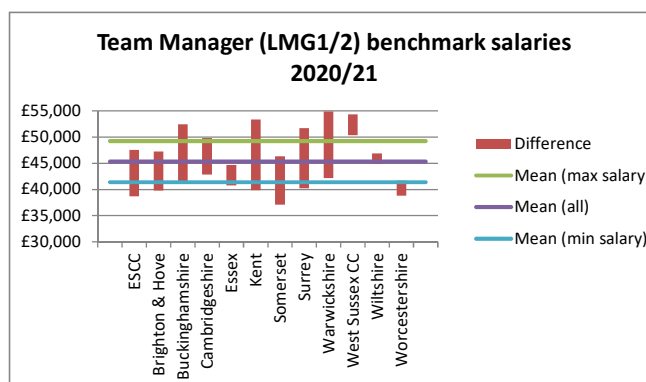


Comparison against similar sized or neighbouring authorities

Team Manager (LMG 1/2)

	Min Salary	Max Salary
ESCC	£ 38,650	£ 47,546
Brighton & Hove	£ 39,782	£ 47,253
Buckinghamshire*	£ 41,218	£ 52,403
Cambridgeshire	£ 42,806	£ 49,802
Essex*	£ 40,760	£ 44,632
Kent	£ 39,812	£ 53,395
Somerset	£ 37,107	£ 46,347
Surrey	£ 40,227	£ 51,725
Warwickshire	£ 42,219	£ 54,922
West Sussex CC	£ 50,379	£ 54,347
Wiltshire	£ 44,863	£ 46,845
Worcestershire	£ 38,813	£ 41,675

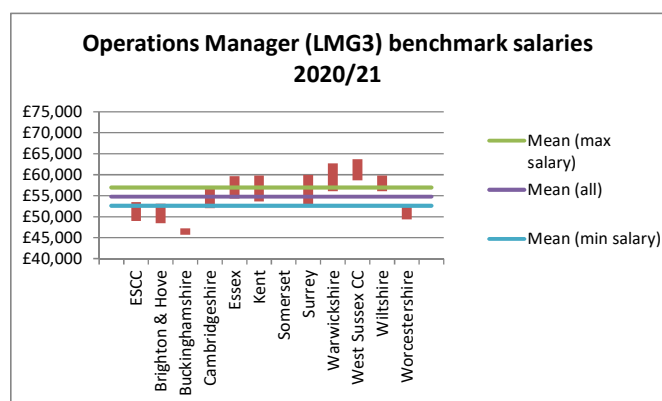
*2020/21 pay award applied



Operations Manager (LMG 3)

	Min Salary	Max Salary
ESCC	£ 48,974	£ 53,518
Brighton & Hove	£ 48,433	£ 53,105
Buckinghamshire*	£ 45,752	£ 47,218
Cambridgeshire	£ 52,025	£ 56,707
Essex*	£ 54,276	£ 59,701
Kent	£ 53,662	£ 59,832
Somerset	£ 54,816	£ 54,816
Surrey	£ 53,018	£ 59,964
Warwickshire	£ 56,105	£ 62,711
West Sussex CC	£ 58,700	£ 63,752
Wiltshire	£ 56,103	£ 59,809
Worcestershire	£ 49,359	£ 52,483

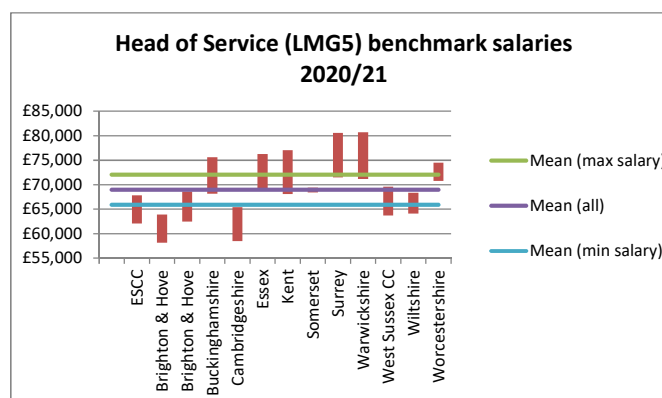
*2020/21 pay award applied



Head of Service (LMG 5)

	Min Salary	Max Salary
ESCC	£ 62,061	£ 67,818
Brighton & Hove (M5)	£ 58,176	£ 63,883
Brighton & Hove (M4)	£ 62,447	£ 68,632
Buckinghamshire*	£ 68,111	£ 75,603
Cambridgeshire	£ 58,499	£ 65,382
Essex*	£ 69,306	£ 76,238
Kent	£ 68,074	£ 77,009
Somerset	£ 68,376	£ 68,376
Surrey	£ 71,525	£ 80,586
Warwickshire	£ 71,168	£ 80,657
West Sussex CC	£ 63,708	£ 69,554
Wiltshire	£ 64,076	£ 68,308
Worcestershire	£ 70,736	£ 74,478

*2020/21 pay award applied



Assistant Director (LMG 7)

	Min Salary	Max Salary
ESCC	£ 78,625	£ 85,925
Brighton & Hove	£ 68,985	£ 79,598
Buckinghamshire*	£ 85,630	£ 95,049
Cambridgeshire	£ 67,628	£ 74,571
Essex	£ 81,904	£ 90,095
Kent	£ 77,394	£ 97,251
Somerset	£ 77,415	£ 77,415
Surrey	£ 80,977	£ 92,278
Warwickshire	£ 85,719	£ 116,555
West Sussex CC	£ 80,000	£ 85,000
Wiltshire	£ 76,402	£ 81,450
Worcestershire	£ 87,621	£ 96,510

*2020/21 pay award applied

