



**Pay Policy Statement
and
Transparency Information
April 2026 to 31 March 2027**

Update September 2026

Contents

Introduction.....	3
Definition of officers covered by the Policy Statement.....	4
Policy on Remunerating Chief Officers.....	5
Policy on the relationship between Chief Officer Remuneration and other staff	6
Notes for the Organisation Chart.....	8

Introduction

This document serves to update the necessary sections of the Pay Policy Statement following the appointment of a new Chief Executive in April 2026. This update should be read in conjunction with the full Pay Policy Statement and Transparency Information published in February 2026. The data used for this update is taken from 31st July 2026.

The updated information in the Pay Policy Statement includes:

- Definition of Officers Covered
- Policy on Remunerating Chief Officers
- Policy on the Relationship Between Chief Officer Remuneration and that of Other Staff

To reflect this new appointment, and further changes within the senior officer structure, an amended Organisation Chart is also included in this update.

Definition of officers covered by the Policy Statement

This Policy Statement covers the following posts:

Statutory Chief Officers:

- Head of Paid Service - Chief Executive
- Returning Officer – Chief Executive
- 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) – Director of Finance
- Director of Public Health - Director of Public Health

Non-statutory Chief Officers:

- Director Environment & Regulatory Services
- Director City Development
- Director Housing & Communities
- Director of Children's Safeguarding
- Assistant Director Finance
- Assistant Director Housing
- Assistant Director Adult Social Care (two posts)
- Assistant Director Adult Social Care Commissioning, Partnerships and Provision (Vacant)
- Assistant Director Adult Social Care Improvement (Vacant Temporary)
- Assistant Director Education & Skills
- Assistant Director (Consultant) in Public Health (vacant)
- Assistant Director Customers, Communities & Inclusion (vacant)
- Assistant Director Culture, Growth & Infrastructure (vacant)
- Chief Officer HR & Support Services
- Chief Officer Transformation

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 during 2026-2027.

The grade and salary structure for Chief Officers and the Chief Executive is show below and is correct at the time of writing (31 July 2026), Note: at the time of writing the pay award for Chief Officers had been agreed but the pay award for the Chief Executive had not:

Chief Executive	6	£177,822
	5	£173,276
	4	£171,005
	3	£168,732
	2	£164,188
	1	£159,643
Corporate Directors	4	£130,820
	3	£126,695
	2	£122,725
	1	£118,876
Directors	4	£116,764
	3	£112,888
	2	£109,145
	1	£105,527
Assistant Directors	4	£95,898
	3	£92,517
	2	£89,530
	1	£86,536

Any annual increase to 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 Executive 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.

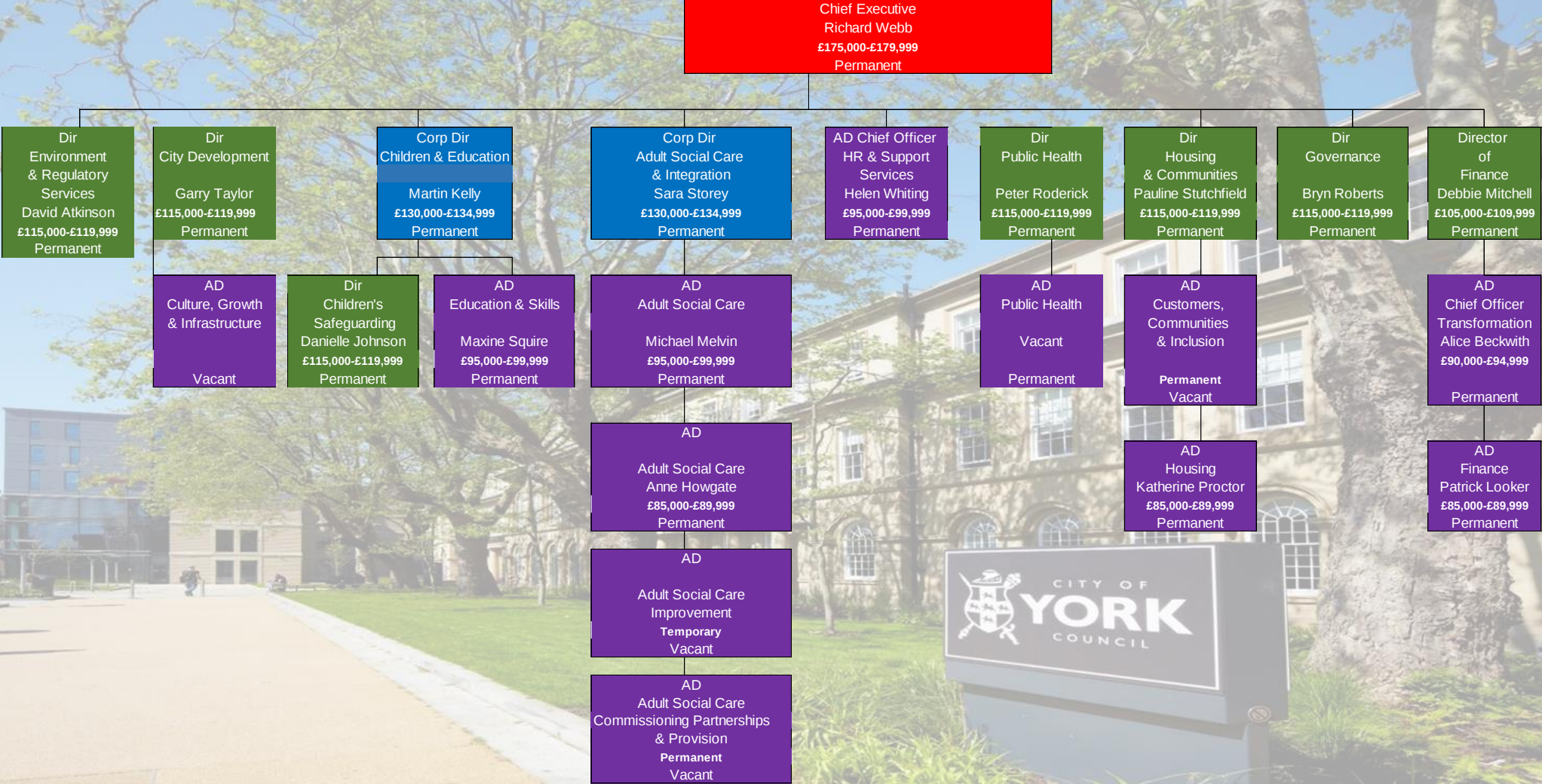
Policy on the relationship between Chief Officer Remuneration and that of other staff

At the time of this update the highest salary in this Council is £177,822 which is paid to the Chief Executive. The median salary in this council is £34,301. (Apprentices have been excluded from the calculation for the median.) Note, at the time of writing the 2026 annual pay awards had not been agreed for all groups of staff. The outstanding pay awards have subsequently been agreed but were not, at the time of writing applied to pay scales. Therefore, the data used to calculate the ratio does not include the 2026 pay award for some groups.

The ratio between the two salaries, the 'pay multiple' is 5.184:1.

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, whilst reflecting the responsibilities of that role and reflecting the overall market, is not excessive and is consistent with the needs of the Council as expressed in this Policy Statement.

City of York Council Organisation Chart August 2026



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 level of job holder within £5,000 brackets
Contract status

The grades of the roles in the organisation chart are colour coded as shown below, the current salary ceilings for the grades are also shown below, the full salary scales for these grades are detailed in the earlier section titled 'Policy on Remunerating Chief Officers':

CEX	up to £177,822
Corp Dir	up to £130,820
Dir	up to £116,764
AD	up to £95,898

Note: the pay award at the time of writing had not been agreed for the Chief Executive pay scale.

To show how the different salary information reported applies we can take the Corporate Director for Adult Social Care and Integration as an example. The information shows: That this role has a salary ceiling of £130,820, this is the maximum salary for the grade. In accordance with transparency guidance, the organisation chart shows where the actual salary of the job holder sits within the appropriate £5,000 salary banding. In this example the job holder's salary would fit within a salary band of £130,000 to £134,449.

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](#)