

Pay Policy for the period 1 April 2024 to 31 March 2025

1. Scope

This policy is a statutory requirement as outlined in Sections 38 - 43 of the Localism Act 2011. The Act requires that the Authority produce a policy statement that covers a number of matters concerning the pay of the Authority's staff, principally Chief Officers.

This policy statement meets the requirements of the Localism Act in this regard and also meets the requirements of guidance issued by the Secretary of State for Levelling Up, Housing and Communities to which the Authority is required to have regard under Section 40 of the Act.

This policy also has some connection with the data on pay and rewards for staff which the Authority publishes under the Code of Recommended Practice for Local Authorities on Data Transparency and the data which is published under The Accounts and Audit (England) Regulations (2011). It should be noted that the requirements to publish data under the Secretary of State guidance, the Code of Practice and the Regulations do differ, the data requirements of the Code of Practice and the Accounts and Audit Regulations are summarised at Annex A to this policy statement.

Pay Policy Statements are prepared to coincide with the budget setting process and approved before the end of the 31 March immediately preceding the financial year to which it relates. The provisions allow an authority to amend its pay policy statement after the beginning of the financial year to which it relates.

This policy statement does not cover or include school staff and is not required to do so.

It is not intended to form part of the contract of employment of any individual employee.

This policy statement covers the following posts:

- a) Chief Executive – Head of the Paid Service (HoPS) and Statutory Chief Officer (SCO)
- b) Directors
 - Director of Children, Young People and Family Services (SCO)
 - Director of Finance, ICT and Transformation (SCO)
 - Director of Public Health (SCO)
 - Director of Regeneration

Pay Policy for the period 1 April 2024 to 31 March 2025

Director of Legal Services and Partnerships (SCO)

- c) Statutory Chief Officers - In addition to the above:

Director of Adult Social Care

- d) Non-statutory Chief Officers (Assistant Directors)

Assistant Director Finance and Transformation
Assistant Director Neighbourhoods and Housing
Assistant Director Safeguarding
Assistant Director City Safe
Assistant Director Economic Development and Regeneration
Assistant Director Property and Assets
Assistant Director Organisation Development and Human Resources
Assistant Director Streetscene
Assistant Director Major Projects, Culture and Place
Assistant Director Learning and Skills
Assistant Director Digital and ICT
Assistant Director Public Health
Assistant Director Legal and Governance

- e) Deputy Chief Officers (Heads of Service)

The Act does not require us to list deputy chief officers, however, guidance states that we should publish the numbers of staff earning over £50,000 per annum. The base salary for a deputy chief officer from 1st April 2023 is £70,228.

2. Aims

The aims of this policy are to:

- Provide transparency of pay issues with particular regard to those of Senior Officers;
- Ensure that pay policy is applied fairly and reasonably within the means of the Council to pay; and
- Ensure that we are compliant with legislation.

Pay Policy for the period 1 April 2024 to 31 March 2025

3. Roles and Responsibilities

3.1 Head of the Paid Service

To review the pay policy annually, make recommendations as to its application and ensure that it is implemented fairly.

3.2 Council

To authorise the annual pay policy.

4. The Pay Policy

4.1 Policy on Remunerating Chief Officers

The Authority's policy on remunerating Chief Officers is set out on the schedule that is attached to this policy statement at Annex B. It is the policy of this Authority to establish a remuneration package for each Chief Officer post that is sufficient to attract and retain staff with the appropriate skills, knowledge, experience, abilities and qualities that are consistent with the Authority's requirements of the post in question at the relevant time.

Other aspects of Chief Officer remuneration are appropriate to be covered by this policy statement, they are defined as recruitment, pay increases, additions to pay, performance related pay, earn back, bonuses, termination payments, transparency and re-employment when in receipt of an LGPS pension or a redundancy/severance payment. These matters are addressed in the schedule that is attached to this policy statement at Annex C.

4.2 Policy on remunerating the lowest paid in the workforce

The Authority applies Terms and Conditions of employment that have been negotiated and agreed through appropriate collective bargaining mechanisms (national or local) or as a consequence of Authority decisions, these are then incorporated into contracts of employment. The lowest pay point in this Authority is Grade 2, Spinal Column Point (SCP) 2 this relates to an annual salary of £22,366 and can be expressed as an hourly rate of pay of £11.59 (subject to pay award 2024-2025). This point and salary has been determined by the National Agreement and is applied by the Authority as part of a pay scale for employees employed on Local Government Services Terms and Conditions from 1st April 2023. The pay rate is increased annually in accordance with any pay settlements which are reached through the National Joint Council for Local Government Services.

The figures above do not include payments to apprentices who are paid in accordance with the National Minimum Wage. New rates of the National

Pay Policy for the period 1 April 2024 to 31 March 2025

Living Wage (NLW) and National Minimum Wage (NMW) came into force on 1 April 2024, based on recommendations made by the Low Pay Commission (LPC) in October 2021. The rate for Apprentices is now £6.40 per hour.

The minimum wage rates from 1st April 2024 are as follows:

- For workers aged 21 or over £11.44 per hour
- For workers aged 18 to 20 years £8.60 per hour
- For workers aged 16 to 17 years £6.40 per hour

4.3 Policy on the relationship between Chief Officer remuneration and that of other staff

The highest paid salary in this Authority for 2024-25 is currently £173,832 which is paid to The Chief Executive. The median salary in this Authority (not including Schools or apprentices) is £27,863. The ratio between the two salaries, the 'pay multiple' is 6.24 to 1.

This Authority does not have a policy on maintaining or reaching a specific 'pay multiple', however the Authority is conscious of the need to ensure that the salary of the highest paid employee is not excessive and is consistent with the needs of the Authority as expressed in this policy statement.

The ratio between Grade 2, SCP 2 staff and the Chief Executive is 7.77 to 1. The ratio between the lowest paid apprentice and the highest paid officer is 14.08 to 1. This is a significantly improved position on last year's figure of 17.89 to 1. The main reason is the minimum wage paid to an apprentice has increased by 9.8 per cent.

The Authority's approach to the payment of other staff is to pay that which the Authority needs to pay to recruit and retain staff with the skills, knowledge, experience, abilities and qualities needed for the post in question at the relevant time, and to ensure that the Authority meets any contractual requirements for staff, including the application of any local or national collective agreements, or Authority decisions regarding pay.

4.4 Approval of Salary and Severance Packages in excess of £100k

The Authority will ensure that, at the latest before an offer of appointment is made, any salary package for any post (not including schools) that is in excess of £100k will be considered by Full Council. The salary package will be defined as base salary, any bonuses, fees, routinely payable, allowances

Pay Policy for the period 1 April 2024 to 31 March 2025

and benefits in kind that are due under the contract. The Authority will ensure that any severance package in excess of £100k will be considered by Full Council.

4.5 Flexibility to address recruitment issues for vacant posts

In the vast majority of circumstances, the provisions of this policy will enable the Authority to ensure that it can recruit effectively to any vacant post. There may be exceptional circumstances when there are recruitment difficulties for a particular post and where there is evidence that an element or elements of the remuneration package are not sufficient to secure an effective appointment. This policy statement recognises that this situation may arise in exceptional circumstances and, therefore, a departure from this policy can be implemented without having to seek Full Council approval for a change of the policy statement. Such a departure from this policy will be expressly justified in each case and will be approved through an appropriate Authority decision making route.

5. Total number of staff earning over £50,000 per annum

We currently have a total of 333 staff including the officers above who have a basic salary of over £50,000 per annum, including pro-rata part-time staff, and a small number who are hosted for the LEP and Coroner's office. A list of job titles in this category is shown at Annex E.

6. Amendments to the policy

This policy statement will be reviewed each year and will be presented to Full Council each year for consideration to ensure that a policy is in place for the Authority prior to the start of each financial year.

This policy was considered and approved by the full Council at the Council meeting which took place on 18 January 2024.

The following policy documents apply to these posts and can be requested from Human Resources – the Guildhall, Alfred Gelder Street, Hull HU1 2AA

- Expenses Travel and Subsistence:
- Redundancy:
- Voluntary Early Termination:

Pay Policy for the period 1 April 2024 to 31 March 2025

Pay Policy Statement – Annex A

The Accounts and Audit Regulations 2015 require that the following data is included in the authority's accounts:

- Numbers of employees with a salary above £50,000 per annum (pro-rata for part-time staff) in multiples of £5,000
- Job title, remuneration and employer pension contributions for Senior Officers. Senior Officers are defined as Head of Paid Service, Statutory Chief Officers and Non-Statutory Chief Officers by reference to Section 2 of the 1989 Local Government & Housing Act: and
- Names of employees paid over £150k per annum.

For the above, remuneration is to include:

- Salary, fees, or allowances for the current and previous year
- Bonuses paid or receivable for the current and previous year
- Expenses paid in the previous year
- Compensation for loss of employment paid to or receivable, or payments made in connection with loss of employment; and
- Total estimated value of non-cash benefits that are emoluments of the person.

For the above pension contributions to include:

- The amount driven by the Authority's set employer contribution rate; and
- Employer costs incurred relating to any increased membership or award of additional pension.

The Secretary of State's Code of Recommended Practice for Local Authorities on Data Transparency indicates that local authorities should also publish the following data concerning staff:

A link on the website to the information outlined above together with a list of responsibilities e.g., services and functions, budget held and number of staff details of any bonus and benefits in kind for all employee's whose salary exceeds £50,000.

Pay Policy for the period 1 April 2024 to 31 March 2025

Pay Policy Statement – Annex B

The Pay Policy relating to the year 2024 to 2025 for each Officer is as follows:
The rates of pay are determined by reference to the National agreement.

Post	Chief Executive (Head of Paid Service)
Base Salary	£173,832 per annum
Expenses	Travel and other expenses are reimbursed through normal authority procedures. The post holder has a contractual right to a lease vehicle or alternative travel to work arrangements.
Bonus	The terms of the contract of employment do not provide for the payment of bonuses.
Performance related payments	The terms of the contract of employment do not provide for PRP. The terms of the contract of employment do not provide for an element of base salary to be held back related to performance.
Honoraria	Honoraria payments for any increased duties and responsibilities do not apply.
Ex-gratia Payments	There are no plans for the post holder to receive any ex-gratia payments.
Election Fees	The current post holder is paid returning officer fees for elections.
Joint authority Duties	There are no payments related to joint authority duties.
Severance payments	The authority’s normal policies regarding redundancy and early retirement apply to the post holder.

Post	Director of Children, Young People and Family Services Director of Public Health Director of Finance ICT and Transformation Director of Regeneration Director, Legal Services and Partnerships
Base Salary	£132,431 per annum
Expenses	Travel and other expenses are reimbursed through normal authority procedures.
Bonus	The terms of the contract of employment do not provide for the payment of bonuses.
Performance related payments	The terms of the contract of employment do not provide for PRP. The terms of the contract of employment do not provide for an element of base salary to be held back related to performance.
Honoraria	Honoraria payments for any increased duties and responsibilities do not apply.
Ex-gratia Payments	There are no plans for the post holder to receive any ex-gratia payments.
Election Fees	Election duty fees are paid to the post holder when due in accordance with the Yorkshire and Humber election fees schedule. No fees are paid from the Council budget in relation to

Pay Policy for the period 1 April 2024 to 31 March 2025

	the Local Election.
Joint authority Duties	There are no payments related to joint authority duties.
Severance payments	The authority’s normal policies regarding redundancy and early retirement apply to the post holder.

Post	<p>Director Adult Social Care Assistant Director Finance and Transformation Assistant Director Neighbourhoods and Housing Assistant Director Safeguarding Assistant Director City Safe Assistant Director Economic Development and Regeneration Assistant Director Property and Assets Assistant Director Organisation Development and Human Resources Assistant Director Streetscene Assistant Director Major Projects, Culture and Place Assistant Director Learning and Skills Assistant Director Digital and ICT Assistant Director Public Health Assistant Director Legal and Governance</p>
Base Salary	£105,759 per annum
Expenses	Travel and other expenses are reimbursed through normal authority procedures.
Bonus	The terms of the contract of employment do not provide for the payment of bonuses.
Performance related payments	The terms of the contract of employment do not provide for PRP. The terms of the contract of employment do not provide for an element of base salary to held back related to performance.
Honoraria	Honoraria payments for any increased duties and responsibilities, where applicable, are paid at the appropriate percentage of the role being covered.
Ex-gratia Payments	There are no plans for the post holder to receive any ex-gratia payments.
Election Fees	Election duty fees are paid to the post holder when due in accordance with the Yorkshire and Humber election fees schedule. No fees are paid from the Council budget in relation to the Local Election.
Joint authority Duties	There are no payments related to joint authority duties.
Severance payments	The authority’s normal policies regarding redundancy and early retirement apply to the post holder.

Pay Policy for the period 1 April 2024 to 31 March 2025

Post	Area Coroner
Base Salary	£111,002 per annum
Expenses	Travel and other expenses are reimbursed through normal authority procedures.
Bonus	The terms of the contract of employment do not provide for the payment of bonuses.
Performance related payments	The terms of the contract of employment do not provide for PRP. The terms of the contract of employment do not provide for an element of base salary to held back related to performance.
Honoraria	Honoraria payments for any increased duties and responsibilities do not apply.
Ex-gratia Payments	There are no plans for the post holder to receive any ex-gratia payments.
Joint authority Duties	There are no payments related to joint authority duties.
Severance payments	The authority's normal policies regarding redundancy and early retirement apply to the post holder.

Pay Policy for the period 1 April 2024 to 31 March 2025

Pay Policy Statement – Annex C

Aspect of Chief Officer Remuneration	Authority Policy
Recruitment	The post will be advertised and appointed to at the appropriate approved salary for the post level unless there is good evidence that a successful appointment of a person with the required skills, knowledge, experience, abilities, and qualities cannot be made without varying the remuneration package. In such circumstances a variation to the remuneration package is appropriate under the authority's policy and any variation will be approved through the appropriate authority decision making process.
Pay Increases	The authority will apply any pay increases that are agreed by relevant national negotiating bodies and/or any pay increases that are agreed through local negotiations. The authority will also apply any pay increases that are as a result of authority decisions to significantly increase the duties and responsibilities of the post in question beyond the normal flexing of duties and responsibilities that are expected in senior posts in accordance with the job re-grading policy.
Additions To Pay	The authority would not make additional payments beyond those specified in the contract of employment or in accordance with collective agreements, policies, and procedures.
Performance Related Pay	The authority does not operate a blanket performance related pay policy. Performance management arrangements are in place to ensure high performance from senior officers. Any areas of under-performance are addressed by using the relevant policy.
Earn-Back (Withholding an element of base pay related to performance)	The authority does not operate an earn-back pay system. Performance management arrangements are in place to ensure high performance from its senior officers. Any areas of under-performance are addressed using the relevant policy
Bonuses	The authority does not have a policy to pay bonus payments.
Termination Payments	The authority applies its normal early termination policy to senior officers and does not have separate provisions for Senior Officers. The authority also applies the

Pay Policy for the period 1 April 2024 to 31 March 2025

	<p>appropriate Pensions regulations when they apply. The authority has policies in place on how it will apply any discretionary powers it has under Pensions regulations. Any costs that are incurred by the authority regarding Senior Officers are published in the authority accounts as required under the Accounts and Audit Regulations 2015. The authority reserves the right to enter into compromise agreements with any staff where there are circumstances that may lead to legal action the costs of which may be avoided by entering such an agreement. Termination payments may be limited by legislation, where this is the case, the Council will comply with that legislation.</p>
<p>Transparency</p>	<p>The authority meets its requirements under the Localism Act, the Code of Practice on Data Transparency and the Accounts and Audit Regulations to ensure that it is open and transparent regarding senior officer remuneration. Senior Officers are named in the published organisation chart.</p>
<p>Re-employment of staff in receipt of an LGPS Pension or a redundancy/severance payment</p>	<p>The authority is under a statutory duty to appoint on merit and must ensure that it complies with all appropriate employment and equalities legislation. The authority will always seek to appoint the best available candidate to a post who has the skills, knowledge, experience, abilities, and qualities needed for the post. The authority will, therefore, consider all applications for candidates to try to ensure the best available candidate is appointed. If a candidate is a former employee in receipt of an LGPS pension or a redundancy payment this will not rule them out from being re-employed by the authority. Where a former employee left the authority on redundancy terms then the old post has been deleted and the individual cannot return to the post as it will not exist. The authority will apply the provisions of the Redundancy Payments Modification Order or any other legislation in force at the time regarding the recovery of redundancy payments if this is relevant. Pensions Regulations also have provisions to reduce pension payments in certain circumstances to those who return to work within the local government service. Where an employee has left the service under the early termination voluntary scheme then they are not eligible for re-employment in accordance with the period laid out in the policy.</p>

OFFICIAL

Pay Policy Statement Annex D – Nationally agreed pay rates 2023-2024

RATES OF PAY

Current Pay Spine	Annual Salary	Grade 7	
		20	30,296
		21	30,825
		22	31,364
Grade 2		23	32,076
2	22,366	24	33,024
3	22,737		
		Grade 8	
Grade 3		25	33,945
3	22,737	26	34,834
4	23,114	27	35,745
5	23,500	28	36,648
		Grade 9	
Grade 4		29	37,336
5	23,500	30	38,223
6	23,893	31	39,186
7	24,294	32	40,221
		Grade 10	
Grade 5		34	42,403
8	24,702	35	43,421
9	25,119	36	44,428
10	25,545	37	45,441
11	25,979		
12	26,421	Grade 11	
13	26,873	39	47,420
		40	48,474
Grade 6		41	49,498
14	27,334	42	50,512
15	27,803		
16	28,282	Grade 12	
17	28,770	44	52,050
18	29,269	45	52,845
19	29,777	46	53,633
		47	55,796
		Grade 13	61,329
		Grade 14	70,228
		Grade 15	80,455
		Grade 16	92,231
		Grade 17	105,759

OFFICIAL

Pay Policy for the period 1 April 2024 to 31 March 2025

Pay Policy Statement – Annex E - Staff with a salary in excess of £50k

(Includes part time staff who would earn over £50,000 if they worked full time).

Directorate/Position Name	Headcount	FTE
Chief Executive	1	1
CHIEF EXECUTIVE	1	1
Children's, Young People and Family Services	104	101.12
ADOPTION TEAM MANAGER	1	1
ASSISTANT DIRECTOR LEARNING & SKILLS PSA	1	1
ASSISTANT DIRECTOR SAFEGUARDING	1	1
CHILDRENS HOME MANAGER	7	7
CORPORATE DIRECTOR CHILDREN & FAMILY SERVICES	1	1
COURT CASE MANAGER	1	1
DEPUTY HEAD OF MUSIC SERVICE	1	1
DEPUTY VIRTUAL HEAD	1	0.7
EDUCATION GOVERNANCE & OPERATIONS MANAGER	1	1
EDUCATIONAL PSYCHOLOGIST	2	2
EMPLOYABILITY & SKILLS & PARTICIPATION LEAD	1	1
EXTERNAL SECONDMENT	1	1
FOSTERING TEAM MANAGER	2	2
GROUP MANAGER	10	10
HEAD OF ACCESS & INCLUSION	1	1
HEAD OF EDUCATION STANDARDS & PARTNERSHIPS (11-19)	1	1
HEAD OF MUSIC SERVICE	1	1
HEAD OF PERFORMANCE AND QUALITY	1	1
HEAD OF SEND SERVICES AND PARTNERSHIP	1	1
HEAD OF SERVICE	4	4
HEAD OF STANDARDS & PARTNERSHIPS 0-11	1	1
HEAD OF THE VIRTUAL SCHOOL	1	0.7
HULL SAFEGUARDING CHILDRENS PARTNERSHIP MANAGER	1	1
HULL YOUTH JUSTICE MANAGER	1	1
INDEPENDENT REVIEWING SERVICE MANAGER	2	2
INDEPENDENT FOSTERING REVIEW OFFICER	2	2
INDEPENDENT REVIEW OFFICER	14	13.11
INTEGRATED COMMISSIONING MANAGER	1	1
INTEGRATED COMPLAINTS MANAGER	1	1
INTEGRATED SERVICES MANAGER	3	3

Pay Policy for the period 1 April 2024 to 31 March 2025

IPASS MANAGER	1	1
LEAVING CARTE TEAM MANAGER	2	2
LOCAL AUTHORITY DESIGNATED OFFICER	2	1.61
PAUSE MANAGER	1	1
PRINCIPAL EDUCATIONAL PSYCHOLOGIST	1	1
PRINCIPAL MANAGER	2	2
PRINCIPAL SOCIAL WORKER	1	1
SEND STANDARDS EFFECTIVNESS OFFICER (CROSSPHASE)	1	1
SENIOR EDUCATIONAL PSYCHOLOGIST	2	2
SEO GOVERNORS	1	1
SERVICE MANAGER ADOPTION	1	1
SERVICE SUPPORT MANAGER	1	1
SIO ACCESS & INCLUSION EARLY YEARS	1	1
STRATEGIC LEAD (PIQ)	1	1
STRATEGIC LEAD FOR EARLY HELP AND PREVENTION	1	1
TEAM MANAGER	16	15
TRANSITION MANAGER	1	1
TYS MANAGER ADVOCACY, ACCESS & SUPPORT	1	1
Finance & Transformation	36	34.82
ASSISTANT DIRECTOR DIGITAL & ICT	1	1
ASSISTANT DIRECTOR OF FINANCE	1	1
BENEFTS MANAGER	1	1
BUSINESS PARTNER	5	4.86
CORPORATE IMPROVEMENT DELIVERY MANAGER	1	1
DIRECTOR OF FINANCE AND TRANSFORMATION	1	1
HEAD OF ACCOUNTANCY	1	1
HEAD OF AUDIT & FRAUD	1	1
HEAD OF BUSINESS FINANCE	1	1
HEAD OF ICT DIGITAL STRATEGY AND DEVELOPMENT	1	1
HEAD OF ICT OPERATIONS AND SUPPORT	1	1
HEAD OF REVENUES AND BENEFITS	1	1
HEAD OF TRANSFORMATION SUPPORT	1	1
INFRASTRUCTURE ARCHITECTURE MANAGER	1	1
NDR, DEBT AND PAYMENTS MANAGER	1	0.95
PAYMENT & BANKING BUSINESS CHANGE MANAGER	1	1
PAYROLL, CONTROL, PENSIONS & DEVELOPMENT MANAGER	1	1
PRINCIPAL AUDITOR	1	1
PRINCIPAL FINANCE OFFICER	6	5.01

Pay Policy for the period 1 April 2024 to 31 March 2025

PRINCIPAL TRANSFORMATION OFFICER	2	2
SERVICE DEVELOPMENT AND CHANGE MANAGER	1	1
SOLUTION ARCHITECTURE MANAGER	1	1
TEAM MANAGER – (BPEDT)	1	1
TEAM MANAGER – DIGITAL DEVELOPMENT AND OPERATIONS	1	1
TEAM MANAGER – END USER SERVICES	1	1
TEAM MANAGER – UNIFIED COMMUNICATIONS	1	1
Legal Services & Partnerships	61	60.13
AREA CORONER	1	0.95
ASSET PLANNING MANAGER	1	0.56
ASSISTANT DIRECTOR LEGAL SERVICES AND GOVERNANCE	1	1
ASSISTANT DIRECTOR NEIGHBOURHOODS & HOUSING	1	1
ASSISTANT DIRECTOR OD & HR	1	1
BEREAVEMENT SERVICES MANAGER	1	1
BUSINESS CHANGE MANAGER	1	1
BUSINESS INSIGHT AND QUALITY MANAGER	1	1
BUSINESS PARTNER/HR MANAGER	2	1.81
CAPITAL & REVENUE PROGRAMME MANAGER	1	1
COMMERCIAL TEAM LEADER	1	1
COMMUNITY MANAGER	2	2
COMMUNITY TEAM LEADER	1	1
CORONER	1	1
CUSTOMER OPERATIONS MANAGER	1	1
DIRECTOR OF LEGAL SERVICES AND PARTNERSHIPS	1	1
ENERGY EFFICIENCY AND REGENERATION MANAGER	1	1
HEAD OF CUSTOMER SERVICE	1	1
HEAD OF GOVERNANCE	1	1
HEAD OF LEARNING & DEVELOPMENT	1	1
HEAD OF LEGAL SERVICES	1	1
HEAD OF SERVICE (ACCESS AND WELLBEING)	1	1
HEAD OF SERVICE (AREA & NEIGHBOURHOOD MANAGEMENT)	1	1
HEAD OF SERVICE (BUSINESS DEVELOPMENT AND CHANGE)	1	1
HOS (ASSET MANAGEMENT, CONTRACTING AND COMPLIANCE)	1	1
HOS (STRATEGY, MARKET INTERVENTION AND GROWTH)	1	1
HOUSING ACCESS MANAGER	1	1
HR POLICY AND PROJECTS MANAGER	1	1
HR RESOURCES MANAGER	1	1
INFORMATION AND DATA PROTECTION MANAGER	1	1

Pay Policy for the period 1 April 2024 to 31 March 2025

INVESTMENT PROGRAMME MGR COMMERCIAL & ASSET MGT	1	1
LAWYER	8	8
LEARNING & DEVELOPMENT COMMISSIONING MANAGER	1	1
OPERATIONS MANAGER	1	1
PARTNERSHIP MGR REPAIRS,VOIDS&INTERNAL PLANNED WRK	1	1
PARTNERSHIPS AND DEVELOPMENT TEAM MANAGER	1	1
PRACTICE MANAGER	1	1
PRINCIPAL ENVIRONMENTAL HEALTH OFFICER	2	2
PRIVATE HOUSING MANAGER	1	1
PROCUREMENT MANAGER	1	1
PROGRAMME MANAGER	2	2
REGISTRATION & CORONERS MANAGER	1	1
RENEWALS PROGRAMME MANAGER	1	1
SENIOR PROJECT MANAGER	1	1
SOCIAL CARE TEAM LEADER	1	1
SPECIALIST AND COMPLIANCE MANAGER	1	1
SPECIALIST HOUSING AND SUPPORT MANAGER.	1	1
STRATEGIC HEALTH & SAFETY MANAGER	1	1
TEAM LEADER PROPERTY AND COMMERCIAL	1	1
WARM HOMES TEAM MANAGER	1	0.81
Public Health & Adult Services	55	54.22
ASSISTANT DIRECTOR CITYSAFE	1	1
ASSISTANT DIRECTOR PUBLIC HEALTH	1	1
CITY TRADING STANDARDS MANAGER	1	1
COMMISSIONING MANAGER	3	3
DIRECTOR OF PUBLIC HEALTH	1	1
DOMESTIC VIOLENCE CO-ORDINATOR	1	1
ENGAGEMENT MANAGER (HEALTH AND WELLBEING)	1	1
ENVIRONMENTAL REGULATION MANAGER	1	1
FOOD AND HEALTH AND SAFETY MANAGER	1	1
HEAD OF SERVICE COMMISSIONING BROKERAGE & CONTRACT	1	1
HEAD OF COMMUNITY SAFETY & PARTNERSHIPS	1	1
HEAD OF SERVICE (LOCALITIES)	1	1
HEAD OF SERVICE (PERFORMANCE AND COMPLIANCE)	1	1
HEAD OF PUBLIC PROTECTION	1	1
HEAD OF SERVICE QUALITY AND SAFEGUARDING	1	1
HEAD OF SERVICE REGULATED AND INTERNAL PROVISION	1	1
HEAD OF SERVICE (SPECIALIST PROVISION)	1	1

Pay Policy for the period 1 April 2024 to 31 March 2025

HOS PREVENTION ADVICE INFORMATION AND ACCESS	1	1
HOS WORKFORCE POLICY AND PROFESSIONAL PRACTICE	1	1
HEALTH PROTECTION LEAD OFFICER	1	1
INTEGRATED OPERATIONAL SERVICE MANAGER	1	1
LICENSING MANAGER	1	1
MEAM AND ROUGH SLEEPING PROGRAMME MANAGER	1	1
NEIGHBOURHOOD NUISANCE MANAGER	1	1
NETWORK MANAGER	1	1
OPERATIONAL PROFESSIONAL PRACTICE LEAD	1	1
OPERATIONAL MANAGER	3	3
OPERATIONAL SERVICES MANAGER	1	1
PARTNERSHIP DELIVERY MANAGER	1	1
PRINCIPAL ENVIRONMENTAL HEALTH OFFICER	1	0.6
PRINCIPAL SOCIAL WORKER	1	1
PROGRAMME LEAD - CHILDREN, YOUNG PEOPLE & FAMILIES	1	1
PROGRAMME LEAD - COMMUNITIES & PARTNERSHIPS	1	1
PROGRAMME LEAD - DRUGS AND ALCOHOL	1	1
PROGRAMME LEAD - SEXUAL HEALTH & WELLBEING	1	1
PROGRAMME MANAGER DISCHARGE HUB	1	0.81
PUBLIC HEALTH CONSULTANT	2	2
PUBLIC HEALTH INTELLIGENCE MANAGER	1	1
QUALITY ASSURANCE LEAD	1	1
SAFEGUARDING BOARD MANAGER	1	1
SECTOR LED AND IMPROVEMENT LEAD	1	1
SENIOR BUSINESS ANALYST	1	1
SENIOR PUBLIC HEALTH INTELLIGENCE ANALYST	1	0.81
SERVICE DEVELOPMENT COMMISSIONER LD&MH	1	1
SOCIAL CARE SYSTEM REFRESH PROJECT MANAGER	1	1
STATUTORY DIRECTOR ADULTS SOCIAL CARE (NON EXEC)	1	1
STRATEGIC COMMISSIONING MANAGER	1	1
STRATEGIC LEAD FOR IMPROVEMENT AND ASSURANCE	1	1
STRATEGIC LEAD FOR INTEGRATION AND WELL-BEING	1	1
STRATEGIC LEAD FOR QUALITY AND PARTNERSHIP	1	1
Regeneration	76	73.88
ARTS & CULTURE MANAGER	1	1
ASSOCIATE – ARCHITECT	1	1
ASSOCIATE STRUCTURAL ENGINEER	1	1
ASSOCIATE – VALUATIONS AND ESTATE MANAGEMENT	1	1

Pay Policy for the period 1 April 2024 to 31 March 2025

ASSISTANT DIRECTOR ECONOMIC DEVT & REGENERATION	1	1
ASSISTANT DIRECTOR MAJOR PROJECTS, CULTURE & PLACE	1	1
ASSISTANT DIRECTOR PROPERTY AND ASSETS	1	1
ASSISTANT DIRECTOR STREETSCENE	1	1
BUILDING CONTROL MANAGER	1	1
CAPITAL DEVELOPMENT MANAGER	2	2
CAPTIAL PROGRAMME MANAGER	6	6
CHARTERED SURVEYOR	1	1
CHIEF OPERATING OFFICER	1	1
CITY CENTRE PROJECTS MANAGER	1	1
CITY ENGINEER BRIDGES, STRUCTURES & RESILIENCE	1	1
CLIMATE CHANGE MANAGER	1	1
CORPORATE EVENTS MANAGER	1	1
CORPORATE MARKETING & CAMPAIGNS LEAD	1	1
DEPUTY HEAD OF SERVICES - BA & A	1	1
DESTINATION HULL MANAGER	1	1
DIRECTOR OF CAPITAL SERVICES	1	1
DIRECTOR OF PROPERTY SERVICES	1	1
DIRECTOR – REVENUE SERVICES	1	1
ECONOMIC STRATEGY & PARTNERSHIP MANAGER	1	0.61
EMPLOYMENT & SKILLS MANAGER	1	0.45
ENTERPRISE DEVELOPMENT MANAGER	1	1
FLEET MANAGER	1	1
FLOOD RISK PLANNING MANAGER	1	1
HEAD OF 14-19 LEARNING & SKILLS	1	1
HEAD OF BUSINESS DEVELOPMENT	1	1
HEAD OF COMMUNICATIONS	1	1
HEAD OF CULTURE, PLACE AND CITY CENTRE	1	1
HEAD OF DEV PERFORMANCE & OPEN SPACE	1	1
HEAD OF HIGHWAYS, TRANSPORT STRATEGY AND DESIGN	1	1
HEAD OF MAJOR PROJECTS & CAPITAL DELIVERY	1	1
HEAD OF PLACE AND HIGHWAYS INFRASTRUCTURE	1	1
HEAD OF PLANNING	1	1
HEAD OF STRATEGY & POLICY	1	1
HEAD OF STREET CLEANSING & WASTE MANAGEMENT	1	1
HEAD OF TRANSPORT & TRAFFIC MANAGEMENT	1	1
HIGHWAYS MANAGER DESIGN & COMMISSIONING	1	1
HIGHWAYS MANAGER STRATEGY & DEVELOPMENT	1	1

Pay Policy for the period 1 April 2024 to 31 March 2025

HIGHWAYS NETWORK TRAFFIC MANAGER	1	1
HIGHWAYS PROGRAMME MANAGER	1	1
INWARD INVESTMENT MANAGER	1	1
MANAGING DIRECTOR	1	1
PARTNERSHIP DEVELOPMENT & DELIVERY MANAGER	1	1
PLANNING DEVELOPMENT MANAGER	1	1
PLANNING ENFORCE & POLICT IMPLEMENTATION MANAGER	1	1
PRINCIPLE ARCHAEOLOGIST	1	1
PRINCIPAL PROPERTY MANAGER	1	1
PROGRAMME DIRECTOR	1	1
PROJECT LEAD (A63 - CASTLE STREET)	1	1
PROPERTY COORDINATOR	1	0.54
QUALITY & PERFORMANCE MANAGER	1	1
SENIOR CAPTIAL PROGRAMME MANAGER	3	3
SENIOR CHARTERED PROPERTY CONSULTANT	1	1
SENIOR PROJECT CONSULTANT	3	2.61
SENIOR PROJECT MANAGER	1	1
SENIOR SUPPORT ASSISTANT	1	0.81
STRATEGIC OPERATIONS MANAGER	1	1
STREET CLEANSING & WASTE OPERATIONS MANAGER	1	1
STREETCARE AND OPEN SPACES STRATEGIC MANAGER	1	1
TEAM LEADER – BUSINESS SUPPORT	1	0.86
WASTE STRATEGY & CONTRACTS MANAGER	1	1
YOUTH ENTERPRISE & MICRO BUSINESS MANAGER	1	1
Grand Total	333	325.17