

APPENDIX 2

1. NHS AGENDA FOR CHANGE PAY SCALES

<p>Candidate 1 (Medical and Dental Pay Terms and Conditions). Based on 23 years' service. This is an Indicative Salary. Candidate is not likely to accept less than the indicative salary.</p>	<p>NHS Pay based on Medical and Dental Pay Scales = £101,451</p> <p>(Senior Manager Pay Band 5 based on the Median = £81,941. £101,451 - £81,941 = £19,510 this will be the Market Supplement)</p> <p>On call allowance 1% of £101,451 = £1,015</p> <p>Chief Office Supplement = £3522</p> <p>Clinical Excellence Awards (based on 4 clinical excellence awards) = £12,000</p> <p>Total =117,988</p>
<p>Candidate 2 (Agenda for Change Pay, Terms and Conditions) – Intelligence from the Executive Search Agent advises that the Candidate is not likely to move for less than £100,000. Indicative Salary.</p>	<p>Agenda for Change Pay Band 9</p> <p>53 = £93,944</p> <p>(Senior Manager Pay Band 5 based on the Median = £81,941. £93,944 - £81,941 = £12,003 this will be the Market Supplement)</p> <p>On call allowance 1% of £93,944 = £940</p> <p>Chief Officer Supplement = £3522</p> <p>Total = £98,406</p>

2. LOCAL AUTHORITY PAY AWARDS

This information is provided by Gatenby Sanderson through an analysis of adverts placed for this role

Organisation	Role	Year	Salary
NHS England	Director of Public Health, Offender Health and Military Health	2014	£102,500
Wiltshire County Council	AD Public Health and Protection	2014	£104,000
Calderdale Council	Director of Public Health	2013	£111,000
Leicestershire County Council	Director of Public Health	2013	£127,000
London Borough of Greenwich	Director of Public Health	2013	£110,000
London Borough of Havering	Director of Public Health	2013	£120,000
London Borough of Newham	Director of Public Health – Joint Appointment with Newham, Hackney and City of London	2013	£120,000
NHS South West London	Director of Public Health for Merton	2012	£100,000
NHS South West London	Director of Public Health for Sutton	2012	£100,000

3. ADVERT ANALYSIS

Organisation	Role	Year	Salary
Sandwell Metropolitan Borough Council	Director of Public Health	2014	£101,687
Redcar and Cleveland Borough Council	Director of Public Health	2014	£84,000
Gloucestershire County Council	Director of Public Health	2014	£95,881
Bath & North Est Somerset Council	Director of Public Health	2013	£100,455
Hull City Council	Director of Public Health	2013	£98,000
Leicestershire City Council	Director of Public Health	2013	£127,000