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| **Post** | **Base Salary p.a. to nearest £1k** | **Expenses** | **Bonuses** | **PRP** | **Earn-Back** | **Honoraria** | **Ex-Gratia Payment** | **Election Fees** | **Joint Authority Duties** | **Severance Arrangements** |
| Chief Executive | £184k | Travel and other expenses are reimbursed through normal authority procedures | The terms of the contract of employment do not provide for the payment of bonuses | 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 payments for any increased duties and responsibilities do not apply | There are no plans for the postholder to receive any ex-gratia payments | Election duty fees are a normal part of the salary for local elections. Additional payment for other national elections are paid at the nationally agreed rate depending upon the type of election | There are no payments related to joint authority duties | The authority’s normal policies regarding redundancy and early retirement apply to the postholder. No payments were made in the last year and none are anticipated for this year. |
| Executive Director of Children Young People and Families | £139k | Travel and other expenses are reimbursed through normal authority procedures | The terms of the contract of employment do not provide for the payment of bonuses | 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 payments for any increased duties and responsibilities do not apply | There are no plans for the postholder to receive any ex-gratia payments | Election duty fees are in accordance with normal authority procedures | There are no payments related to joint authority duties | The authority’s normal policies regarding redundancy and early retirement apply to the postholder. No payments were made in the last year and none are anticipated for this year. |
| Executive Director of Adults Wellbeing and Culture | £139k | Travel and other expenses are reimbursed through normal authority procedures | The terms of the contract of employment do not provide for the payment of bonuses | 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 payments for any increased duties and responsibilities do not apply | There are no plans for the postholder to receive any ex-gratia payments | Election duty fees are in accordance with normal authority procedures | There are no payments related to joint authority duties | The authority’s normal policies regarding redundancy and early retirement apply to the postholder. No payments were made in the last year and none are anticipated for this year. |

**Annex B – Policy on Remunerating Chief Officers 2025/26**

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| Executive Director of Corporate Resources | £139k | Travel and other expenses are reimbursed through normal authority procedures | The terms of the contract of employment do not provide for the payment of bonuses | 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 payments for any increased duties and responsibilities do not apply | There are no plans for the postholder to receive any ex-gratia payments | Election duty fees are in accordance with normal authority procedures | There are no payments related to joint authority duties | The authority’s normal policies regarding redundancy and early retirement apply to the postholder. No payments were made in the last year and none are anticipated for this year. |
| Executive Director of Place | £139k | Travel and other expenses are reimbursed through normal authority procedures | The terms of the contract of employment do not provide for the payment of bonuses | 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 payments for any increased duties and responsibilities do not apply | There are no plans for the postholder to receive any ex-gratia payments | Election duty fees are in accordance with normal authority procedures | There are no payments related to joint authority duties | The authority’s normal policies regarding redundancy and early retirement apply to the postholder. No payments were made in the last year and none are anticipated for this year. |
| Executive Director Policy, Partnerships & Investment | £135k | Travel and other expenses are reimbursed through normal authority procedures | The terms of the contract of employment do not provide for the payment of bonuses | 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 payments for any increased duties and responsibilities may apply in exceptional circumstances and would be calculated in line with normal authority procedures | There are no plans for the postholder to receive any ex-gratia payments | Election duty fees are in accordance with normal authority procedures | There are no payments related to joint authority duties | The authority’s normal policies regarding redundancy and early retirement apply to the postholder. No payments were made in the last year and none are anticipated for this year. |
| Director of Public Health | £105k | Travel and other expenses are reimbursed through normal authority procedures | The terms of the contract of employment do not provide for the payment of bonuses. | 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 payments for any increased duties and responsibilities do not apply | There are no plans for the postholder to receive any ex-gratia payments | Election duty fees are in accordance with normal authority procedures | There are no payments related to joint authority duties | The authority’s normal policies regarding redundancy and early retirement apply to the postholder. No payments were made in the last year and none are anticipated for this year. |

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| Chief Financial Officer & Service Director of Finance& Technology | | £105k | | Travel and other expenses are reimbursed through normal authority procedures | | The terms of the contract of employment do not provide for the payment of bonuses | | 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 payments for any increased duties and responsibilities may apply in exceptional circumstances and would be calculating in line with normal authority procedures | | There are no plans for the postholder to receive any ex-gratia payments | | Election duty fees are in accordance with normal authority procedures | There are no payments related to joint authority duties | The authority’s normal policies regarding redundancy and early retirement apply to the postholder. No payments were made in the last year and none are anticipated for this year. |
| Service Director Legal and Democratic Services | | £105k | | Travel and other expenses are reimbursed through normal authority procedures | | The terms of the contract of employment do not provide for the payment of bonuses | | 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 payments for any increased duties and responsibilities may apply in exceptional circumstances and would be calculated in line with normal authority procedures | | There are no plans for the postholder to receive any ex-gratia payments | | Election duty fees are in accordance with normal authority procedures | There are no payments related to joint authority duties | The authority’s normal policies regarding redundancy and early retirement apply to the postholder. No payments were made in the last year and none are anticipated for this year. |
| Service Director Education & Skills | £105k | | Travel and other expenses are reimbursed through normal authority procedures | | The terms of the contract of employment do not provide for the payment of bonuses | | 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 payments for any increased duties and responsibilities may apply in exceptional circumstances and would be calculated in line with normal authority procedures | | There are no plans for the postholder to receive any ex-gratia payments | | Election duty fees are in accordance with normal authority procedures | | There are no payments related to joint authority duties | The authority’s normal policies regarding redundancy and early retirement apply to the postholder. No payments were made in the last year and none are anticipated for this year. |
| Service Director Partnerships & Operations | | £105k | | Travel and other expenses are reimbursed through normal authority procedures | The terms of the contract of employment do not provide for the payment of bonuses | | 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 payments for any increased duties and responsibilities may apply in exceptional circumstances and would be calculated in line with normal authority procedures | | | There are no plans for the postholder to receive any ex-gratia payments | | Election duty fees are in accordance with normal authority procedures | | There are no payments related to joint authority duties | The authority’s normal policies regarding redundancy and early retirement apply to the postholder. No payments were made in the last year and none are anticipated for this year. |
| Service Director Children’s Social Care | | £105k | | Travel and other expenses are reimbursed through normal authority procedures | The terms of the contract of employment do not provide for the payment of bonuses | | 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 payments for any increased duties and responsibilities may apply in exceptional circumstances and would be calculated in line with normal authority procedures | | | There are no plans for the postholder to receive any ex-gratia payments | | Election duty fees are in accordance with normal authority procedures | | There are no payments related to joint authority duties | The authority’s normal policies regarding redundancy and early retirement apply to the postholder. No payments were made in the last year and none are anticipated for this year. |
| Service Director Integration and Partnerships | | £105k | | Travel and other expenses are reimbursed through normal authority procedures | The terms of the contract of employment do not provide for the payment of bonuses | | 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 payments for any increased duties and responsibilities may apply in exceptional circumstances and would be calculated in line with normal authority procedures | | | There are no plans for the postholder to receive any ex-gratia payments | | Election duty fees are in accordance with normal authority procedures | | There are no payments related to joint authority duties | The authority’s normal policies regarding redundancy and early retirement apply to the postholder. No payments were made in the last year and none are anticipated for this year. |
| Service Director  Adult Social Care | | £105k | | Travel and other expenses are reimbursed through normal authority procedures | The terms of the contract of employment do not provide for the payment of bonuses | | 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 payments for any increased duties and responsibilities may apply in exceptional circumstances and would be calculated in line with normal authority procedures | | | There are no plans for the postholder to receive any ex-gratia payments | | Election duty fees are in accordance with normal authority procedures | | There are no payments related to joint authority duties | The authority’s normal policies regarding redundancy and early retirement apply to the postholder. No payments were made in the last year and none are anticipated for this year. |
| Service Director Environment | | £105k | | Travel and other expenses are  reimbursed through normal authority procedures | The terms of the contract of employment do not provide for the payment of bonuses | | 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 payments for any increased duties and responsibilities may apply in exceptional circumstances and would be calculated in line with normal authority procedures | | | There are no plans for the postholder to receive any ex-gratia payments | | Election duty fees are in accordance with normal authority procedures | | There are no payments related to joint authority duties | The authority’s normal policies regarding redundancy and early retirement apply to the postholder. No payments were made in the last year and none are anticipated for this year. |
| Service Director Development & Traded Services | | £105k | | Travel and other expenses are reimbursed through normal authority procedures | The terms of the contract of employment do not provide for the payment of bonuses | | 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 payments for any increased duties and responsibilities may apply in exceptional circumstances and would be calculated in line with normal authority procedures | | | There are no plans for the postholder to receive any ex-gratia payments | | Election duty fees are in accordance with normal authority procedures | | There are no payments related to joint authority duties | The authority’s normal policies regarding redundancy and early retirement apply to the postholder. No payments were made in the last year and none are anticipated for this year. |
| Service Director Strategic Housing. Property & Safer Communities | | £105k | | Travel and other expenses are reimbursed through normal authority procedures | The terms of the contract of employment do not provide for the payment of bonuses | | 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 payments for any increased duties and responsibilities may apply in exceptional circumstances and would be calculated in line with normal authority procedures | | | There are no plans for the postholder to receive any ex-gratia payments | | Election duty fees are in accordance with normal authority procedures | | There are no payments related to joint authority duties | The authority’s normal policies regarding redundancy and early retirement apply to the postholder. No payments were made in the last year and none are anticipated for this year. |
| Service Director Policy, Economic Development and Sustainability | | £105k | | Travel and other expenses are reimbursed through normal authority procedures | The terms of the contract of employment do not provide for the payment of bonuses | | 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 payments for any increased duties and responsibilities may apply in exceptional circumstances and would be calculated in line with normal authority procedures | | | There are no plans for the postholder to receive any ex-gratia payments | | Election duty fees are in accordance with normal authority procedures | | There are no payments related to joint authority duties | The authority’s normal policies regarding redundancy and early retirement apply to the postholder. No payments were made in the last year and none are anticipated for this year. |