

Castle Point Borough Council
Salary scale points 2025/26

Grade	Spinal Point	Gross Annual Salary (£)	Grade	Spinal Point	Gross Annual Salary (£)	Grade	Spinal Point	Gross Annual Salary (£)
	1	DELETED						
1	2	24,413	6	22	33,699	10	42	53,460
	3	24,796		23	34,434		43	54,495
	4	25,185		24	35,412		44	55,829
2	5	25,583		25	36,363		45	57,167
	6	25,989		26	37,280		46	58,506
	7	26,403	7	27	38,220	11	47	59,796
8	26,824	28		39,152	48		61,084	
3	9	27,254		29	39,862		49	62,347
	10	27,694		30	40,777		50	64,474
	11	28,142		31	41,771		51	66,029
4	12	28,598	8	32	42,839			
	13	29,064		33	44,075			
	14	29,540		34	45,091			
	15	30,024		35	46,142			
5	16	30,518	9	36	47,181			
	17	31,022		37	48,226			
	18	31,537		38	49,282			
	19	32,061		39	50,269			
	20	32,597		40	51,356			
	21	33,143		41	52,413			

Salaries are assessed within spinal column points 2 to 51 above, set within 11 pay grades, and roles are assigned a grade depending on the skills and expertise required to perform the relevant duties for each post using the NJC Job Evaluation Scheme.

Senior Officers:

	Spinal Point	Gross Annual Salary (£)
Assistant Director Note 1	301	71,425
	302	74,172
	303	76,919
	304	79,666
	305	82,413
Director Note 2	201	89,913
	202	92,558
	203	95,202
	204	97,847
	205	100,491
Chief Executive Notes 3/4	CEX1	138,960
	CEX2	141,698
	CEX3	144,434

Note 1 - Assistant Directors are subject to NJC pay and conditions.

Note 2 - Directors are subject to Chief Officer pay and conditions.

Note 3 - The Chief Executive is subject to Local Authority Chief Executive pay and conditions.

Note 4 - Returning Officer payments are paid in addition to the grade stated above.