



**RECORD OF OUTCOMES OF THE EMPLOYMENT COMMITTEE  
HELD AT THE TOWN HALL, PETERBOROUGH ON 24 JUNE 2016**

**5. Senior Management Pay Structure**

**RESOLVED** that Employment Committee:

- 1) Approved the senior management pay structures;
- 2) Agreed that progression be linked to performance as detailed in the report; and
- 3) Agreed that in-grade progression be determined by the employees' line manager subject to the performance criteria being met.

**Reasons for the decision:**

The recommendations would not only provide a formal mechanism for movement within grades but would also provide clarity for Employment Committee on what salaries staff may be appointed on.

The Employment Committee, as the Committee responsible for determining Chief Officers and Deputy Chief Officers' pay, would be clear with regards to appointment salary.

**6. Service Director (Finance) – Determination of Salary**

**RESOLVED** that Employment Committee determined the appropriate remuneration for the post of Service Director (Finance) to be £97,869 per annum with effect from 1 April 2016.

**Reasons for the decision:**

The proposal was in accordance with Peterborough City Council's job evaluation policy for senior staff.