

**REPORT OF GENERAL PURPOSES AND LICENSING COMMITTEE
(Meeting held on 3 December 2015)**

1. SENIOR MANAGEMENT REVIEW (REPORT ITEM 3) (MINUTE No 32)

The Committee has considered the proposed new salary band for the posts of Executive Heads as part of the introduction of a new senior management structure following a review undertaken by the Chief Executive.

A full report on the proposed new structure appears in the Cabinet's report to the Council dated 2 December 2015.

The Committee heard that an independent pay consultant had undertaken a benchmarking exercise to establish the pay level for the new posts. The Committee was of the view that the salary bands were appropriate and reflected the market median.

RECOMMENDED:

That the following new salary bands for the posts of Executive Heads be approved as follows: -

£71,817

£73,906

£76,076

With the following two additional spine points available on an annual review basis to recognise exceptional performance:

£78,308

£80,604

**CLLR S J CLARKE
CHAIRMAN**