



Surrey Heath Borough Council Pay Scales and Senior Officer Information 2026 to 2027

2026 Pay Scales

Increase of 3.5% on all pay scale points effective from 1 April 2026

Grade	SCP	Salary (£)
SH1	1.2	16370
SH1	1.3	17358
SH1	1.4	18344
SH1	1.5	19338
SH1	1.6	20008
SH2	2.7	20701
SH2	2.8	21855
SH2	2.9	23073
SH2	2.10	24414
SH2	2.11	25083
SH3	3.11	25422
SH3	3.12	26410
SH3	3.13	27382
SH3	3.14	28351
SH3	3.15	29017
SH4	4.15	29529



Grade	SCP	Salary (£)
SH4	4.16	31022
SH4	4.17	32498
SH4	4.18	33917
SH4	4.19	34586
SH5	5.19	35408
SH5	5.20	36885
SH5	5.21	38340
SH5	5.22	39813
SH5	5.23	40480
SH6	6.23	41306
SH6	6.24	42781
SH6	6.25	44218
SH6	6.26	45713
SH6	6.27	46378
SH7	7.28	48343
SH7	7.29	50023
SH7	7.30	51698
SH7	7.31	53344
SH7	7.32	54010
SH8	8.33	55526
SH8	8.34	57470
SH8	8.35	59427



Grade	SCP	Salary (£)
SH8	8.36	61403
SH8	8.37	62074
SH9	9.37	63547
SH9	9.38	65592
SH9	9.39	67638
SH9	9.40	69680
SH9	9.41	70347
SH10	30.101	73395
SH10	30.102	76153
SH10	30.103	78667
SH10	30.104	81016
SH10	30.105	83364
SH31	31.106	85125
SH31	31.107	87473
SH31	31.108	89821
SH31	31.109	92170
SH31	31.110	94518
SH32	32.111	107434
SH32	32.112	109781
SH32	32.113	112130
SH32	32.114	114478
SH32	32.115	116827



Grade	SCP	Salary (£)
SH33	33.301	134346
SH33	33.302	139142
SH33	33.303	143943
SH33	33.304	148738

Senior Officers

Chief Executive

Grade SH33.304

Permanent

Director of Finance (Section 151 Officer)

Grade SH31.110

Plus £7,500 S151/114 Officer Allowance

Permanent

Director of Law & Governance (Monitoring Officer)

Grade SH31.110

Plus £7,500 Monitoring Officer Allowance

Permanent

Director of Transformation

Grade SH31.110

Permanent

Director of Property and Economic Development



Grade SH31.110

Permanent

Director of Built Environment and Regulation

Grade SH31.108

Permanent

Director of Housing, Community and Recreation

Grade SH31.109

Permanent

Strategic Director, JWS

Grade SH32.115

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	29
£55,000 - £60,000	2
£60,000 - £65,000	11
£65,000 - £70,000	9
£70,000 - £75,000	11
£75,000 - £80,000	3
£80,000 - £85,000	0
£85,000 - £90,000	1
£90,000 - £95,000	5
£95,000 - £100,000	0



Remuneration bands	Number of employees
£100,000 - £105,000	0
£105,000 - £110,000	0
£110,000- £115,000	0
£115,000 - £120,000	1
£120,000 - £125,000	0
£125,000 - £130,000	0
£130,000 - £135,000	0
£135,000 - £140,000	0
£140,000 - £145,000	0
£145,000 - £150,000	1

Staff numbers on each salary grade

Grade	Top of grade salary	Number of staff in the grade
SH1	£20,008	0
SH2	£25,083	0
SH3	£29,017	20
SH4	£34,586	55
SH5	£40,480	44
SH6	£46,378	47
SH7	£54,010	30
SH8	£62,074	13
SH9	£70,347	20
SH10	£83,364	3
SH31	£94,518	6
SH32	£116,827	1
SH33	£148,738	1

