

Public Document Pack



**Service Director – Legal, Governance and
Commissioning**

Samantha Lawton

Governance and Commissioning

PO Box 1720

Huddersfield

HD1 9EL

Tel: 01484 221000

Please ask for: Andrea Woodside

Email: andrea.woodside@kirklees.gov.uk

Tuesday 23 June 2026

Notice of Meeting

Dear Member

Personnel Committee

The **Personnel Committee** will meet in the **Meeting Room 1 - Town Hall, Huddersfield** at **4.00 pm** on **Wednesday 1 July 2026**.

The items which will be discussed are described in the agenda and there are reports attached which give more details.

A handwritten signature in black ink, appearing to read "S Lawton".

Samantha Lawton

Service Director – Legal, Governance and Commissioning

Kirklees Council advocates openness and transparency as part of its democratic processes. Anyone wishing to record (film or audio) the public parts of the meeting should inform the Chair/Clerk of their intentions prior to the meeting.

Personnel Committee

Councillor Ammar Anwar (Chair)
Councillor Simon Brophy
Councillor Andrew Cooper
Councillor Charles Greaves
Councillor Glennis Harrison
Councillor Michael Simmons
Councillor John Taylor
Councillor Alex Vickers
Councillor Sarah Wood

When a Member of the Personnel Committee cannot attend the meeting, a member of the Substitutes Panel (below) may attend in their place in accordance with the provision of Council Procedure Rule 35(7).

Substitutes Panel

Conservative

M Bolt
D Brook

Green

T Cooper
M Jawaid
S Lee-
Richards
M Price
I Safdar

Holme Valley Ind.

J Roebuck

Kirklees Independents

K Amjad
T Bramwell
Z Kahut
K Patel

Liberal Democrat

A Pinnock
D Ridgway
A Robinson

Reform UK

S Dransfield
L Fallas
G France
J Hardie
P Harvey
M Howard
P James
S Maxfield
C Smith
M Smith

Agenda

Reports or Explanatory Notes Attached

Pages

1: Membership of the Committee

To receive any apologies for absence, or details of substitutions to Committee membership.

2: Minutes of Previous Meeting

1 - 2

To approve the Minutes of the Meeting of the Committee held on 13 November 2025.

3: Declaration of Interests

Committee Members will be asked to advise if there are any items on the Agenda in which they have a disclosable pecuniary interest, or any other interests, which may prevent them from participating in the discussion or vote on any of the items.

4: Admission of the Public

Most agenda items will be considered in public session, however, it shall be advised whether the Committee will consider any matters in private, by virtue of the reports containing information which falls within a category of exempt information as contained at Schedule 12A of the Local Government Act 1972.

5: Public Question Time

To receive any public questions.

In accordance with Council Procedure Rule 11, the period for the asking and answering of public questions shall not exceed 15 minutes.

Any questions must be submitted in writing at least three clear working days in advance of the meeting.

6: Deputation/Petitions

The Committee will receive any petitions and/or deputations from members of the public. A deputation is where up to five people can attend the meeting and make a presentation on some particular issue of concern. A member of the public can also submit a petition at the meeting relating to a matter on which the body has powers and responsibilities.

In accordance with Council Procedure Rule 10, Members of the Public must submit a deputation in writing, at least three clear working days in advance of the meeting and shall subsequently be notified if the deputation shall be heard. A maximum of four deputations shall be heard at any one meeting.

7: Update on Senior Management Arrangements

3 - 6

To consider the report.

Contact: Steve Mawson, Chief Executive

8: Pay Policy Statement 2026-2027 (Reference to Council)

7 - 26

To receive the report prior to submission to Council.

Contact: Steve Mawson, Chief Executive

Contact Officer: Andrea Woodside

KIRKLEES COUNCIL

PERSONNEL COMMITTEE

Thursday 13th November 2025

Present: Councillor Carole Pattison (Chair)
Councillor Andrew Cooper
Councillor John Lawson
Councillor John Taylor
Councillor Graham Turner

Apologies: Councillor David Hall
Councillor Viv Kendrick
Councillor Cathy Scott

10 Membership of the Committee

Apologies for absence were received on behalf of Councillors Hall, Kendrick and Scott.

11 Minutes of Previous Meeting

RESOLVED – That the Minutes of the Meeting held on 22 July 2025 be approved as a correct record.

12 Declaration of Interests

No interests were declared.

13 Admission of the Public

All agenda items were considered in public session.

14 Public Question Time

No public questions were received.

15 Deputation/Petitions

No deputations or petitions were received.

16 Update on Senior Management Arrangements

The Committee considered a report which provided an update on the senior management structure and sought agreement to commence permanent recruitment to the role of Service Director – Highways and Streetscene.

The report advised that, pursuant to the previous meeting of the Committee, appointments had now been made to the roles of (i) Service Director – Skills and Regeneration and (ii) Service Director – Commissioning, Quality and Health Partnerships.

Personnel Committee - 13 November 2025

The Committee were advised of the retirement of the Service Director – Highways and Streetscene and were asked to agree to commence permanent recruitment to the post, which had been subject to interim leadership arrangements.

The Committee noted the appointments that had taken place and were agreeable to undertaking permanent recruitment to the post of Service Director – Highways and Streetscene.

RESOLVED

- 1) That the recent appointments to the posts of (i) Service Director – Skills and Regeneration and (ii) Service Director – Commissioning, Quality and Health Partnerships be noted.
- 2) That approval be given to the commencement of a permanent recruitment process for the post of Service Director – Highways and Streetscene, in accordance with the Council's established and approved chief officer recruitment practices.
- 3) That, pursuant to (ii) above, a Member Appointment Panel be appointed.



Update on Senior Management Arrangements

Meeting:	Personnel Committee
Date:	1 July 2026
Cabinet Member (if applicable)	N/A
Key Decision Eligible for Call In	No No
Purpose of Report To update Personnel Committee on recent appointments and to seek approval to convene recruitment panels.	
Recommendations It is recommended that this Committee: <ol style="list-style-type: none"> 1. Notes the update on recruitment processes for Service Director – Commissioning, Quality and Health Partnerships and Service Director – Highways, Streetscene and Waste 2. Approves the permanent recruitment to Service Director for People, Culture and Traded Services and Service Director for Property to be carried out in accordance with the Council’s established and approved chief officer recruitment practices 3. Approves the Member Appointment Panels to recruit to the roles as set out in above. 	
Resource Implications: No additional resource implications	
Date signed off by <u>Executive Director</u> & name Is it also signed off by the Service Director for Finance? Is it also signed off by the Service Director for Legal Governance and Commissioning?	Rachel Spencer Henshall – 23/6/26 Kevin Mulvaney – 17/6/2026 Samantha Lawton – 23/6/26

Electoral wards affected: N/A

Ward councillors consulted: No

Public or private: Public

Has GDPR been considered? Yes – no implications

1. Executive Summary

The purpose of the report is to provide an update from the Chief Executive on the senior management structure; the report also provides an update on the outcome of most recent selection processes and seeks approval to recruit to Service Director roles.

2. Information required to take a decision

Background

Personnel Committee were provided (7 April 2025, 22 July 2025 and 13 November 2025) with updates to the senior management structure following internal appointments and onward movement. Personnel Committee subsequently agreed to commence recruitment to Service Director Commissioning, Quality and Health Partnerships and Service Director for Highways, Streetscene and Waste.

Service Director – Commissioning, Quality and Health Partnerships (formerly titled Service Director for Resources, Improvement and Partnerships)

Prior to recruitment, portfolios were reviewed to ensure appropriate leadership to the specialist areas; this resulted in a change to portfolios and a new title, more reflective of responsibilities, to Service Director for Commissioning, Quality and Health Partnerships. Recruitment to this post commenced in September 2025.

Personnel Committee are asked to note the successful appointment to this role with Jess Barclay-Lambert having joined Kirklees in February 2026.

Service Director – Highways, Streetscene and Waste

Following the absence and subsequent retirement of the previous service Director, Personnel Committee, in November 2025, agreed to commence recruitment to the role.

Personnel Committee are asked to note the successful appointment to this role with Matthew Bell having joined Kirklees in May 2026.

Service Director - People, Culture and Traded Services

Following the retirement of Service Director - Culture and Visitor Economy, and prior to consideration of recruitment, portfolios have been reviewed to ensure appropriate leadership to the key areas and to bring more services together under one service director to generate efficiencies; this has resulted in a change to portfolios and a new title, more reflective of responsibilities. The new portfolio now includes People Services and HD-One.

Service Director – Property

Following the retirement of Service Director – Development, and prior to consideration of recruitment, portfolios have been reviewed to ensure appropriate leadership to the key areas; this has resulted in a change to portfolios and a new title, more reflective of responsibilities. The new portfolio now includes asset management, capital programme delivery, housing growth, strategic housing and facilities management. Interim arrangements are in place pending permanent recruitment.

In order to maximise candidate availability, should recruitment to the above roles be agreed, recruitment would be expected to commence in September 2026.

3. Implications for the Council

The implications for the Council are to ensure that the Council meets its responsibilities in respect of:

- Requirements in relation to management of the workforce
- Requirements in relation to traded services
- Requirements in relation to capital development
- Requirements in relation to housing strategy and growth
- Providing effective leadership as part of the Council's leadership team alongside delivery of the Council Plan.

Council Plan

The roles recruited to will be expected to make a significant contribution to the delivery of these priorities.

Financial Implications

There are no direct additional financial implications as all costs will be met from within existing staffing budgets.

Legal Implications

Whilst these posts are desirable in the interests of the efficient management and delivery of services none of the posts considered in this report are statutory posts which the Council is required to have by law. By section 112 of the Local Government Act 1972 a local authority shall appoint such officers as they think necessary for the proper discharge by the authority of its functions. By section 7 of the Local Government and Housing Act 1989 all staff are to be appointed on merit. The recruitment process should be in accord with the Council's Constitutional arrangements as described below.

Other (eg Risk, Integrated Impact Assessment or Human Resources)

Under the Council's Constitution, the responsibility for the appointment of these roles, sits with the Personnel Committee. The appointments should be compliant with the Council's Officer Employment Procedure Rules and the Recruitment and Selection Procedure. The appointment should be made on merit in accordance with section 7 of the Local Government and Housing Act 1989. There are no other specific human resources or financial implications other than those mentioned elsewhere in this report.

4. Consultation

The recruitment process involved elected members.

5. Engagement

Internal and external stakeholders were engaged in the recruitment processes.

6. Recommendation

It is recommended that Personnel Committee:

1. Notes the updates provided on selection processes for Service Director – Commissioning, Quality and Health Partnerships and Service Director – Highways, Streetscene and Waste.

2. Agrees to commence permanent recruitment to Service Director - People, Culture and Traded Services and Service Director - Property to be carried out in accordance with the Council's established and approved chief officer recruitment practices.
3. Agrees to convene a Member Appointment Panel to recruit to the roles as set out above.

7. Next steps and timelines

Subject to Personnel Committee agreeing to recruit to these roles, recruitment planning will take place during the summer period with advertising expected in September 2026.

8. Contact officer

Steve Mawson – Chief Executive

9. Background Papers and History of Decisions

This report builds on Personnel Committee of 7 April 2025 and 22 July 2025 and 13 November 2025.

10. Service Director responsible

Steve Mawson – Chief Executive



Pay Policy Statement 2026/27 (Reference to Council)

Meeting	Personnel Committee
Cabinet Member	Not applicable
Key Decision Eligible for Call In	No No
Purpose of Report To comply with the requirements of Sections 38 – 43 of the Localism Act 2011, that the authority produces a policy statement that covers matters concerning the pay of the authority’s principal Chief Officers.	
Recommendations <ul style="list-style-type: none"> That Personnel Committee note, and full Council approve the annual Pay Policy Statement for 2026-27. 	
Reasons for Recommendations <ul style="list-style-type: none"> Request that Personnel Committee note, and full Council approve the annual Pay Policy Statement attached to this report in accordance with the 2011 Localism Act. 	
Resource Implications: <ul style="list-style-type: none"> There is sufficient revenue budgetary provision within the approved budget plans for 2026/27 to implement the attached 2026/27 pay policy statement. 	
Date signed off by <u>Strategic Director</u> & name. Is it also signed off by the Service Director for Finance? Is it also signed off by the Service Director for Legal Governance and Commissioning?	Rachel Spencer-Henshall – 23/6/26 Kevin Mulvaney – 23/1/26 Samantha Lawton – 23/6/26

Electoral wards affected: **All**

Ward councillors consulted: **All**

Public or private: **Public**

Has GDPR been considered? This report contains no information that falls within the scope of the General Data Protection Regulation.

1. Executive Summary

- Sections 38 – 43 of the Localism Act 2011 requires that the authority produce a policy statement that covers several matters concerning the pay of the authority’s staff, principally Chief Officers. The attached policy statement appendices meet the requirements of the Localism Act.
- Section 39 (1) of the Localism Act 2011 specifically include the requirement that a relevant authority’s pay policy statement must be approved by a resolution of the authority before it comes into force, and as per Section 39 (3) of the Act, that each subsequent annual statement must be prepared and approved before the end of the 31 March immediately preceding the financial year to which it relates.

2. Information required to take a decision.

- The report is submitted to ensure that the Council complies with the requirements of Sections 38 – 43 of the Localism Act 2011. This requires the Council to produce an annual pay policy statement that covers matters concerning the pay of the authority’s principal Chief Officers. It also requires a Council resolution to approve the annual statement before the end of the 31 March immediately preceding the financial year to which it relates.
- This policy also has some connection with the data on pay and rewards for staff which the Authority publishes under the Code of Recommended Practice for Local Authorities on Data Transparency and the data which is published under The Accounts and Audit (England) Regulations (2015). This policy statement does not cover or include school staff and is not required to do so.
- The proposed 2026/27 Pay Policy Statement is attached in more detail for Council approval see the appendices.

3. Implications for the Council

3.1 **Working with People**
N/A

3.2 **Working with Partners**
N/A

3.3 **Place Based Working**
N/A

3.4 **Climate Change and Air Quality**
N/A

3.5 **Improving outcomes for children**
N/A

3.6 **Financial Implications**
There is sufficient revenue budgetary provision within the approved budget plans for 2026/27 to implement the attached 2026/27 pay policy statement.

3.7 **Legal Implications**
None to report

3.8 **Other (e.g., Risk, Integrated Impact Assessment or Human Resources)**

None to report

4. Consultation
N/A

5. Engagement
N/A

6. Options

6.1 Options considered
N/A

6.2 Reasons for recommended option
N/A

7. Next steps and timelines

Publish the Pay Policy Statement on the Council's Internet site, to meet the requirements of the Localism Act.

8. Contact officer

Shauna Coyle – Head of People Services, shauna.coyle@kirklees.gov.uk
Margaret Lunn – Human Resources Partner, People Services,
Margaret.lunn@kirklees.gov.uk

9. Background Papers and History of Decisions

2025-26 Pay Policy Statement approved and published on the Council Website.
Government Pay policy statement guidance: [Openness and accountability in local pay: supplementary guidance - GOV.UK](#)

10. Appendices

Kirklees Pay Policy Statement 2026/27

Remuneration of Chief Officers

Kirklees Council Single Status Grades (1st April 2025) this will be subject to the national

pay award consultations for 2026/27.

Range of Policies

11. Executive Director responsible

Rachel Spencer-Henshall – Deputy Chief Executive and Executive Director Public Health and Corporate Resources

This page is intentionally left blank

Pay Policy Statement

1st April 2026 to 31st March 2027

Contents

Pay Policy Statement	1
 Introduction	2
 Definition of Senior Officers covered by the Policy Statement.....	2
 Policy on remunerating Chief Officers	3
 Policy on remunerating the lowest paid in the workforce.....	4
 Policy on the relationship between Chief Officer remuneration and that of other staff ..	4
 Policy on other aspects of Chief Officer remuneration	5
 Approval of salary packages in excess of £100k	5
 Flexibility to address recruitment issues for vacant posts.....	5
 Policy for future years.....	5
 Appendix A - Remuneration of Chief Officers	1
 Appendix B - Kirklees Council Single Status Salary Grades	1
 Appendix C – Range of Kirklees Policies	3

Introduction

Sections 38 – 43 of the Localism Act 2011 requires that the authority produce a policy statement that covers matters concerning the pay of the authority's staff, principally Chief Officers. This policy statement meets the requirements of the Localism Act in this regard and also meets the requirements of guidance issued by the Secretary of State for Communities and Local Government to which the authority is required to have regard under Section 40 of the Act. This policy also has some connection with the data on pay and rewards for staff which the Authority publishes under the Code of Recommended Practice for Local Authorities on Data Transparency and the data which is published under The Accounts and Audit (England) Regulations (2015). This policy statement does not cover or include school staff and is not required to do so.

Definition of Senior Officers covered by the Policy Statement

Level	Position in Organisation	Position Title
Level A	Head of Paid Service	Chief Executive
Level B	Monitoring Officer	Service Director – Governance & Commissioning
Level C	Statutory Chief Officer	Executive Director – Children & Families
Level C	Statutory Chief Officer	Executive Director – Adults & Health
Level C	Statutory Chief Officer	Deputy Chief Executive and Executive Director – Public Health & Corporate Resources
Level C	Statutory Chief Officer	Service Director – Finance – Section 151 Officer
Level D	Non-statutory Chief Officer	Executive Director – Place
Level E	Deputy Chief Officers	Service Director – Family Help, Permanence and Safeguarding
Level E	Deputy Chief Officers	Service Director – Learning & Inclusion
Level E	Deputy Chief Officers	Service Director – Children's Commissioning, QA and Health Partnerships
Level E	Deputy Chief Officers	Service Director – Adults Social Care Operation
Level E	Deputy Chief Officers	Service Director – Communities & Access Services
Level E	Deputy Chief Officers	Service Director – Strategic Commissioning, Partnerships & Provider Services

Level	Position in Organisation	Position Title
Level E	Deputy Chief Officers	Service Director – Development
Level E	Deputy Chief Officers	Service Director – Environmental Strategy & Climate Change
Level E	Deputy Chief Officers	Service Director – Highways & Streetscene
Level E	Deputy Chief Officers	Service Director – Homes & Neighbourhoods
Level E	Deputy Chief Officers	Service Director – Skills & Regeneration
Level E	Deputy Chief Officers	Service Director – Culture & Visitor Economy
Level E	Deputy Chief Officers	Service Director – Strategy & Innovation
Level E	Deputy Chief Officers	Head of People Services
Level E	Deputy Chief Officers	Head of Health Protection
Level E	Deputy Chief Officers	Head of Improving Population Health
Level E	Deputy Chief Officers	Head of Accountancy
Level E	Deputy Chief Officers	Head of Commercial Services
Level E	Deputy Chief Officers	Head of Finance
Level E	Deputy Chief Officers	Head of Welfare & Exchequer Services

Level E are those officers who report directly to a Statutory or Non-Statutory Chief Officer.

Policy on remunerating Chief Officers

The authority's policy on remunerating Chief Officers is set out on the schedule that is attached to this policy statement at Appendix A. It is the policy of this authority to establish a remuneration package for each Chief Officer post that is sufficient to attract and retain staff of the appropriate skills, knowledge, experience, abilities, and qualities that is consistent with the authority's requirements of the post in question at the relevant time, which may include reference to appropriate benchmarks.

Following the implementation of Single status, all Chief Officers are paid in accordance with the Council's pay spine including national pay awards.

Policy on remunerating the lowest paid in the workforce

The authority applies terms and conditions of employment that have been negotiated and agreed through appropriate collective bargaining mechanisms (national or local) or as a consequence of authority decisions, these are then incorporated into contracts of employment. This authority revised the pay spine with effect from 1 April 2019 to recognise the implementation of the national minimum wage. The lowest pay point in this Authority, is Grade 1, Spinal Column Point (SCP) 3; £12.85 hourly rate.

The pay rate is increased in accordance with any pay settlements which are reached through the National Joint Council for Local Government Services. (The 2025 pay spine shown at Appendix B, will be subject to the national pay award consultations, for 2026/27).

From April 2025, the government is revising the criteria for national living wage payments. Therefore, the authority has reviewed the implementation of apprenticeship rates of pay from the 1st of April 2024, the Year 1 rate will be increased in line with the percentage set by Government for the national living wage. For 2025 the hourly rate will be £12.42 and the Year 2 onwards rate will be £12.71 per hour, in accordance with the national living wage requirements. The rates are paid to all apprentices and is not related to the age of the apprentice.

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

The highest paid (actual) salary in this authority is £188,136, Grade 24, SCP 74, which is paid to Steve Mawson. The median (full-time equivalent) salary * in this authority (not including schools or other external organisations) is £31,022 second point of Grade 7, SCP 17.

*Median

The median is the value falling in the middle when the data items are arranged in an array of either ascending or descending order. If there is an odd number of items, the median is the value of the middle item. If there is an even number of items, the median is obtained by taking the mid points of the two middle points (add middle points together and divide by 2).

Excluded: Kirklees active Leisure, Maintained Schools, Academies, Claiming Teachers, Temp Direct, Teachers pensions, Casual and Paymaster Only Contracts, any record where the actual salary is zero.

The ratio between the two salaries, the 'pay multiple', is 6.06:1.

This authority does not have a policy on maintaining or reaching a specific 'pay multiple', however the authority is conscious of the need to ensure that the salary of the highest paid employee is not excessive and is consistent with the needs of the authority as expressed in this policy statement and its wider pay policy and approach.

The authority's approach to the payment of other staff is to pay that which the authority needs to pay to recruit and retain staff with the skills, knowledge, experience, abilities, and qualities needed for the post in question at the relevant time, which may include reference to

appropriate benchmarks, and to ensure that the authority meets any contractual requirements for staff including the application of any local or national collective agreements, or authority decisions regarding pay.

Policy on other aspects of Chief Officer remuneration

Other aspects of Chief Officer remuneration are appropriate to be covered by this policy statement, these other aspects are defined as recruitment, pay increases, additions to pay, performance related pay, earn back, bonuses, termination payments, transparency, and re-employment when in receipt of a Local Government Pension Scheme (LGPS) pension or a redundancy/severance payment. These matters are addressed in the schedule that is attached to this policy statement at Appendix C).

Approval of salary packages in excess of £100k

The authority will ensure that, at the latest before an offer of appointment is made, any salary package for any new post that is not currently included within Appendix A (not including schools and any initial transfer to the Council under TUPE), that is in excess of £100k will be considered by Personnel Committee. The salary package will be defined as base salary, any bonuses, fees, routinely payable allowances, and benefits in kind that are due under the contract.

Flexibility to address recruitment issues for vacant posts

In the vast majority of circumstances, the provisions of this policy will enable the authority to ensure that it can recruit effectively to any vacant post. There may be exceptional circumstances when there are recruitment or retention difficulties for a particular post and where there is evidence that an element or elements of the remuneration package are not sufficient to secure an effective appointment or retention through for example market supplements or recruitment and retention payments. This policy statement recognises that this situation may arise in exceptional circumstances and therefore a departure from this policy can be implemented without having to seek full Council approval for a change of the policy statement. Such a departure from this policy will be expressly justified in each case and will be approved through an appropriate authority decision making route.

Policy for future years

This policy statement will be reviewed each year and will be presented to full Council each year for consideration in order to ensure that a policy is in place for the authority prior to the start of each financial year.

Appendix A - Remuneration of Chief Officers

Job Level	Position in Organisation	Employment Conditions	Job Title	Salary Banding	Election Fees
A	Head of Paid Service	Single Status	Chief Executive	£175,000 £209,999	Contract includes duties of returning officer for District, Regional, & Parliamentary elections. Election duty fees are a normal part of the salary for local elections. Additional payment for other national elections is paid at the nationally agreed rate depending upon the type of election.
B	Monitoring Officer	Single Status	Service Director Governance & Commissioning (Monitoring Officer)	£100,000 £119,999	No
C	Statutory Chief Officer	Single Status	Executive Director Children & Families	£135,000 £154,999	Election duty fees are in accordance with normal authority procedures
C	Statutory Chief Officer	Single Status	Executive Director Adults & Health	£135,000 £154,999	Election duty fees are in accordance with normal authority procedures
C	Statutory Chief Officer	Single Status	Deputy Chief Executive and Executive Director – Public Health & Corporate Resources	£135,000 £154,999	Election duty fees are in accordance with normal authority procedures

Job Level	Position in Organisation	Employment Conditions	Job Title	Salary Banding	Election Fees
C	Statutory Chief Officer	Single Status	Service Director - Finance (Section 151 Officer)	£100,000 £119,999	No
D	Non-statutory Chief Officer	Single Status	Executive Director - Place	£135,000 £154,999	Election duty fees are in accordance with normal authority procedures
E	Deputy Chief Officer	Single Status	Service Director – Family Help, Permanence and Safeguarding	£100,000 £119,999	No
E	Deputy Chief Officer	Single Status	Service Director – Learning & Inclusion	£100,000 £119,999	No
E	Deputy Chief Officer	Single Status	Service Director – Children’s Commissioning, QA and Health Partnerships	£100,000 £119,999	No
E	Deputy Chief Officer	Single Status	Service Director - Adult Social Care Operation	£100,000 £119,999	No
E	Deputy Chief Officer	Single Status	Service Director - Communities & Access Services	£100,000 £119,999	No
E	Deputy Chief Officer	Single Status	Service Director - Learning Disabilities & Mental Health	£100,000 £119,999	No
E	Deputy Chief Officer	Single Status	Service Director - Development	£100,000 £119,999	No

Job Level	Position in Organisation	Employment Conditions	Job Title	Salary Banding	Election Fees
E	Deputy Chief Officer	Single Status	Service Director - Environmental Strategy & Climate Change	£100,000 £119,999	No
E	Deputy Chief Officer	Single Status	Service Director - Highways & Streetscene	£100,000 £119,999	No
E	Deputy Chief Officer	Single Status	Service Director - Homes & Neighbourhoods	£100,000 £119,999	No
E	Deputy Chief Officer	Single Status	Service Director - Skills & Regeneration	£100,000 £119,999	No
E	Deputy Chief Officer	Single Status	Service Director - Culture & Visitor Economy	£100,000 £119,999	No
E	Deputy Chief Officer	Single Status	Service Director - Strategy & Innovation	£100,000 £119,999	No
E	Deputy Chief Officer	Single Status	Head of Improving Population Health	£60,000 £74,999	No
E	Deputy Chief Officer	Single Status	Head of Health Protection	£80,000 £94,999	No
E	Deputy Chief Officer	Single Status	Head of Accountancy	£60,000 £74,999	No
E	Deputy Chief Officer	Single Status	Head of Commercial Services	£60,000 £74,999	No

Job Level	Position in Organisation	Employment Conditions	Job Title	Salary Banding	Election Fees
E	Deputy Chief Officer	Single Status	Head of Finance	£60,000 £74,999	No
E	Deputy Chief Officer	Single Status	Head of Welfare & Exchequer Services	£60,000 £74,999	No
E	Deputy Chief Officer	Single Status	Head of People Service	£80,000 £94,999	No

Notes

- 1 Salary is Full Time Equivalent – current salary bands quoted reflect pay levels as of 1 April each year.
- 2 2026 Salaries are still to be confirmed salary band based on 2025 salaries.
- 3 Kirklees Council has a common set of Terms and Conditions that applies to all staff, entitled to claim.
- 4 No positions attract Performance Related Pay (PRP), Earn Back, Bonus or non-cash bonus, arrangements.
- 5 No positions have Joint Authority payment arrangements.

Appendix B - Kirklees Council Single Status Salary Grades

Grade	SCP	Salary	Grade	SCP	Salary
Apprentice	Year 1	£23,962	14	40	£51,356
Apprentice	Year 2	£24,521	14	41	£52,413
1	1	£24,413	14	42	£53,460
2	2	£24,413	15	43	£54,495
3	3	£24,796	15	44	£55,468
4	4	£25,185	15	45	£56,494
4	5	£25,583	16	46	£57,457
5	5	£25,583	16	47	£58,462
5	6	£25,989	17	48	£59,447
6	7	£26,403	17	49	£60,448
6	8	£26,824	17	50	£61,451
6	9	£27,254	18	51	£62,474
6 Not used	10	£27,694	18	52	£63,299
6	11	£28,142	18	53	£64,553
Unused	12	£28,598	19	54	£65,621
Unused	13	£29,064	19	55	£66,717
7	14	£29,540	19	56	£68,216
7	15	£30,024	19	57	£73,056
7 Not used	16	£30,518	20	58	£81,749
7	17	£31,022	20	59	£87,552
Unused	18	£31,537	20	60	£93,793
8	19	£32,061	21	61	£93,393

Grade	SCP	Salary	Grade	SCP	Salary
8	20	£32,597	21	62	£100,062
8 Not used	21	£33,143	21	63	£107,190
8	22	£33,699	22	64	£102,552
9	23	£34,434	22	65	£110,113
9	24	£35,412	22	66	£117,672
9	25	£36,363	23	67	£139,905
9	26	£37,280	23	68	£143,252
10	27	£38,220	23	69	£146,794
10	28	£39,152	23	70	£150,239
10	29	£39,862	23	71	£153,684
10	30	£40,777	24	72	£176,511
11	31	£41,771	24	73	£182,326
11	32	£42,839	24	74	£188,136
11	33	£44,075	24	75	£193,950
12	34	£45,091	24	76	£199,763
12	35	£46,142	24	77	£205,580
12	36	£47,181			
13	37	£48,226			
13	38	£49,282			
13	39	£50,269			

*Revised Pay spine Implemented 1st April 2023

** 2026 Salaries are still to be confirmed salary band based on 2025 salaries

*** Apprenticeship rates of pay are increased in accordance with the national minimum wage and national living wage requirements (rates shown are from 01.04.2026).

Appendix C – Range of Kirklees Policies

Aspect of Chief Officer Remuneration	Authority Policy
Recruitment	The post will be advertised and appointed to at the appropriate approved salary for the post in question level unless there is good evidence that a successful appointment of a person with the required skills, knowledge, experience, abilities, and qualities cannot be made without varying the remuneration package. In such circumstances a variation to the remuneration package is appropriate under the authority's policy and any variation will be approved through the appropriate authority decision making process.
Pay Increases	The authority will apply any pay increases that are agreed by relevant national negotiating bodies and/or any pay increases that are agreed through local negotiations. Following the implementation of Single status, all Chief officers are paid in accordance with the Council's pay spine including national pay awards. The authority will also apply any pay increases that are as a result of authority decisions to significantly increase the duties and responsibilities of the post in question beyond the normal flexing of duties and responsibilities that are expected in senior posts.
Additions to Pay	The authority would not make additional payments beyond those specified in the appropriate policies i.e., Market Rate Supplement, Recruitment and Retention, Acting Up or Honoraria payments.
Performance Related Pay (PRP)	The authority does not operate a performance related pay system as it believes that it has sufficiently strong performance management arrangements in place to ensure high performance from its senior officers. Any areas of under-performance are addressed rigorously by utilising the Performance Management system.
Earn-Back (Withholding an element of base pay related to performance)	The authority does not operate an earn-back pay system as it believes that it has sufficiently strong performance management arrangements in place to ensure high performance from its senior officers. Any areas of under-performance are addressed rigorously.
Bonuses	The authority does not pay bonus payments to senior officers.
Termination Payments	The authority applies its normal redundancy payments arrangements to senior officers and does not have separate provisions for senior officers. The authority also applies the appropriate Pensions regulations when they apply. The authority has agreed policies in place on how it will apply any discretionary powers it has under Pensions regulations. Any costs that are incurred by the authority regarding senior officers are

Aspect of Chief Officer Remuneration	Authority Policy
	published in the authority accounts as required under the Accounts and Audit (England) Regulations 2015.
Transparency	The authority meets its requirements under the Localism Act, the Code of Practice on Data Transparency and the Accounts and Audit Regulations in order to ensure that it is open and transparent regarding senior officer remuneration.
Re-employment of staff in receipt of a Local Government Pension Scheme Pension or a redundancy/severance payment	<p>The authority is under a statutory duty to appoint on merit and has to ensure that it complies with all appropriate employment and equalities legislation. The authority will always seek to appoint the best available candidate to a post who has the skills, knowledge, experience, abilities, and qualities needed for the post.</p> <p>The authority will therefore consider all applications for candidates to try to ensure the best available candidate is appointed. If a candidate is a former employee in receipt of an LGPS pension or a redundancy payment this will not rule them out from being re-employed by the authority. Clearly where a former employee left the authority on redundancy terms then the old post has been deleted and the individual cannot return to the post as it will not exist.</p> <p>The authority will apply the provisions of the Redundancy Payments Modification Order regarding the recovery of redundancy payments if this is relevant. Pensions Regulations also have provisions to reduce pension payments in certain circumstances to those who return to work within the local government service.</p>

This page is intentionally left blank