



**Pay Policy Statement
and
Transparency Information**

1 April 2024 to 31 March 2025

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Introduction

This document contains information about the Council's workforce, in particular the annual Pay Policy Statement for 2024/25 as required by the Localism Act 2011, and other information required under the Local Authorities (Data Transparency) Code 2015.

The Council has taken the following action to ensure that this Policy Statement is easily accessible to the public:

- it is published on the Council's open data website in a readily accessible place - Senior Salary information, under Governance and Transparency.
- it can also easily be found under global web searches.



Localism Act 2011 - Pay Policy Statement

The following section sets out the Council's Pay Policy in relation to the remuneration of its Chief Officers and employees - in accordance with Section 38 of the Localism Act 2011.

The policy is subject to annual review and must be approved by the Council each financial year. This statement is valid from 1st April 2024 to 31st March 2025. The structures and pay rates quoted are correct as of 1st February 2024.

Subject to specific circumstances it may be necessary to amend the Pay Policy statement during the financial year. Any changes or amendments made will be subject to full Council approval.

The policy will be published on the Council's website as soon as reasonably practicable after Council approval or amendment.

The arrangements set out within this document do not extend to those members of staff who are employed within schools. This is because the scope of the Localism Act does not require Councils to consider individual schools.

The Council is mindful of its duty as defined in the Equality Act 2010. This Pay Policy Statement forms part of a range of pay policies to promote equality in pay practices and assists in ensuring that the Council is promoting transparency of senior managers' pay and a fair approach to pay related equalities objectives.

Definition of officers covered by the Policy Statement

This Policy Statement covers the following posts:

Statutory Chief Officers:

- Head of Paid Service & Returning Officer - Chief Operating Officer
- Monitoring Officer - Director of Governance
- Director of Children's Services – Corporate Director Children & Education
- Director of Adult Social Services - Corporate Director Adult Social Care & Integration
- Chief Finance Officer (S151) - Chief Finance Officer
- Director of Public Health - Director of Public Health

Non-statutory Chief Officers:

- Corporate Director Economy and Place
- Director Environment, Transport & Planning
- Director Economy, Regeneration & Housing
- Director Customer & Communities
- Director of Adults Safeguarding
- Director of Children's Safeguarding
- Assistant Director Policy and Strategy
- Assistant Director Education
- Assistant Director (Consultant) in Public Health
- Assistant Director Communities and Equalities
- Assistant Director Adult Services

Policy on remunerating Chief Officers

The Council has a policy for remunerating Chief Officers based on job evaluation and a grade structure. No changes to this are proposed to this during 2024- 2025.

The grade and salary structure for Chief Officers and the Chief Operating Officer is:

Pay rates as of 1st April 2023

Chief Operating Officer	4	£159,511
	3	£157,363
	2	£155,216
	1	£150,920
Corporate Directors	4	£119,721
	3	£115,946
	2	£112,312
	1	£108,789
Directors	4	£106,857
	3	£103,310
	2	£99,884
	1	£96,574
Assistant Directors	4	£87,761
	3	£84,667
	2	£81,934
	1	£79,194

Any annual increase to the salary scales is in accordance with awards negotiated nationally by the respective National Joint Councils and applicable from 1st April annually.

Progression through the salary scale for the Chief Operating Officer is dependent upon performance and approval by the Leader of the Council.

Progression through the salary scale for Chief Officers is dependent upon performance and achievement of objectives, approved by the line manager.

Salary on Appointment of Chief Officers

The appointments sub-committee, subject to Pay Policy and job evaluated range for the post, determines the salary level and package offered to the successful candidate.

Chief Officer pay packages over £100k in value are subject to approval by the Council's Staffing Matters & Urgency Committee.

Bonus and Performance related payments

The Council does not make any such payments.

Pension Contributions

Employer pension contributions are set by the relevant pension fund.

Benefits in Kind

There are no benefits in kind.

Travel and other expenses

Any necessary travel and expenses are reimbursed through normal Council procedures.

Election Duties undertaken by Chief Officers

Fees for election duties undertaken by Chief Officers are not included in their salaries. The Chief Operating Officer is the Returning Officer and receives payments for elections. For local elections, fees are set locally. For national elections, fees are set by the Cabinet Office.

Termination payments of Chief Officers including redundancy and pension discretion

The Council applies its normal redundancy payments arrangements to Chief Officers and does not have separate provisions for them. The Council also applies the appropriate Pensions regulations when they apply. The Council has agreed policies in place on how it will apply any discretionary powers it has under Pensions regulations. Any costs that are incurred by the Council regarding Chief Officers are published in the authority accounts as required under the Accounts and Audit (England) Regulations 2015.

Approval of any pension discretions are made by the Staffing Matters and Urgency Committee.

Chief Officer Severance packages over £100k in value are subject to approval by the Council's Staffing Matters and Urgency Committee.

Remuneration of other non-chief officer staff

In addition to the separate arrangements for the Chief Operating Officer and Chief Officers, the Council has staff employed under terms and conditions set for the following groups:

- Local Government Services Employees
- Soulbury Officers
- Educational Psychologists
- Workshop for the Blind
- Teachers (non-school based)
- The council also employs staff who have separate terms and conditions subject to the Transfer of Undertaking and Protection of Employment (TUPE) Regulations.

Increases to the Council's salary scales for non-chief officer groups are in line with annual salary awards negotiated nationally by the respective National Joint Councils.

Policy on remunerating the lowest paid in the workforce

The Council 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 Council decisions. These are then incorporated into contracts of employment.

The Council operates a grading structure for Local Government Services employees. This runs from Grade 2 to 13 and the lowest paid employees, excluding apprentices, are situated within this structure at Grade 2.

The Council is a Living Wage Foundation accredited employer which means its lowest pay point complies with its outside London Living Wage rate. From 1st April 2024 this rate of pay will be £12.00 per hour (£23,151 per annum). A Living Wage supplement is in place if needed to bridge any gap between basic pay and the Living Wage rate.

Apprenticeship Pay

The Council's pay rates for apprentices are:

- Year 1 (the first 12 months of their training) – the equivalent of the National Minimum Wage for 18 to 20 year olds.
- Year 2 and beyond (from 12 months in training) – the equivalent of the National Minimum Wage for 21 year olds.
- Apprentices aged 23 and above in their second year (or subsequent) of their apprenticeship are paid the National Living Wage.
- Rates increase annually in April following any changes made to the National Minimum and National Living Wage rates.

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

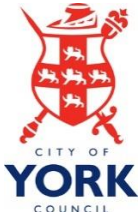
At the time of this report the highest salary in this Council is £159,511 which is paid to the Chief Operating Officer. The median salary in this council is £31,391 (Apprentices have been excluded from the calculation for the median.) The ratio between the two salaries, the 'pay multiple' is 5.08:1. This Council does not have a policy on maintaining or reaching a specific 'pay multiple', however the Council 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 Council as expressed in this Policy Statement.

Amendments to the policy

No amendments to the Pay Policy are anticipated during the year.

Policy for future years

This Policy Statement will be reviewed each year and presented to full Council for consideration.



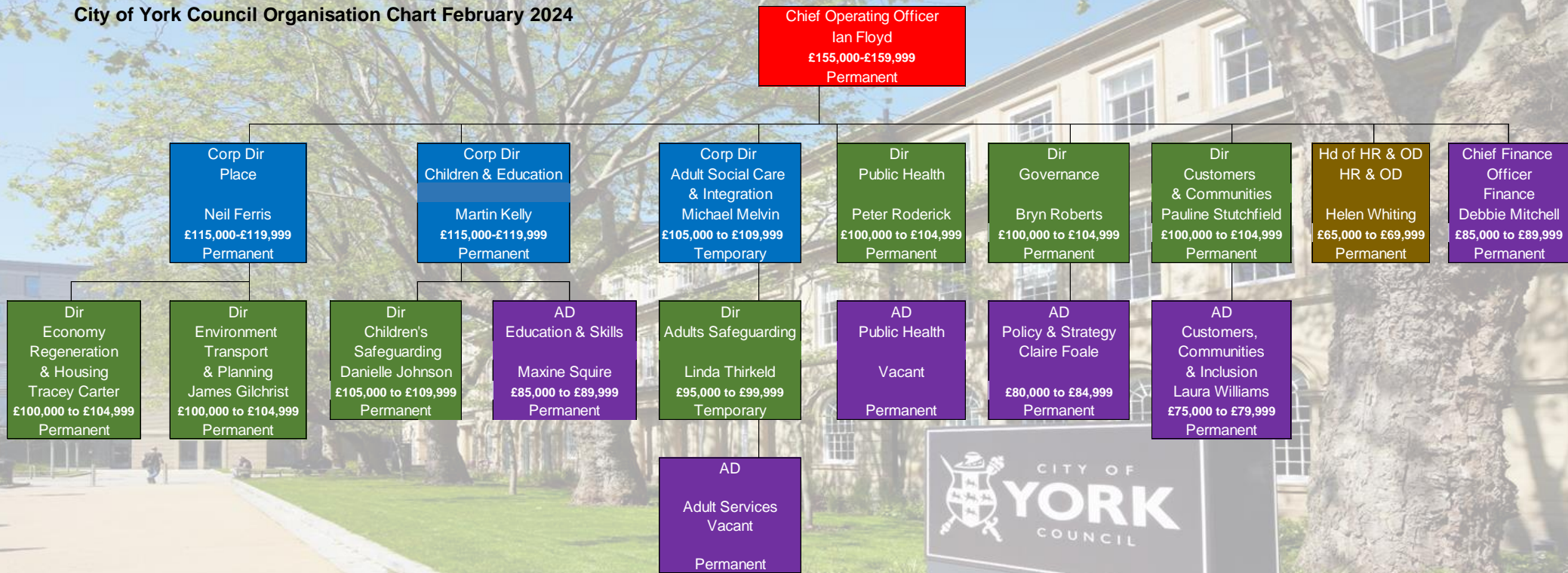
Transparency Information

The following section provides information as required under the Local Authorities (Data Transparency) Code 2015.

The Council is currently undertaking a review of the senior management structure which may result in changes to structure, roles and the job holders currently reported on in the following section. An update to this report will be made following agreement of any changes made as a result of the review.

Organisation Chart (See further notes below)

City of York Council Organisation Chart February 2024



Notes for the Organisation Chart

The chart shows the council's senior staff. The information shown is in the order of:

Job Title
Department
Name of job holder
Salary in £5,000 brackets
Contract status

The grades are colour coded within the above organisation chart, and the salary ceilings for these grades are as follows:

COO	up to £159,511
Corp Dir	up to £119,721
Dir	up to £106,857
AD	up to £87,761
G13	up to £72,736

The senior staff can be contacted by:

📧 Email using: firstname.lastname@york.gov.uk

☎ Telephone: 01904 551550

More information on service responsibilities can be found at: [Council Management Team – City of York Council](#)

Employees with remuneration over £50,000.

The Council has 212 employees with remuneration over £50,000. This includes the roles reported in the organisation chart. These employees are covered by the national pay arrangements for Chief Operating Officers, Chief Officers, Soulbury Officers, Educational Psychologists, Teachers (non-school based) and Local Government Service Employees.

The following list shows the job titles of roles with remuneration over £50,000 in £5,000 brackets:

£50,000 to £54,999	115
Approved Mental Health Professional (AMHP)	
Approved Mental Health Professional (AMHP)	
Approved Mental Health Professional (AMHP)	
Approved Mental Health Professional (AMHP)	
Asset Manager	
Assistant Service Manager - Mental Health	
Bereavement Services Manager (Gd 11)	
Business Change Manager	
Category Manager G11 (Career Grade)	
Category Manager G11 (Career Grade)	
Communities Team Manager	
Community Safety Manager (Neighbourhood Safety)	
Community Safety Manager Crime & Night Time Economy	
Community Sports Development Manager	
Customer & Resident Services Manager	
Democratic Services Manager	
Design and Sustainability Manager	
DM Team Leader	
Education Psychologist	
Facilities Manager (TFM) West Offices	
Flood Risk Manager	
General Licensing Manager	
Healthy Child Service Manager (G11)	
Healthy Child Service Manager (G11)	
Highways Asset Manager	
Highways Engineering Design Manager	
Housing ICT Programme Business Change Manager (Secondment)	
Housing Management Services Manager	
Housing Options and Support Services Manager	
HR Performance and Change Manager	
HR Performance and Change Manager	
HR Performance and Change Manager	
Improvement and Transformation Service Manager	
Independent Reviewing Officer - Carers & Placements (G11)	
Independent Reviewing Officer (G11)	
Independent Reviewing Officer (G11)	
Independent Reviewing Officer (G11)	
Independent Reviewing Officer (G11)	
Independent Reviewing Officer (G11)	
Information and Social Action Manager (G11)	

Information, Governance and Feedback Team Manager
Investment Manager - Housing Maintenance
Lead Nurse for Safeguarding
Learning Disability Service Manager
M and E Engineering Services Manager
Parking Services Manager
Practice Manager - Specialist Learning and Employment Adviser
Principal Accountant
Principal Accountant
Principal Building Control Surveyor
Programme Manager
Programme Manager
Public Health Specialist Practitioner Advanced
Public Health Specialist Practitioner Advanced
Public Health Specialist Practitioner Advanced
Public Health Specialist Practitioner Advanced
Public Health Specialist Practitioner Advanced
Public Health Specialist Practitioner Advanced (Family Hub)
Public Health Specialist Practitioner Advanced (PH003)
Public Protection Manager - Regulatory Advice
Registration Services Manager
Resourcing Manager
Resourcing Manager
Revenues and Benefits Manager
School Business Support Manager
Senior Investigator
Senior Investigator
Senior Investigator - Secondment
Senior Lawyer - Contract Commercial
Senior Lawyer - Contract Commercial
Senior Lawyer - Litigation
Senior Lawyer - Litigation
Senior Lawyer - Planning
Senior Lawyer - Planning
Senior Lawyer - Property
Senior Lawyer - Property
Senior Lawyer - Social
Senior Lawyer - Social
Senior Regeneration Project Delivery Manager
Senior Solicitor - Employment & Education
Senior Transport Project Manager
Senior Transport Project Manager
Senior Transport Project Manager
Service Manager
Service Manager - Assessing Carers
Service Manager - Child Exploitation Lead
Service Manager - CiN 3
Service Manager - CiN Team 4
Service Manager - MASH
Service Manager - MASH
Service Manager - R&A 1
Service Manager - R&A 1
Service Manager - R&A 2
Service Manager - R&A 3

Service Manager - R&A 3	
Service Manager - R&A 3	
Service Manager - Social Work 1	
Service Manager - Social Work 2	
Service Manager Independent Review Service	
Service Manager Independent Review Service	
Strategic Manager - Employability and Work Programmes	
Strategic Planning Policy Manager	
Strategy & Contract Manager	
Supported Housing Service Manager	
Sustainable Transport Manager	
Team Manager - ASC Community Team	
Team Manager - Hospital Team	
Team Manager - Intensive Support Services	
Team Manager - Physical Disability and Sensory Impairment	
Team Manager Adoption	
Team Manager- Learning Disabilities	
Team Manager- Learning Disabilities	
Technical Accountant	
Transport Major Projects Regulatory Coordinator	
YOT Manager	
£55,000 to 59,999	27
Corporate Business Partner - Acting Up	
Court Business Partner (Acting Up)	
Education Psychologist	
Education Psychologist	
Finance Manager	
Head of Active and Sustainable Transport - Acting Up	
Head of Agency - One Adoption North and Humber (Regional Adoption Agency)	
Head of Corporate Parenting	
Head of Fleet and Operations	
Head of Highway Access and Development	
Head of Highway Asset Management - Secondment	
Head of Inward Investment and Business Growth	
Head of Operations and Partnerships COM	
Head of Operations and Partnerships LD PFA	
Head of Operations and Partnerships MH P2R	
Head of Procurement	
Head of Programmes and ITS	
Head of Provider Services All Age Care and Support	
Head of Provider Services All Age Learning Disabilities and Autism	
Head of Safeguarding Interventions	
Head of Strategic Planning & Policy	
Head of Transformation and Improvement	
Healthy and Sustainable Homes Manager	
Housing Delivery Programme Manager	
ICT Digital Portfolio and Change Manager	
ICT Infrastructure and Security Manager	
Service Improvement Manager	
£60,000 to 64,999	33
Corporate Business Partner	
Education Psychologist	
Education Psychologist	
Education Psychologist	

Education Psychologist	
Finance Manager	
Head of Assessment MASH and Targeting Interventions	
Head of Business and Administrative Support Services	
Head of Business Intelligence	
Head of Carbon Reduction	
Head of Communications and Marketing	
Head of Community Safety	
Head of Economy	
Head of Education Support Services	
Head of Facilities Management & Property Services	
Head of Highways and Transport	
Head of Housing Management Services	
Head of Housing Strategy and Performance	
Head of ICT Support	
Head of Innovation and Children's Champion	
Head of Public Health (Healthy Child Service)	
Head of Regeneration	
Head of Service Resources - Fostering and Residential Care	
Head of York Learning	
Major Transports Projects Manager	
Regional Investigations and eCrime Manager	
School Improvement Adviser 0-11	
School Improvement Adviser 11-19	
School Inclusion Advisor	
Senior Education Psychologist	
Service Manager - Strategic Services	
Specialist Senior Educ Psychologist	
£65,000 to £69,999	12
Head of All Age Commissioning	
Head of Communities	
Head of Democratic Governance	
Head of Human Resources & Organisational Development	
Head of Integrated SEND (0 - 25)	
Head of Legal	
Head of Planning & Development Services	
Head of Property	
Head of Public Protection	
Head of Quality Assurance, Safeguarding and Principal Social Worker	
Head of Service - Finance (Deputy s151 Officer)	
Team Leader - Specialist Teaching Team	
£70,000 to £74,999	10
Head of City Development	
Head of Customer, Resident & Exchequer Services	
Head of Environmental Services	
Head of Housing Delivery & Asset Management	
Head of Primary School Improvement	
Nurse Consultant in Public Health	
Principal Educational Psychologist	
Principal Social Worker Safeguarding	
Shared Head of ICT York and Harrogate	
Virtual School Head	
£75,000 to £79,999	1
Assistant Director Communities and Inclusion	
£80,000 to £84,999	1

Assistant Director Policy & Strategy	
£85,000 to £89,999	2
Assistant Director Education & Skills	
Chief Finance Officer	
£95,000 to £99,999	1
Director of Adults Safeguarding - Acting Up	
£100,000 to £104,999	5
Director Customer and Communities	
Director Economy, Regeneration and Housing	
Director Environment, Transport and Planning	
Director of Governance	
Director of Public Health	
£105,000 to £109,999	2
Corporate Director of Adults and Integration - Acting Up	
Director of Childrens Safeguarding	
£115,000 to £119,999	2
Corporate Director Children and Education	
Corporate Director Economy & Place	
£155,000 to £159,999	1
Chief Operating Officer	