

# **Powys County Council**

## **Pay Policy Statement 2015/16**

### **Addendum 1:**

The following is to be inserted within Section 8.1 of the Pay Policy:

The majority of Senior Manager positions were the subject of the senior management review that took place in 2013 and these positions assimilated onto the new senior management pay and grading structure. Four positions that were outside the scope of the review remain on the old senior management pay structure. These posts will be assimilated onto the current senior management pay structure over the course of the forthcoming year.

### **Addendum 2:**

Appendix C has been updated to include the old Senior Manager Pay Tables with reference to Addendum 1 to Section 8.1 of the Pay Policy.

### **Addendum 3:**

The Soulbury Pay Agreement for 2014-16 has been agreed since the original Pay Policy paper was circulated. Appendix D has been updated with the new rates.

**Chief Officer & Senior Manager Pay Scales**  
**– effective from 1<sup>st</sup> January 2015**

| Type                | Description        | Grade | SCP    | New Salary |
|---------------------|--------------------|-------|--------|------------|
| Senior Manager      | Senior Manager 2   | SM2   | 003    | 48,023     |
|                     |                    |       | 004    | 49,848     |
|                     |                    |       | 005    | 50,396     |
|                     |                    |       | 006    | 51,675     |
|                     | Senior Manager 1   | SM1   | 009    | 54,779     |
|                     |                    |       | 010    | 56,240     |
|                     |                    |       | 011    | 57,701     |
| Heads of Service    | Heads of Service 3 | HS3   | 012    | 59,162     |
|                     |                    |       | 013    | 59,119     |
|                     |                    |       | 014    | 60,566     |
|                     |                    |       | 015    | 62,002     |
|                     | Heads of Service 2 | HS2   | 016    | 63,448     |
|                     |                    |       | 017    | 64,251     |
|                     |                    |       | 018    | 66,394     |
|                     |                    |       | 019    | 68,535     |
|                     | Heads of Service 1 | HS1   | 020    | 70,677     |
|                     |                    |       | 021    | 72,818     |
|                     |                    |       | 022    | 74,960     |
| 023                 |                    |       | 77,102 |            |
| 024                 |                    |       | 79,244 |            |
| Director            | Director 2         | D2    | 025    | 80,560     |
|                     |                    |       | 026    | 82,773     |
|                     |                    |       | 007    | 84,986     |
|                     |                    |       | 028    | 87,200     |
|                     | Director 1         | D1    | 029    | 91,384     |
|                     |                    |       | 030    | 93,596     |
|                     |                    |       | 031    | 95,809     |
|                     |                    |       | 032    | 98,022     |
| Strategic Directors |                    | SD1   | 033    | 98,343     |
|                     |                    |       | 034    | 100,556    |
|                     |                    |       | 035    | 100,753    |
|                     |                    |       | 036    | 102,923    |
| Chief Executive     |                    | CE1   | 037    | 124,407    |
|                     |                    |       | 038    | 127,206    |
|                     |                    |       | 039    | 130,005    |
|                     |                    |       | 040    | 132,804    |

The majority of Senior Manager positions were the subject of the senior management review that took place in 2013 and these positions assimilated onto the new senior management pay and grading structure. Four positions that were outside the scope of the review remain on the old senior management pay structure. These posts will be assimilated onto the current senior management pay structure over the course of the forthcoming year.

The old Senior Manager payscales relating to these posts are:

|                       |                         |             |            | Effective From<br>01/01/2015 |
|-----------------------|-------------------------|-------------|------------|------------------------------|
| Type                  | Description             | Grade       | SCP        | Annual Salary                |
| <b>Senior Manager</b> | <b>Senior Manager 3</b> | <b>SM03</b> | <b>001</b> | <b>£44,370.00</b>            |
|                       |                         |             | <b>002</b> | <b>£46,197.00</b>            |
|                       |                         |             | <b>003</b> | <b>£48,023.00</b>            |
|                       |                         |             | <b>004</b> | <b>£49,848.00</b>            |
|                       | <b>Senior Manager 2</b> | <b>SM02</b> | <b>005</b> | <b>£50,396.00</b>            |
|                       |                         |             | <b>006</b> | <b>£51,675.00</b>            |
|                       |                         |             | <b>007</b> | <b>£52,952.00</b>            |
|                       |                         |             | <b>008</b> | <b>£54,230.00</b>            |

The Chief Executive is also the Returning Officer and payment for these duties for each electoral division or community ward is made as follows:

|                      |      |
|----------------------|------|
| Contested Election   | £110 |
| Uncontested Election | £ 55 |

Returning Officer fees for national elections and referenda are paid by central government.

**Soulbury Pay Agreement**  
**– effective from 1<sup>st</sup> March 2015**

| <b>Soulbury Educational Improvement Professionals (EIPs)</b> |                            |
|--|----------------------------|
| <b>Spinal point</b>  | <b>Rates From 1-Mar-15</b> |
| 001  | 33,396                     |
| 002  | 34,592                     |
| 003  | 35,721                     |
| 004  | 36,865                     |
| 005  | 38,003                     |
| 006  | 39,142                     |
| 007  | 40,338                     |
| 008  | 41,487                     |
| 009  | 42,828                     |
| 010  | 44,023                     |
| 011  | 45,203                     |
| 012  | 46,346                     |
| 013  | 47,640                     |
| 014  | 48,792                     |
| 015  | 50,066                     |
| 016  | 51,219                     |
| 017  | 52,373                     |
| 018  | 53,507                     |
| 019  | 54,676                     |
| 020  | 55,280                     |
| 021  | 56,441                     |
| 022  | 57,452                     |
| 023  | 58,566                     |
| 024  | 59,564                     |
| 025  | 60,633                     |
| 026  | 61,674                     |
| 027  | 62,740                     |
| 028  | 63,819                     |
| 029  | 64,902                     |
| 030  | 65,983                     |
| 031  | 67,054                     |
| 032  | 68,143                     |
| 033  | 69,232                     |
| 034  | 70,347                     |
| 035  | 71,458                     |
| 036  | 72,603                     |
| 037  | 73,728                     |
| 038  | 74,866                     |
| 039  | 75,988                     |
| 040  | 77,109                     |
| 041  | 78,237                     |
| 042  | 79,362                     |
| 043  | 80,488                     |
| 044  | 81,619                     |
| 045  | 82,747                     |
| 046  | 83,876                     |
| 047  | 85,010                     |
| 048  | 86,134                     |
| 049  | 87,262                     |
| 050  | 88,391                     |

# Educational Psychologists

## SCALE A

| Educational Psychologists -<br>Scale A |          |
|--|----------|
|  | Salary   |
| SCP                                    | 1-Mar-15 |
| 1                                      | 35,027   |
| 2                                      | 36,805   |
| 3                                      | 38,583   |
| 4                                      | 40,360   |
| 5                                      | 42,137   |
| 6                                      | 43,914   |
| 7                                      | 45,588   |
| 8                                      | 47,261   |
| 9                                      | 48,829   |
| 10                                     | 50,398   |
| 11                                     | 51,861   |

## SCALE B

| Educational Psychologists -<br>Scale B |          |
|--|----------|
|  | Salary   |
| SCP                                    | 1-Mar-15 |
| 1                                      | 43,914   |
| 2                                      | 45,588   |
| 3                                      | 47,261   |
| 4                                      | 48,829   |
| 5                                      | 50,398   |
| 6                                      | 51,861   |
| 7                                      | 52,462   |
| 8                                      | 53,584   |
| 9                                      | 54,696   |
| 10                                     | 55,828   |
| 11                                     | 56,937   |
| 12                                     | 58,068   |
| 13                                     | 59,219   |
| 14                                     | 60,330   |
| 15                                     | 61,495   |
| 16                                     | 62,649   |
| 17                                     | 63,810   |
| 18                                     | 64,970   |

**Young People's/Community  
Service Managers Spine  
(formerly Youth & Community)**

|     | Salary   |
|-----|----------|
| SCP | 1-Mar-15 |
| 1   | 34,637   |
| 2   | 35,770   |
| 3   | 36,903   |
| 4   | 38,059   |
| 5   | 39,234   |
| 6   | 40,380   |
| 7   | 41,553   |
| 8   | 42,885   |
| 9   | 43,620   |
| 10  | 44,754   |
| 11  | 45,883   |
| 12  | 47,013   |
| 13  | 48,135   |
| 14  | 49,269   |
| 15  | 50,404   |
| 16  | 51,542   |
| 17  | 52,686   |
| 18  | 53,822   |
| 19  | 54,952   |
| 20  | 56,107   |
| 21  | 57,284   |
| 22  | 58,487   |
| 23  | 59,715   |
| 24  | 60,969   |