

# Pay Policy Statement

## April 2025



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**Appendix 1:**  
**Senior Management Structure**

Version	Date	Detail	Author
1	01/04/2024	Annual review	Helen Alden
2	09/10/2024	Update to sections 10 and 18	Helen Alden
3	01/04/2025	Annual review	Helen Alden

# 1. Purpose

This Pay Policy Statement outlines Derbyshire County Council's approach to the pay of its workforce including the pay of its senior officers.

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# 2. Scope

This policy statement applies to all Council employees, excluding teachers and employees of local authority schools.



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## 3. Introduction

The Council is committed to fairness and transparency of pay in employment.

This Pay Policy Statement sets out the Council's policy on pay for senior managers and employees for 2025/26 and is in accordance with the requirements of section 38 of the Localism Act 2011 and Guidance and Supplementary Guidance issued by the Department for Communities and Local Government in February 2012 and February 2013. For the purposes of this statement, senior managers mean 'chief officers' as defined by section 43 of the Localism Act 2011. The posts falling within the statutory definition are set out at Appendix 1.

Under the Local Government Transparency Code 2015 additional organisational information is required to be published annually on the website. This consists of third tier organisation charts, senior salaries information, including functional responsibilities, budget amounts and numbers of staff responsible for, together with details of trade union facility time. Read more about our [current organisational data and trade union information](#).

This Pay Policy Statement was approved by Council on 26 March 2025.

Council will approve the appointment of the Managing Director (Head of Paid Service) following the recommendation of such an appointment by a politically balanced panel in line with the requirements of the Council's Constitution.

A politically balanced panel will approve the appointment of Executive Directors and Directors. The appointment panel will be formed in line with the requirements of the Council's Constitution. Council will receive 'for information' reports as appropriate to note the appointment of Executive Directors.

Temporary appointments to Directors and Executive Directors of no more than 12 months at a grade whereby the annual salary does not total £100,000 or more or has been approved by Council will be approved by the Head of Paid Service in consultation with the Chair and Vice-Chair of the Appointments and Conditions of Service Committee.

Council will approve any salary packages for roles exceeding £100k per annum that have not already been approved by Council. The salary package offered for Chief Officer appointments are made in line with the Council's Senior Accountability Framework and pay and grading structure and are set out in the table below.

Any amendments to this policy, other than minor updates to reflect the 2025/26 pay agreement, will require the approval of Council.

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## 4. About the Council

For 2025-26 the Council has a net budget requirement of £771.7m and will use these funds to provide approximately 811,450 residents with essential local services. By 31 March 2030 the Council needs to save £96.4m due to inflation, including pay pressures, greater demands on many areas of the budget, particularly in adults and children's social care.

As £37.5m of savings are planned in 2025-26 - it is important that services provide excellent value for money and make the best use of our resources.

The Council has approximately 10,220 appointments across four departments. The Managing Director (Head of Paid Service) and four Executive Directors, together with the Director of Finance, Director of Public Health and the Director of Legal and Democratic Services form the Council's Corporate Management Team leading the work that provides services across Derbyshire.

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## 5. Pay arrangements

The Council uses the Korn Ferry Group's Job Evaluation Scheme to evaluate the elements of each job to provide an individual score line and total points score. Read more about information relating to the [job evaluation scheme](#). The Council's pay structure is aligned to the scheme's points bandings and applies across the whole workforce (with the exception of Soulbury, Further Education Lecturers, Apprentices and centrally employed Teaching and Headteacher posts). Read more about the Council's [pay structure and pay progression](#).

Recruitment and retention payments are applied to address recruitment and retention difficulties where these arise subject to the appropriate approval including Market Supplement Payments. Read more about our [recruitment and retentions payments, additional duties and accelerated pay progression policy](#).

Any pay supplements paid to Senior Officers are available within the Council's [senior management salaries data](#).

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## 6. Chief Officers' remuneration

The grade and salary range of the Managing Director, Executive Directors and statutory chief officers, non-statutory chief officers and deputy chief officers is set out below. The table details the level and elements of remuneration for each chief officer and the remuneration that would be paid to chief officers on recruitment. *Senior Salaries shown reflect the 2024/25 salary rates and are subject to change following the 2025/26 NJC and JNC pay agreements.*

### Chief Officer grade and salary range

Job Title	Grade	Salary range 2024/2025
Managing Director (Head of Paid Service)	21	£175,405 - £191,480
<b>Adult Social Care &amp; Health</b>		
Executive Director Adult Social Care & Health (Statutory Chief Officer)	20	£128,962 - £141,653
Director of Public Health (Statutory Chief Officer) Director of Adult Social Care (Deputy Chief Officer) Director of Strategic Commissioning, Integration & Partnerships (Deputy Chief Officer)	18	£101,540 - £111,491
Assistant Director Public Health x 3 (Deputy Chief Officer)	16	£68,994 – £75,092
<b>Childrens Services</b>		
Executive Director Childrens Services (Statutory Chief Officer)	20	£128,962 - £141,653
Director of Early Help & Safeguarding (Deputy Chief Officer) Director of Strategic Commissioning, Quality & Performance (Deputy Chief Officer) Director of Education (Deputy Chief Officer)	18	£101,540 - £111,491
<b>Place</b>		
Executive Director Place (Non-Statutory Chief Officer)	20	£128,962 - £141,653
Highways Director (Deputy Chief Officer) Economy & Regeneration Director (Deputy Chief Officer) Environment & Transport Director (Deputy Chief Officer)	18	£101,540 - £111,491
<b>Corporate Services &amp; Transformation</b>		
Executive Director Corporate Services & Transformation (Non-Statutory Chief Officer)	20	£128,962 - £141,653



Director of Legal & Democratic Services (Statutory Chief Officer, Monitoring Officer) Director of Finance (Statutory Chief Officer, Finance Officer) Director of People & Organisational Change (Deputy Chief Officer) Director Digital (Deputy Chief Officer) Director of Property (Deputy Chief Officer)	18	£101,540 - £111,491
Assistant Director Finance (Deputy Chief Officer) Assistant Director Finance (Audit) (Deputy Chief Officer) Assistant Director Business Support (Deputy Chief Officer) Head of Pension Fund (Deputy Chief Officer) Assistant Director of Legal Services x 2 (Deputy Chief Officer)	16	£68,994 - £75,092
Head of Procurement (Deputy Chief Officer) Head of Democratic & Registration Services (Deputy Chief Officer)	15	£61,048 – £66,960

Read more about chief officer salaries within the Council's [open data and the Local Government Transparency Code data](#) and access Derbyshire [salary scales](#) including senior officers salaries.

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## 7. Lowest paid employee

At 1 April 2025 pay point 1/2 on the Derbyshire Pay and Grading Structure in Grade 1/2 £23,473 (£12.17/hr), is the salary that is defined as the lowest within the Council. (The Council's pay structure is pending the 2025/26 pay award).

The Council employs apprentices who are not included within the definition of 'lowest paid employees' as they are employed on temporary contracts and paid the national minimum wage rate applicable for their age.

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## 8. Pay multiple

In accordance with the Hutton Review of Fair Pay in the Public Sector and the requirements of the Local Government Transparency Code 2015, based on the Council's pay structure, the pay multiple between the median salary (£28,161) and the highest salary (£191,480) is a ratio of 6.8:1. (The Council's pay structure is pending the 2025/26 pay award).

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## 9. Starting pay

All employees, including senior managers, will normally be appointed to the minimum point of the pay grade for the job. In certain cases, it may be appropriate to appoint to a higher point in the pay grade at the discretion of the recruiting manager due to the candidate's current salary, experience, or qualifications.

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## 10. Pay progression

Employees on Grades 1/2 to 4 are on single pay points. Employees on Grade 5 and above receive annual increments until the top of their salary grade has been reached. The first increment is paid when the employee has been in post for 12 months.

Employees pay progression can be accelerated in line with the Council's Recruitment, Retention Payment, Additional Duties and Accelerated Pay Progression Policy. Pay can be accelerated up to the maximum of the grade for the role.

Approval of accelerated pay progression is by the relevant Executive Director for grades up to Grade 15, by the Head of Paid Service for roles at Grades 16-20 and by Council for Grades 21 and any remunerations above £100,000 pa.

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## 11. National pay agreement

Pay agreements are negotiated by the National Joint Council for Local Government Services for employees up to Grade 16, the Joint Negotiating Committee for Chief Officers of Local Authorities for senior managers Grade 17 and above and the Joint Negotiating Committee for Local Authority Chief Executives for the Managing Director.

The Derbyshire Pay Structure is adjusted by any 'cost of living' increase agreed nationally by the relevant National Joint Committee. If the national agreement is not a flat rate increase, application will reflect the national agreement and read across to the Derbyshire Pay and Grading Structure. The statement will be updated once relevant pay agreements are finalised.

Where national agreements include changes to Green Book terms and conditions, these will not be automatically applied to the Derbyshire Package terms and conditions. Should the Council wish to consider any proposed changes to Derbyshire Package terms and conditions relevant processes must be followed including consultation with the Joint Trade Unions as appropriate.

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## 12. Terms and conditions

All employees are covered by the Derbyshire Package terms and conditions of service. Read more about the [Derbyshire Package terms and conditions of service](#).

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## 13. Protection of earnings policy

Read about the Council's policy on [Protection of Earnings](#). This applies to all employees of the Council.

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## 14. Salary sacrifice schemes

The Council offers a range of salary sacrifice schemes. Read more about salary sacrifice schemes available in the [Derbyshire Package terms and conditions of service booklet](#).

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## 15. Termination of employment

Payments made to employees including senior managers for circumstances of redundancy will be made in accordance with the Councils Redundancy, Redeployment and Protection of Earnings Policy. Read more about the [Redundancy, Redeployment and Protection of Earnings Policy](#).

In addition, the published Employer Discretions provides more information about the Councils policies for Voluntary Early Retirement and Redundancy, read more about [Derbyshire County Council employer discretions](#). The Attendance Management and Ill Health Capability Procedure sets out the framework by which short-term, long-term and ill health capability is addressed. Read more about the [Attendance Management and Ill Health Capability Procedure](#).

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## 16. Local Government pension scheme

The Council is part of the Local Government Pension Scheme which provides pension benefits to eligible employees. Read more about the [Local Government Pension scheme](#).

The Council exercises the various discretions provided by the Local Government Pension Scheme. Read more about the [Derbyshire Pension Fund and Derbyshire County Council employer discretions](#).

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## 17. Short term secondments

A temporary payment may be made for covering part of another job. Read more about the [Secondment Policy](#).

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## 18. Additional duties payments

Additional duties payments can be paid in exceptional circumstance to employees who have been requested by their manager and have agreed to take on temporary significant additional duties.

In exceptional circumstances, when employees who have been requested to by their manager and have agreed to take on temporary significant additional duties an additional payment may be made in line with the Recruitment, Retention Payment, Additional Duties

and Accelerated Pay Progression Policy.

Approval of additional duties payments is by the relevant Executive Director for grades up to Grade 15, by the Head of Paid Service for roles at Grades 16-20 and by Council for Grades 21 and any remunerations above £100,000 pa.

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## 19. Gender Pay Gap

In accordance with the Gender Pay Gap legislation which came into force on 31 March 2017, employers with at least 250 employees are required to publish their gender pay gap information by 31 March each year. Read more about information relating to the Council's [Gender Pay Gap](#). Read more about information relating to Government [Gender PayGap](#).

## **Senior Management Structure – Statutory and Non-Statutory Chief Officers and their direct reports**

Managing Director (Head of Paid Service)

Executive Director Corporate Services & Transformation (Non-Statutory Chief Officer)

- Director of Legal & Democratic Services (Monitoring Officer)
  - Assistant Director of Legal Services x 2
  - Head of Democratic & Registration Services
- Director of People & Organisational Change
- Director Digital
- Director of Property
- Director of Finance (Statutory Chief Officer)
  - Assistant Director Finance x 2
  - Head of Pension Fund
  - Head of Procurement
- Assistant Director of Business Support

Executive Director Adult Social Care & Health (Statutory Chief Officer)

- Director of Public Health (Statutory Chief Officer)
  - Assistant Director Public Health x3
- Director of Adult Social Care
- Director of Strategic Commissioning Integration & Partnerships

Executive Director Children's Services (Statutory Chief Officer)

- Director of Early Help & Safeguarding
- Director of Strategic Commissioning, Quality and Performance
- Director of Education

Executive Director Place (Non-Statutory Chief Officer)

- Highways Director
- Economy & Regeneration Director
- Environment & Transport Director

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## Senior Management Structure – Statutory & Non-Statutory Chief Officers and their direct reports

