

SURREY HEATH BOROUGH COUNCIL PAY SCALES

2024 PAY SCALES

Increase of 4% on all pay scale points effective from 1 April 2024

Grade	SCP	Salary (£)
SH1	1.2	15660
SH1	1.3	16605
SH1	1.4	17549
SH1	1.5	18499
SH1	1.6	19139
SH2	2.7	19803
SH2	2.8	20907
SH2	2.9	22072
SH2	2.10	23355
SH2	2.11	23995
SH3	3.11	24318
SH3	3.12	25264
SH3	3.13	26194
SH3	3.14	27121
SH3	3.15	27759
SH4	4.15	28247
SH4	4.16	29676
SH4	4.17	31088
SH4	4.18	32446
SH4	4.19	33085
SH5	5.19	33872
SH5	5.20	35285
SH5	5.21	36676
SH5	5.22	38087
SH5	5.23	38723
SH6	6.23	39514
SH6	6.24	40925
SH6	6.25	42300
SH6	6.26	43730
SH6	6.27	44366
SH7	7.28	46246
SH7	7.29	47853
SH7	7.30	49456
SH7	7.31	51029
SH7	7.32	51667

Grade	SCP	Salary (£)
SH8	8.33	53117
SH8	8.34	54977
SH8	8.35	56849
SH8	8.36	58740
SH8	8.37	59381
SH9	9.37	60790
SH9	9.38	62746
SH9	9.39	64704
SH9	9.40	66657
SH9	9.41	67295
SH10	30.101	70211
SH10	30.102	72850
SH10	30.103	75254
SH10	30.104	77501
SH10	30.105	79747
SH31	31.106	81432
SH31	31.107	83678
SH31	31.108	85925
SH31	31.109	88171
SH31	31.110	90418
SH32	32.111	102773
SH32	32.112	105019
SH32	32.113	107266
SH32	32.114	109512
SH32	32.115	111758
SH33	33.301	128518
SH33	33.302	133106
SH33	33.303	137698
SH33	33.304	142285

Senior Officers

Chief Executive

Grade SH33.304

Plus £2,000 car allowance

Permanent

Strategic Director Finance and Customer Service (S151 Officer)

Grade SH32.114

Plus £7,500 S151 Officer Allowance

Permanent

Strategic Director Environment and Community

Grade SH32.113
Permanent

Head of Legal & Democratic Services (Monitoring Officer)
Grade SH31.109
Plus £7,500 Monitoring Officer Allowance
Permanent

Head of Human Resources, Performance and Communications
Grade SH31.107
Permanent

Head of Property and Economic Development
Grade SH31.110
Permanent

Head of Planning
Grade SH31.110
Permanent

Strategic Director, JWS
Grade SH32.113
Permanent

Bonuses, Additional Benefits and Variable pay: £0

Staff earning over £50,000 including posts above

Remuneration bands	Number of employees
£50,000 - £55,000	14
£55,000 - £60,000	14
£60,000 - £65,000	5
£65,000 - £70,000	11
£70,000 - £75,000	1
£75,000 - £80,000	2
£80,000 - £85,000	0
£85,000 - £90,000	1
£90,000 - £95,000	2

Remuneration bands	Number of employees
£95,000 - £100,000	0
£100,000 - £105,000	0
£105,000 - £110,000	3
£110,000- £115,000	0
£115,000 - £120,000	0
£120,000 - £125,000	0
£125,000 - £130,000	0
£130,000 - £135,000	0
£135,000 - £140,000	0
£140,000 - £145,000	1

Staff numbers on each salary grade

Grade	Top of grade salary	Number of staff in the grade
SH1	£19,139	0
SH2	£23,995	2
SH3	£27,759	23
SH4	£33,085	81
SH5	£38,723	47
SH6	£44,366	62
SH7	£51,667	35
SH8	£59,381	18
SH9	£67,295	16
SH10	£79,747	3
SH31	£90,418	4
SH32	£111,758	3
SH33	£142,285	1