MAT EXECUTIVE PAY POLICY

2025-26

Date Approved and Minuted	**MAT Directors**	**16th October 2025**
Date of Next Review		**1st September 2026**

Executive Pay Policy

1. Introduction

The general principles of the MAT Pay policy also apply to the executive officers. This policy sets out the measures taken by the Board to ensure its decisions about executive pay and benefits are appropriate and in line with both the individual's role and responsibilities and the vision and objectives of the Trust.

2. Principles applied when setting Executive Pay and Benefits

All decisions will:

- Be made following a robust evidence-based process
- Reflect the individual's role and responsibilities.
- No individual will be involved in deciding their remuneration.

3. Setting the pay bands and benefits offered

Executive officers are paid on the Chief Officers (JNC) pay scales. When appointing a new executive officer, or changing the pay range and/or benefits associated with the role the Board will:

- Consider the extent of the role and its responsibilities
- Investigate the market rates for similar roles
- Set pay ranges and benefits packages in line with market rates, ensuring they are value for money.

4. Pay on appointment

The Board will determine the starting salary for any new appointment having considered:

- The relevant pay range for the post as set out in section 8
- The pay rates applicable to that pay range are in section 9
- The level of qualifications, skills and experience of the candidate
- The wider Trust context
- Market conditions.

The Board will normally appoint to the lowest point in the range but may agree a higher level if appropriate to the candidate's experience and current pay level.

5. Annual determination of pay

The annual determination of pay and pay progression will be in line with Section 13 of the Trust's main Pay Policy.

Performance management of the CFO will be carried out by the CEO. The Board will use an external adviser for performance management of the CEO.

6. Chief Officer Pay Bands

Role	**Spinal Points**
Chief Financial Officer	Spinal Points 941-946
Chief Executive Officer	Spinal Points 922-891

7. Chief Officer Pay Scales 2025-26

Chief Officers	941	**£72,329.00**
Chief Officers	942	**£74,204.00**
Chief Officers	943	**£76,071.00**
Chief Officers	944	**£77,955.00**
Chief Officers	945	**£79,829.00**
Chief Officers	946	**£81,708.00**
Chief Officers	921	**£88,225.00**
Chief Officers	922	**£92,117.00**
Chief Officers	923	**£96,009.00**
Chief Officers	924	**£99,897.00**
Chief Officers	925	**£103,778.00**
Chief Officers	926	**£105,726.00**
Chief Officers	891	**£110,100.00**
Chief Officers	892	**£113,996.00**
Chief Officers	893	**£115,944.00**
Chief Officers	894	**£117,885.00**
Chief Officers	895	**£119,837.00**
Chief Officers	896	**£121,785.00**