

APPENDIX 1: SENIOR MANAGEMENT PAY SCALE

| PAY BAND | POINT RANGE (HAY) | MEDIAN + 10 % | 50th PERCENTILE (MEDIAN) | MEDIAN -10 % |
|-------------------|--------------------------|----------------------|--|---------------------|
| Pay Band 1 | 1801 - 2140 | £187,000 | £170,000 | £153,000 |
| Pay Band 2 | 1508 - 1800 | £155,240 | £141,127 | £127,014 |
| Pay Band 3 | 1261 - 1507 | £126,880 | £115,345 | £103,811 |
| Pay Band 4 | 1056 - 1260 | £104,500 | £95,000 | £85,500 |
| Pay Band 5 | 880 - 1055 | £90,135 | £81,941 | £73,747 |
| Pay Band 6 | 735 - 879 | £77,237 | £70,215 | £63,194 |
| Pay Band 7 | 614 - 734 | £65,137 | £59,215 | £53,294 |

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