	£ 143,562.55	£ 143,562.55
	Director 3	£ 123,463.32	£ 123,463.32
	Chief Officer B	£ 95,628.22	£ 95,628.22
	Chief Officer C	£ 86,276.23	£ 86,276.23
NJC	Grade N	£ 80,108.00	£ 83,275.00
	Grade L	£ 66,109.00	£ 68,699.00
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