

Pay Policy for the period 1 April 2025 to 31 March 2026

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 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)
 - Executive Director of Regeneration
 - Director of Legal Services and Partnerships (SCO)

Pay Policy for the period 1 April 2025 to 31 March 2026

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

Statutory 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 and Infrastructure
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 2024 is £71,984, pay award pending for 2025/26.

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 2025 to 31 March 2026

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 £23,656 and can be expressed as an hourly rate of pay of £12.26. 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 2024. The pay rate is increased annually in accordance with any pay settlements which are reached through the National Joint Council for Local Government Services.

Pay Policy for the period 1 April 2025 to 31 March 2026

The figures above do not include payments to apprentices who are paid in accordance with the National Minimum Wage. New rates of the National 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 £7.55 per hour.

The minimum wage rates from 1st April 2025 are as follows:

- For workers aged 21 or over £12.21 per hour
- For workers aged 18 to 20 years £10.00 per hour
- For workers aged 16 to 17 years £7.55 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 2025-26 is currently £178,178 which is paid to The Chief Executive. The median salary in this Authority (not including Schools or apprentices) is £31,067. The ratio between the two salaries, the 'pay multiple' is 5.74 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 7.53 to 1 which is a reduction on the previous year's figure of 7.77 to 1. The ratio between the lowest paid apprentice and the highest paid officer is 12.23 to 1. This is a significantly improved position on last year's figure of 14.08 to 1. The main reason is the minimum wage paid to an apprentice has increased by 18 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.

Pay Policy for the period 1 April 2025 to 31 March 2026**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 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 389 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 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 15th May 2025.

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 2025 to 31 March 2026

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 2025 to 31 March 2026

Pay Policy Statement – Annex B

The Pay Policy relating to the year 2025 to 2026 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	£178,178 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 holders.

Post	Corporate Director of Children and Family Services Director of Public Health Director of Finance and Transformation Executive Director Regeneration Director of Legal Services and Partnerships
Base Salary	£135,742 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 holders 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 2025 to 31 March 2026

	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	Statutory Director Adult Social Care Assistant Director Finance 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 Services and Governance
Base Salary	£108,403 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. apply through normal authority procedures.
Ex-gratia Payments	There are no plans for the post holders 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 2025 to 31 March 2026

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 2025 to 31 March 2026

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 2025 to 31 March 2026

	<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 2024-2025

RATES OF PAY

Current Pay Spine	Annual Salary		
		Grade 7	
		20	31,586
		21	32,115
Grade 2		22	32,654
2	23,656	23	33,366
3	24,027	24	34,314
		Grade 8	
Grade 3		25	35,235
3	24,027	26	36,124
4	24,404	27	37,035
5	24,790	28	37,938
		Grade 9	
Grade 4		29	38,626
5	24,790	30	39,513
6	25,183	31	40,476
7	25,584	32	41,511
		Grade 10	
Grade 5		34	43,693
8	25,992	35	44,711
9	26,409	36	45,718
10	26,835	37	46,731
11	27,269		
12	27,711		
13	28,163		
		Grade 11	
Grade 6		39	48,710
14	28,624	40	49,764
15	29,093	41	50,788
16	29,572	42	51,802
17	30,060		
18	30,559	Grade 12	
19	31,067	44	53,351
		45	54,166
		46	54,974
		47	57,191
		Grade 13	62,862
		Grade 14	71,984
		Grade 15	82,466
		Grade 16	94,537
		Grade 17	108,403

Pay Policy for the period 1 April 2025 to 31 March 2026

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	1.00
CHIEF EXECUTIVE	1	1.00
Children's, Young People and Family Services	132	127.03
ADOPTION TEAM MANAGER 1	1	1.00
ADOPTION TEAM MANAGER 2	1	1.00
ASSISTANT DIRECTOR LEARNING & SKILLS PSA	1	1.00
ASSISTANT DIRECTOR SAFEGUARDING	1	1.00
ASSISTANT HULL YOUTH JUSTICE SERVICE MANAGER	1	1.00
CHILDRENS HOME MANAGER	2	2.00
CHILDRENS HOMES MANAGER	7	7.00
COMPLIANCE AND COMMISSIONING LEAD	1	1.00
CORPORATE DIRECTOR CHILDREN & FAMILY SERVICES	1	1.00
COURT CASE MANAGER	1	1.00
DEPUTY HEAD HULL MUSIC SERVICE / NELMH LEAD	1	1.00
DEPUTY HEAD OF MUSIC SERVICE	1	0.80
DEPUTY VIRTUAL HEAD	1	1.00
EDUCATION GOVERNANCE & OPERATIONS MANAGER	1	1.00
EDUCATION SAFEGUARDING MANAGER	1	1.00
EDUCATIONAL PSYCHOLOGIST	6	4.97
FOSTERING TEAM MANAGER	3	3.00
GROUP MANAGER	9	9.00
HEAD OF ACCESS & INCLUSION	1	1.00
HEAD OF EDUCATION STANDARDS & PARTNERSHIPS (11-19)	1	1.00
HEAD OF MUSIC SERVICE	1	1.00
HEAD OF PERFORMANCE AND QUALITY	1	1.00
HEAD OF PREPARING FOR ADULTHOOD	1	1.00
HEAD OF SAFEGUARDING STANDARDS	1	1.00
HEAD OF SERVICE	5	4.59
HEAD OF STANDARDS & PARTNERSHIPS 0-11	1	1.00
HEAD OF STATUTORY SEND SERVICES	1	1.00
HEAD OF THE VIRTUAL SCHOOL	1	1.00
HULL SAFEGUARDING CHILDRENS PARTNERSHIP MANAGER	1	1.00
HULL YOUTH JUSTICE MANAGER	1	1.00
INDEPENDENT FOSTERING REVIEW OFFICER	2	2.00
INDEPENDENT REVIEWING OFFICER	14	13.01
INDEPENDENT REVIEWING SERVICE MANAGER	2	2.00
INTEGRATED COMMISSIONING MANAGER	1	1.00

Pay Policy for the period 1 April 2025 to 31 March 2026

INTEGRATED COMPLAINTS MANAGER	1	1.00
INTEGRATED SERVICES MANAGER	3	3.00
IPASS MANAGER	1	1.00
LEAVING CARE TEAM MANAGER ONE	1	1.00
LEAVING CARE TEAM MANAGER TWO	1	1.00
LOCAL AUTHORITY DESIGNATED OFFICER	2	1.61
PAUSE MANAGER	1	1.00
PHASE LEADER: EYFS AND PRIMARY	1	1.00
PHASE LEADER: SECONDARY	1	1.00
PRINCIPAL EDUCATIONAL PSYCHOLOGIST	1	1.00
PRINCIPAL MANAGER	2	2.00
PRINCIPAL SOCIAL WORKER	1	1.00
REFRESH SERVICE MANAGER	1	1.00
SENIOR EDUCATIONAL PSYCHOLOGIST	2	2.00
SEO GOVERNORS	1	1.00
SERVICE MANAGER ADOPTION	1	1.00
SERVICE SUPPORT MANAGER	1	1.00
SIO ACCESS & INCLUSION EARLY YEARS	1	1.00
STANDARDS & IMPROVEMENT OFFICER (EARLY YEARS)	1	1.00
STANDARDS & IMPROVEMENT OFFICER EYFS	2	1.54
STRATEGIC LEAD (PIQ)	1	1.00
STRATEGIC LEAD FOR EARLY HELP AND PREVENTION	1	1.00
TEAM MANAGER	10	9.00
TEAM MANAGER - VULNERABLE EXPLOITATION & MISSING	1	1.00
TEAM MANAGER FIVE	1	1.00
TEAM MANAGER FOUR	4	3.50
TEAM MANAGER ONE	3	3.00
TEAM MANAGER THREE	4	4.00
TEAM MANAGER TWO	4	4.00
TRANSITION MANAGER	1	1.00
TYS MANAGER ADVOCACY, ACCESS & SUPPORT	1	1.00
Finance & Transformation	36	34.58
ACCOUNTING & CONTROL MANAGER	1	1.00
ASSISTANT DIRECTOR DIGITAL & ICT	1	1.00
ASSISTANT DIRECTOR FINANCE	1	1.00
BENEFITS MANAGER	1	1.00
BUSINESS PARTNER	7	6.11
CORPORATE IMPROVEMENT DELIVERY MANAGER	1	1.00
COUNCIL TAX MANAGER	1	1.00
DIRECTOR OF FINANCE AND TRANSFORMATION	1	1.00
HEAD OF ACCOUNTANCY	1	1.00
HEAD OF BUSINESS FINANCE	1	1.00

Pay Policy for the period 1 April 2025 to 31 March 2026

HEAD OF ICT DIGITAL STRATEGY AND DEVELOPMENT	1	1.00
HEAD OF ICT OPERATIONS AND SUPPORT	1	1.00
HEAD OF REVENUES AND BENEFITS	1	1.00
HEAD OF TRANSFORMATION SUPPORT	1	1.00
INFRASTRUCTURE ARCHITECTURE MANAGER	1	1.00
NDR, DEBT AND PAYMENTS MANAGER	1	0.95
PAYMENT & BANKING BUSINESS CHANGE MANAGER	1	1.00
PAYROLL, CONTROL, PENSIONS & DEVELOPMENT MANAGER	2	1.81
PRINCIPAL FINANCE OFFICER	3	2.72
PRINCIPAL TRANSFORMATION OFFICER	2	2.00
SERVICE DEVELOPMENT AND CHANGE MANAGER	1	1.00
SOLUTION ARCHITECTURE MANAGER	1	1.00
TEAM MANAGER - (BPEDT)	1	1.00
TEAM MANAGER - DIGITAL DEVELOPMENT AND OPERATIONS	1	1.00
TEAM MANAGER - END USER SERVICES	1	1.00
TEAM MANAGER - UNIFIED COMMUNICATIONS	1	1.00
Legal Services & Partnerships	71	68.76
AREA CORONER	1	1.00
ASSET PLANNING MANAGER	1	1.00
ASSISTANT DIRECTOR LEGAL SERVICES AND GOVERNANCE	1	1.00
ASSISTANT DIRECTOR NEIGHBOURHOODS & HOUSING	1	1.00
ASSISTANT DIRECTOR OD & HR	1	1.00
BEREAVEMENT SERVICES MANAGER	1	1.00
BUILDING SAFETY MANAGER	1	1.00
BUSINESS CHANGE MANAGER	1	1.00
BUSINESS INSIGHT AND QUALITY MANAGER	1	1.00
CAPITAL & REVENUE PROGRAMME MANAGER	1	1.00
COMMERICAL TEAM LEADER	1	0.59
COMMUNITY MANAGER	3	3.00
COMMUNITY TEAM LEADER	1	1.00
CORONER	1	1.00
CUSTOMER JOURNEY PROGRAMME MANAGER	1	1.00
CUSTOMER OPERATIONS MANAGER	1	1.00
DIRECTOR OF LEGAL SERVICES AND PARTNERSHIPS	1	1.00
ENERGY EFFICIENCY AND REGENERATION MANAGER	1	1.00
FINANCIAL ASSISTANCE TEAM MANAGER	1	1.00
HEAD OF CUSTOMER SERVICE	1	1.00
HEAD OF GOVERNANCE	1	1.00
HEAD OF LEARNING & DEVELOPMENT	1	1.00
HEAD OF LEGAL SERVICES	1	1.00
HEAD OF SERVICE (ACCESS AND WELLBEING)	1	1.00
HEAD OF SERVICE (AREA & NEIGHBOURHOOD MANAGEMENT)	1	1.00

Pay Policy for the period 1 April 2025 to 31 March 2026

HEAD OF SERVICE (BUSINESS DEVELOPMENT AND CHANGE)	1	1.00
HEAD OF SERVICE (CONTRACTING AND INVESTMENT)	1	1.00
HEALTH, SAFETY AND WELL BEING MANAGER	1	1.00
HOS (STRATEGY, MARKET INTERVENTION AND GROWTH)	1	1.00
HOUSING ACCESS MANAGER	1	1.00
INFORMATION AND DATA PROTECTION MANAGER	1	1.00
LAWYER	12	11.61
LEARNING & DEVELOPMENT COMMISSIONING MANAGER	1	1.00
OPERATIONS MANAGER	1	1.00
PARTNERSHIPS AND DEVELOPMENT TEAM MANAGER	2	1.50
POLICY, PROJECTS AND IR MANAGER	1	1.00
PRINCIPAL ENVIRONMENTAL HEALTH OFFICER	2	2.00
PRIVATE HOUSING MANAGER	1	1.00
PROCUREMENT MANAGER	1	1.00
PROGRAMME MANAGER	3	3.00
PROJECTS & COMMERCIAL LAWYER	1	1.00
REGISTRATION & CORONERS MANAGER	1	1.00
SENIOR OD/HR BP (RECRUIT/DBS)	1	1.00
SENIOR OD/HR BUSINESS PARTNER	2	1.86
SENIOR PROJECT MANAGER	1	0.86
SOCIAL CARE LAWYER	1	0.92
SOCIAL CARE TEAM LEADER	1	1.00
SPECIALIST AND COMPLIANCE MANAGER	1	1.00
SPECIALIST HOUSING AND SUPPORT MANAGER	1	1.00
STRATEGY AND APPRAISALS MANAGER	1	1.00
SUPPORTED ACCOMMODATION REVIEW TEAM MANAGER	1	1.00
TEAM LEADER PROPERTY AND COMMERCIAL	1	1.00
WARM HOMES TEAM MANAGER	1	0.41
Public Health & Adult Services	63	61.13
ASSISTANT DIRECTOR CITYSAFE	1	1.00
ASSISTANT DIRECTOR PUBLIC HEALTH	1	1.00
BROKERAGE OPERATIONAL MANAGER	1	1.00
CITY TRADING STANDARDS MANAGER	1	1.00
COMMISSIONING & SERVICE DEVELOPMENT MANAGER	1	0.69
COMMISSIONING MANAGER	4	3.86
CONTRACT & CARE QUALITY ASSURANCE MANAGER	1	1.00
DIRECTOR OF PUBLIC HEALTH	1	1.00
DOMESTIC VIOLENCE CO-ORDINATOR	1	1.00
ENVIRONMENTAL REGULATION MANAGER	1	1.00
FOOD AND HEALTH AND SAFETY MANAGER	1	0.73
HEAD OF COMMUNITY SAFETY & PARTNERSHIPS	1	1.00
HEAD OF PUBLIC PROTECTION	1	1.00

Pay Policy for the period 1 April 2025 to 31 March 2026

HEAD OF SERVICE (LOCALITIES)	1	1.00
HEAD OF SERVICE (PERFORMANCE AND COMPLIANCE)	1	1.00
HEAD OF SERVICE COMMISSIONING BROKERAGE & CONTRACT	1	1.00
HEAD OF SERVICE LD AUTISM & PREP FOR ADULTHOOD	1	1.00
HEAD OF SERVICE REGULATED AND INTERNAL PROVISION	1	1.00
HEAD OF SERVICE SAFEGUARDING AND MENTAL HEALTH	1	1.00
HEALTH IMPROVEMENT OFFICER TOBACCO CONTROL	1	0.64
HEALTH PROTECTION LEAD OFFICER	1	1.00
HOS PREVENTION ADVICE INFORMATION AND ACCESS	1	1.00
HOS WORKFORCE POLICY AND PROFESSIONAL PRACTICE	1	1.00
LICENSING MANAGER	1	1.00
MEAM AND ROUGH SLEEPING PROGRAMME MANAGER	1	1.00
NEIGHBOURHOOD NUISANCE MANAGER	1	1.00
NETWORK MANAGER	1	1.00
OPERATIONAL MANAGER	1	1.00
OPERATIONAL PROFESSIONAL PRACTICE LEAD	1	1.00
OPERATIONAL SERVICES MANAGER	1	1.00
OPERATIONAL TEAM MANAGER - DOLS	1	1.00
PARTNERSHIP DELIVERY MANAGER	1	1.00
PRINCIPAL EHO (COMMERCIAL REGULATION)	1	1.00
PRINCIPAL EHO (PEST CONTROL AND DRAINAGE)	1	1.00
PRINCIPAL EHO (REACTIVE TEAM)	1	1.00
PRINCIPAL ENVIRONMENTAL HEALTH OFFICER	2	1.59
PRINCIPAL OCCUPATIONAL THERAPIST	1	1.00
PRINCIPAL SOCIAL WORKER	1	1.00
PRINCIPAL TSO (BUSINESS SUPPORT)	1	1.00
PRINCIPAL TSO (COMMERCIAL PRACTICES)	1	1.00
PROGRAMME LEAD - CHILDREN, YOUNG PEOPLE & FAMILIES	1	1.00
PROGRAMME LEAD - COMMUNITIES & PARTNERSHIPS	1	1.00
PROGRAMME LEAD - SEXUAL HEALTH & WELLBEING	1	0.81
PUBLIC HEALTH CONSULTANT	2	2.00
PUBLIC HEALTH INTELLIGENCE MANAGER	1	1.00
PUBLIC HEALTH PROGRAMME LEAD HEALTHY PLACES	1	1.00
SECTOR LED AND IMPROVEMENT LEAD	1	1.00
SENIOR BUSINESS ANALYST	1	1.00
SENIOR PUBLIC HEALTH INTELLIGENCE ANALYST	2	1.80
SERVICE DEVELOPMENT COMMISSIONER LD&MH	1	1.00
SOCIAL CARE SYSTEM REFRESH PROJECT MANAGER	1	1.00
STATUTORY DIRECTOR ADULTS SOCIAL CARE(NON EXEC)	1	1.00
STRATEGIC COMMISSIONING MANAGER	1	1.00
STRATEGIC LEAD FOR IMPROVEMENT AND ASSURANCE	1	1.00
STRATEGIC LEAD FOR INTEGRATION AND WELL-BEING	1	1.00

Pay Policy for the period 1 April 2025 to 31 March 2026

STRATEGIC LEAD FOR QUALITY AND PARTNERSHIPS	1	1.00
TEAM MANAGER HIGH NEEDS CASE MANAGEMENT	1	1.00
Regeneration	86	83.12
ARTS & CULTURE MANAGER	1	1.00
ASSISTANT DIRECTOR ECONOMIC DEVT & REGENERATION	1	1.00
ASSISTANT DIRECTOR MAJOR PROJECTS, CULTURE & PLACE	1	1.00
ASSISTANT DIRECTOR PROPERTY AND ASSETS	1	1.00
ASSISTANT DIRECTOR STREETSCENE	1	1.00
ASSOCIATE - VALUATIONS AND ESTATE MANAGEMENT	1	1.00
ASSOCIATE PROF LEAD (ARCHITECTURE)	1	1.00
ASSOCIATE PROF LEAD (ASSET MANAGEMENT & SYSTEMS)	1	1.00
ASSOCIATE PROF LEAD (BUILDING SERVICES)	1	1.00
ASSOCIATE PROF LEAD (BUILDING SURVEYING)	1	1.00
ASSOCIATE PROF LEAD (CONSTRUCTION & MAINTENANCE)	1	1.00
ASSOCIATE PROF LEAD (M&E DESIGN)	1	1.00
ASSOCIATE PROF LEAD (STRUCTURAL ENGINEERING)	1	1.00
ASSOCIATE PROFESSIONAL LEAD (QS & PM)	1	1.00
BUILDING CONTROL MANAGER	1	1.00
CAPITAL DEVELOPMENT MANAGER	3	3.00
CAPITAL PROGRAMME MANAGER	7	6.46
CAREERS HUB LEAD	1	1.00
CHARTERED SURVEYOR	1	1.00
CHIEF OPERATING OFFICER	1	1.00
CLIMATE CHANGE MANAGER	1	1.00
CORPORATE EVENTS MANAGER	1	1.00
CORPORATE MARKETING & CAMPAIGNS LEAD	1	1.00
DEPUTY HEAD OF SERVICES - BA & A	1	1.00
DESTINATION HULL MANAGER	1	1.00
DIRECTOR - REVENUE SERVICES	1	1.00
DIRECTOR OF CAPITAL SERVICES	1	1.00
DIRECTOR OF PROPERTY SERVICES	1	1.00
ECONOMIC STRATEGY & PARTNERSHIP MANAGER	1	0.81
EMPLOYMENT & SKILLS MANAGER	1	1.00
ENTERPRISE DEVELOPMENT MANAGER	1	1.00
EXECUTIVE DIRECTOR REGENERATION	1	1.00
FLEET MANAGER	1	1.00
FLOOD RISK PLANNING MANAGER	1	1.00
GROUNDS MAINTENANCE & PERFORMANCE MANAGER	1	1.00
HEAD OF 14-19 LEARNING & SKILLS	1	1.00
HEAD OF BUSINESS DEVELOPMENT	1	1.00
HEAD OF COMMUNICATIONS	1	1.00
HEAD OF CULTURE, PLACE AND CITY CENTRE	1	1.00

Pay Policy for the period 1 April 2025 to 31 March 2026

HEAD OF DEV PERFORMANCE & OPEN SPACE	1	1.00
HEAD OF HIGHWAYS, TRANSPORT STRATEGY AND DESIGN	1	1.00
HEAD OF MAJOR PROJECTS & CAPITAL DELIVERY	1	1.00
HEAD OF PLACE AND HIGHWAYS INFRASTRUCTURE	1	1.00
HEAD OF PLANNING	1	1.00
HEAD OF STRATEGY & POLICY	1	1.00
HEAD OF STREET CLEANSING & WASTE MANAGEMENT	1	1.00
HEAD OF TRANSPORT & TRAFFIC MANAGEMENT	1	1.00
HIGHWAY NETWORK TRAFFIC MANAGER	1	1.00
HIGHWAYS MANAGER DESIGN & COMMISSIONING	1	1.00
HIGHWAYS PROGRAMME MANAGER	1	1.00
INWARD INVESTMENT MANAGER	1	1.00
MANAGING DIRECTOR	1	1.00
MEDIA LEAD	1	1.00
OPERATIONAL TRANSPORT MANAGER	1	1.00
PARTNERSHIP DEVELOPMENT & DELIVERY MANAGER	1	1.00
PLANNING ENFORCE & POLICY IMPLEMENTATION MANAGER	1	0.61
PRINCIPAL ARCHAEOLOGIST	1	1.00
PRINCIPAL PROPERTY MANAGER	1	0.61
PROGRAMME DIRECTOR	1	1.00
PROJECT LEAD (A63 - CASTLE STREET)	1	1.00
PROJECT MANAGER	1	1.00
QUALITY & PERFORMANCE MANAGER	1	1.00
SENIOR CAPITAL PROGRAMME MANAGER	3	3.00
SENIOR CHARTERED PROPERTY CONSULTANT	1	1.00
SENIOR LEAD PERFORMANCE, FUNDING & FINANCE	1	1.00
SENIOR PROJECT CONSULTANT	3	2.42
SENIOR PROJECT MANAGER	1	1.00
SENIOR QUANTITY SURVEYOR - PROJECT MANAGER	1	1.00
STRATEGIC OPERATIONS MANAGER	1	0.61
STREET CLEANSING & WASTE OPERATIONS MANAGER	1	1.00
STREETCARE AND OPEN SPACES STRATEGIC MANAGER	1	1.00
TEAM LEADER - HIGHWAYS ASSETS	1	0.61
WASTE STRATEGY & CONTRACTS MANAGER	1	1.00
YOUTH ENTERPRISE & MICRO BUSINESS MANAGER	1	1.00
Grand Total	389	375.62