

Appendix 3 – Pay Benchmarking Exercise Data

Role	Job Family	East Devon Min Salary	Benchmarked Min Median Value	East Devon Max Salary	Benchmarked Max Median Value	Above/ Below Median Pay Rate
Housing Options Manager	Housing	£41,418.00	£36,648.00	£48,474.00	£42,403.00	Above
Senior Housing Officer	Housing	£41,418	No Data	£48,474	No Data	No Data
Housing Officer	Housing	£33,945.00	£36,197.00	£40,221.00	£34,362.00	Above
Principal Solicitor	Legal	£59,134.00	£61,234.00	£67,967.00	£67,329.00	Above
Solicitor	Legal	£41,418.00	£45,000.00	£48,474.00	£52,068.00	Below
Paralegal	Legal	£30,296.00	£25,119.00	£33,024.00	£26,421.00	Above
Street Scene Area Officer	Streetscene	£33,945.00	£31,607.00	£40,221.00	£35,792.00	Above
SS Mobile Operative	Streetscene	£24,294.00	£23,515.00	£26,873.00	£24,805.00	Above
SS Grounds Operative	Streetscene	£24,294.00	£23,897.00	£26,873.00	£26,426.00	Above
Financial Manager & Section 151	Finance	£59,134.00	£60,579.00	£67,967.00	£67,329.00	Above
Accountant	Finance	£41,418.00	£36,623.00	£48,474.00	£39,526.00	Above
Assistant Accountant	Finance	£33,945.00	£25,119.00	£40,221.00	£28,770.00	Above
Personal Assistant	Business Support	£27,334.00	£27,104.00	£29,777.00	£29,274.00	Above
Principal Environmental Health Officer	Environmental Health	£49,498.00	£46,963.00	£56,537.00	£53,525.00	Above
Environmental Health Officer	Environmental Health	£41,418.00	£39,033.00	£48,474.00	£44,348.00	Above
Technical Officer	Environmental Health	£33,945.00	£29,119.00	£40,211.00	£34,495.00	Above
Public Health Officer	Environmental Health	£33,945.00	£37,083.00	£40,221.00	£41,312.00	Below
Building Control Manager	Building Control	£59,134.00	£46,464.00	£67,967.00	£48,747.00	Above
Principal Building Control Manager	Building Control	£49,498.00	£44,342.00	£56,537.00	£51,501.00	Above
Senior Building Control Officer	Building Control	£41,418.00	£39,033.00	£48,474.00	£43,922.00	Above
Building Control Officer Building Control	Building Control	£33,945.00	£33,485.00	£40,221.00	£37,917.00	Above
Development Control Manager	Planning	£59,134.00	£53,227.00	£67,967.00	£61,598.00	Above
Principal Planning Officer	Planning	£49,498.00	£43,468.00	£56,357.00	£47,014.00	Above
Senior Planning Officer	Planning	£41,418.00	£39,186.00	£48,474.00	£46,464.00	Above
Planning Officer	Planning	£33,945.00	£33,024.00	£40,221.00	£37,436.00	Above
Estates Officer	Estates	£41,418.00	£40,819.50	£48,474.00	£46,451.00	Above
Arboricultural Officer	Arboricultural	£33,945.00	£32,076.00	£40,221.00	£36,648.00	Above
Arborist Team Leader	Arboricultural	£30,296.00	£35,259.00	£33,024.00	£37,714.00	Below