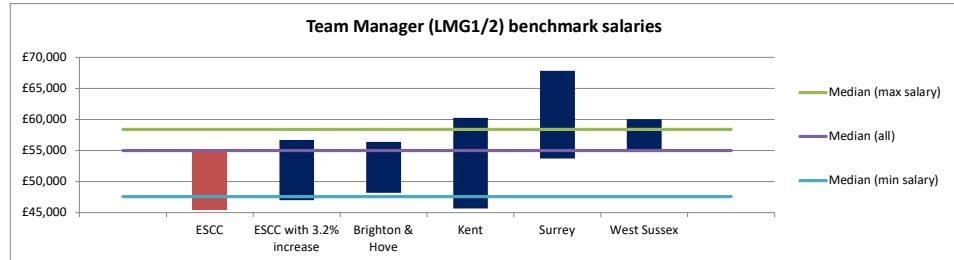


Comparison against neighbouring authorities - 2025/26 pay rates

Appendix 1

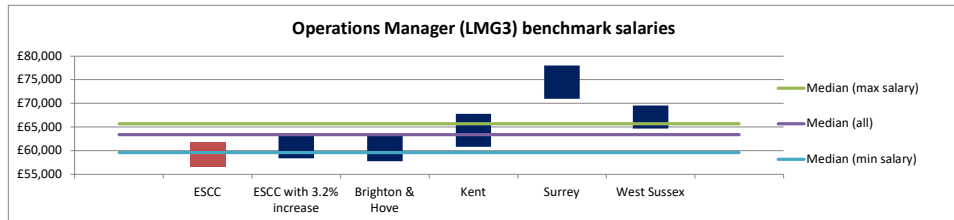
Team Manager (LMG 1/2)

	Min Salary	Max Salary
ESCC	£ 45,548	£ 54,978
ESCC with 3.2% increase	£ 47,006	£ 56,737
Brighton & Hove	£ 48,226	£ 56,400
Kent	£ 45,672	£ 60,246
Surrey	£ 53,713	£ 67,859
West Sussex	£ 55,057	£ 60,040



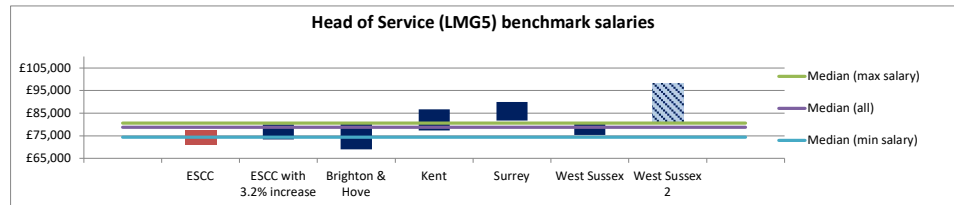
Operations Manager (LMG 3)

	Min Salary	Max Salary
ESCC	£ 56,567	£ 61,626
ESCC with 3.2% increase	£ 58,377	£ 63,598
Brighton & Hove	£ 57,755	£ 63,123
Kent	£ 60,800	£ 67,783
Surrey	£ 70,975	£ 78,002
West Sussex	£ 64,681	£ 69,550



Head of Service (LMG 5)

	Min Salary	Max Salary
ESCC	£ 71,136	£ 77,545
ESCC with 3.2% increase	£ 73,412	£ 80,026
Brighton & Hove	£ 68,949	£ 80,961
Kent	£ 77,348	£ 86,639
Surrey	£ 81,796	£ 89,942
West Sussex 1	£ 75,305	£ 80,340
West Sussex 2	£ 81,232	£ 98,216



Assistant Director (LMG 7)

	Min Salary	Max Salary
ESCC	£ 89,575	£ 97,701
ESCC with 3.2% increase	£ 92,441	£ 100,827
Brighton & Hove	£ 82,451	£ 94,812
Kent	£ 89,579	£ 109,309
Surrey	£ 101,582	£ 125,442
West Sussex 1	£ 81,232	£ 98,216
West Sussex 2	£ 121,776	£ 128,485

