

HEYCA Pay and Grading Framework

Version 0.2
October 2025



Hull and **East Yorkshire**
Combined Authority



Hull and East Yorkshire Pay and Grading Framework

- We are aiming to design a reward structure that has fair and transparent base pay, uses in-band progression to motivate without frequent regrading and is simple, equitable and flexible enough to evolve over time.
- The Reward structure will be aligned to the National Joint Council (NJC) pay scales to provide a fair, transparent and widely accepted structure.
- The NJC pay spine runs from SCP 2 (24,413 to SCP 43 (£54,495). For senior roles above SCP43 many councils and combined authorities use local pay scales.
- To keep the structure healthy a reasonable compression ratio between the top and bottom:
 - Chief Executive to Grade 1 ratio: No more than 7.5:1
 - Grade 6 to Grade 5: ~1.3-~1.5x
 - This helps with fairness and public perception
- Annual increases – will be applied in line with the NJC and JNC national offer

**The NJC has agreed that from 1 April 2026, Spinal Column Point (SCP) 2 will be permanently deleted from the NJC pay spine. SCP 1 had already been deleted.*

Hull and East Yorkshire Pay and Grading Framework

- Organisation Design Principle – Eight tiers of roles
- Basic structure of the eight tiers:
 1. Entry-Level / Administrative Roles
 2. Business Support Roles
 3. Officer Roles
 4. Lead Officer / Team Leader Roles
 5. Management Roles
 6. Head of Service Roles
 7. Senior Management / Service / Programme Directors
 8. Executive Leadership (including CEO)

**needs to align to SCP points*

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- Base Pay Banding
 - Broad banding within each Grade with clear progressions steps e.g. 5 increments per grade, allowing for growth without immediate promotion
 - Internal benchmarking – job evaluation to assign roles fairly to each Grade
 - External benchmarking – comparison with similar sized Combined Authorities / Constituent Councils and NJC Spine Points
- Progression Criteria
 - Reward progression within the grade band based on:
 - Appraisal / performance reviews
 - Skills or competency acquisition
 - Time in role
- Non-Financial Rewards
 - Extra annual leave for service milestones
 - Learning and development
 - Secondment opportunities
 - Generous Family Leave

**needs to align to SCP points*

Hull and East Yorkshire Pay and Grading Framework

- Pay Transparency and Communication
 - To help build trust in our new organisation HEYCA will clearly publish:
 - Pay scales
 - Criteria for promotion / band progression
 - Our organisation values that guide reward decisions
- Equity and Inclusion Review
 - Regular reviews will be undertaken to ensure the reward structure is:
 - Free of bias e.g. gender, race, disability
 - Auditable
 - Legally compliant with equal pay legislation
- Starting Salaries / Reckonable Service
 - Starting salaries will be presumed to be at the bottom of the banding except where reckonable service at the same level applies
 - Where staff have previous relevant experience at the same level, incremental credit will be given on the basis of 2 years : 1 incremental point

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Typical Jobs	Description of Tier
Entry-Level / Administrative Roles	Process related roles undertaking routine and repetitive tasks / activities. Little planning required.
Business Support Roles	Process related roles but usually with added complexity, either through more complex activities and / or supervision of others. Planning horizon – weekly.
Officer Roles	Many roles will be in this category – providing advice, guidance, services to clients (internal / external) at a practitioner level. Most will need little supervision as the roles follow procedure or precedent. May supervise others. Planning horizon – weekly.
Lead Officer / Team Leader Roles	First level management providing advice, guidance, services to clients (internal / external) at a leadership level. Will manage small teams and lead the implement of projects and plans. Planning horizon – monthly +
Management Roles	Contributes to and supports the translation of strategy into tactical plans and leads the implementation of these plans on a day-to-day level. Planning horizon – 6 months+
Head of Service Roles	Translates strategy into tactical plans and accountable for delivering specific services, strong contribution to strategy development. Planning horizon – 12 months+
Senior Management / Service / Programme Directors	Sets strategic direction with authority, Planning horizon – 3+ years.
Executive / Strategic Leadership (including CEO)	Accountable for the overall operation of the organisation, setting strategic direction with authority. Includes direct reports to the Chief Executive and ma statutory element e.g. MO / S.73 roles. . Long-term planning horizon

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**needs to align to SCP points*

Typical Jobs	NJC / JNC	SCP	HEYCA Grade	Salary Range
Entry-Level / Administrative Roles	NJC	SCP 3–11	1	£24,796 – £28,142
Business Support Roles	NJC	SCP 10–24	2	£27,694 – £34,434
Officer Roles	NJC	SCP 23–36	3	£34,434 – £47,181
Lead Officer / Team Leader Roles	NJC	SCP 35 - 42	4	£47,181 – £53,460
Management Roles	NJC	SCP 41 - 52	5	£53,460 – £ 65,042
Head of Service	JNC Officers	Local Points	6	£73,469 – £90,000
Senior Management / Programme / Service Directors	JNC Officers	Local Points	7	£90,000– £115,000
Executive / Strategic Leadership (including CEO)	JNC Officers	Spot Salary (Progression through performance appraisal)	8	£125,000 - £170,000

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Salary Band	Pay Points	SCP	Salary	Salary Band	Pay Points	SCP	Salary	Salary Band	Pay Points	SCP	Salary
Entry-Level/ Administrative Roles £24,796 – £28,142 Grade 1	1	3	£ 24,796	Business Support Roles £27,694 – £34,434 Grade 2	4	9	£ 27,254	Officer Roles £34,434 – £47,181 Grade 3	8	23	£ 34,434
	2	5	£ 25,583		5	11	£ 28,142		9	27	£ 38,220
	3	7	£ 26,403		6	16	£ 30,518		10	31	£ 41,771
	4	9	£ 27,254		7	20	£ 32,597		11	34	£ 45,091
	5	11	£ 28,142		8	23	£ 34,434		12	36	£ 47,181

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Salary Band	Pay Points	SCP	Salary	Salary Band	Pay Points	SCP	Salary
Lead Officer / Team Leader Roles £47,181 – £53,460 Grade 4	12	36	£ 47,181	Management Roles £53,460 – £65,042 Grade 5	16	42	£ 53,460
	13	37	£ 48,226		17	44	£ 55,610
	14	39	£ 50,269		18	49	£ 61,429
	15	40	£ 51,356		19	50	£ 62,636
	16	42	£ 53,460		20	52	£ 65,042

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Salary Band	Pay Points	Salary	Salary Band	Pay Points	Salary
Head of Service Roles £73,469 – £90,000 Grade 6	21	£ 73,469	Senior Management / Service / Programme Director Roles £90,000– £115,000 Grade 7	25	£90,000
	22	£ 76,500		26	£96,000
	23	£ 81,000		27	£102,000
	24	£ 85,500		28	£108,000
	25	£ 90,000		29	£115,000

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Salary Band	Pay Points	Salary
Executive / Strategic Director roles (including CEO) £125,000 – £170,000 Grade 8	29	£125,000
	30	£135,000
	31	£145,000
	32	£160,000
	33	£170,000

Note: points 32 and 33 are for CEO / Head of Paid Service only

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Salary Band	Pay Points	Salary
CEO £125,000 – £170,000 Grade 8	29	£125,000
	30	£135,000
	31	£145,000
	32	£160,000
	33	£170,000

Note: Points 32 and 33 will be used for exceptional candidates only and will be agreed by the Employment Panel