

## Very Senior Managers, 2019 framework

Job role	Lower quartile £pa	Median £pa	Upper quartile £pa
<i>Small acute NHS trusts and NHS foundation trusts (up to £200 million turnover)</i>			
Director of corporate affairs/governance	75,000	87,500	92,500
Director of estates and facilities	86,000	89,000	105,000
Director of strategy/planning	95,000	105,000	118,500
Director of workforce	97,000	105,500	114,000
Director of nursing/chief nursing officer	106,500	111,000	120,000
Chief operating officer	107,500	111,500	115,500
Deputy chief executive	115,500	116,000	117,000
Director of finance/chief finance officer	118,000	125,000	132,000
Medical director/chief medical officer	155,000	166,500	184,000
Chief executive	150,000	158,000	168,000
<i>Medium acute NHS trusts and NHS foundation trusts (£200 million to £400 million turnover)</i>			
Director of corporate affairs/governance	93,000	102,500	106,500
Director of estates and facilities	102,000	104,500	109,000
Director of strategy/planning	102,000	112,500	122,000
Director of workforce	104,000	113,000	122,000
Director of nursing/chief nursing officer	112,500	120,000	126,000
Chief operating officer	119,000	127,500	133,500
Director of finance/chief finance officer	127,500	135,000	144,500
Deputy chief executive	131,000	140,000	157,000
Medical director/chief medical officer	172,000	185,000	199,500
Chief executive	176,000	186,500	202,500
<i>Large acute NHS trusts and NHS foundation trusts (£400 million to £500 million turnover)</i>			
Director of corporate affairs/governance	97,000	105,000	111,500
Director of strategy/planning	107,000	124,500	126,000
Director of estates and facilities	110,000	111,000	117,000
Director of workforce	117,000	123,500	130,000
Director of nursing/chief nursing officer	122,500	128,500	134,500
Chief operating officer	126,000	131,000	145,000
Director of finance/chief finance officer	138,000	144,000	147,500
Deputy chief executive	142,500	154,500	186,000
Medical director/chief medical officer	173,000	186,500	202,500
Chief executive	185,000	194,500	212,000
<i>Extra-large acute NHS trusts and foundation trusts (£500 million to £750 million turnover)</i>			
Director of corporate affairs/governance	101,500	114,500	115,000
Director of estates and facilities	113,000	122,000	133,500
Director of strategy/planning	119,000	137,000	140,000
Director of workforce	128,500	130,000	150,000
Director of nursing/chief nursing officer	135,000	142,000	146,000
Chief operating officer	140,000	147,000	152,500
Director of finance/chief finance officer	146,500	158,000	180,000
Deputy chief executive	155,500	164,000	191,000
Medical director/chief medical officer	191,000	203,000	214,000

<b>Job role</b>	<b>Lower quartile £pa</b>	<b>Median £pa</b>	<b>Upper quartile £pa</b>
Chief executive	197,500	219,500	237,500
<i>Supra-large acute NHS trusts and NHS foundation trusts (£750 million plus turnover)</i>			
Director of corporate affairs/governance	113,000	117,500	134,000
Director of estates and facilities	129,500	137,000	146,500
Director of strategy/planning	135,000	144,000	152,500
Director of workforce	142,500	155,000	165,500
Chief operating officer	143,500	162,500	174,500
Director of nursing/chief nursing officer	150,000	163,500	168,000
Director of finance/chief finance officer	166,000	172,500	190,500
Medical director/chief medical officer	205,000	214,000	233,500
Deputy chief executive	185,500	188,000	195,500
Chief executive	236,000	250,000	265,000
<i>Small mental health NHS trusts and NHS foundation trusts (up to £200 million turnover)</i>			
Director of strategy/planning	93,000	105,000	112,000
Director of workforce	96,500	102,000	113,000
Chief operating officer	102,500	107,000	116,500
Director of nursing/chief nursing officer	106,500	113,500	121,000
Director of finance/chief finance officer	115,000	124,000	130,000
Deputy chief executive	129,000	130,000	131,000
Medical director/chief medical officer	144,500	173,500	184,500
Chief executive	150,000	156,500	173,500
<i>Medium NHS trusts and NHS foundation trusts (over £200 million turnover)</i>			
Director of estates and facilities	106,500	114,500	135,500
Director of workforce	109,500	114,500	120,000
Director of nursing/chief nursing officer	117,000	125,500	135,000
Chief operating officer	118,000	123,500	137,500
Director of finance/chief finance officer	129,500	138,000	147,500
Medical director/chief medical officer	155,000	177,000	189,000
Deputy chief executive	141,000	143,000	144,000
Chief executive	167,000	180,500	188,500
<i>Ambulance NHS trusts and NHS foundation trusts</i>			
Director of estates and facilities	107,000	107,500	119,000
Director of workforce	110,000	111,000	112,000
Director of nursing/chief nursing officer	110,000	111,000	114,000
Chief operating officer	112,000	121,000	122,000
Medical director/chief medical officer	116,000	128,000	136,000
Director of finance/chief finance officer	120,000	124,000	132,000
Chief executive	151,000	164,000	188,000
<i>Community NHS trusts and NHS foundation trusts</i>			
Director of estates and facilities	89,500	94,000	97,500
Director of workforce	98,000	108,000	117,000
Director of nursing/chief nursing officer	98,000	109,000	114,000
Chief operating officer	105,000	114,000	117,000
Director of finance/chief finance officer	114,000	120,000	125,000

<b>Job role</b>	<b>Lower quartile £pa</b>	<b>Median £pa</b>	<b>Upper quartile £pa</b>
Deputy chief executive	116,000	127,000	127,500
Medical director/chief medical officer	127,000	134,500	140,000
Chief executive	145,000	155,000	167,000

Source: Department of Health and Social Care.

Note: Figures for medical director/chief medical officer do not include clinical excellence awards.

### ICB chief executives, 1 April 2022

<b>Grade (weighted population)</b>	<b>Minimum £pa</b>	<b>Operational max/ midpoint £pa</b>	<b>Exception zone £pa</b>
A (<1 million)	175,000	197,500	220,000
B (1-1.5 million)	190,000	212,500	235,000
C (1.5-2 million)	220,000	240,000	260,000
D (> 2 million)	250,000	270,000	290,000

Source: Department of Health and Social Care.

### ICB executives, 1 April 2022

<b>Job role</b>	<b>Groups A and B (24 organisations)</b>		<b>Groups C and D (18 organisations)</b>	
	<b>Minimum value £pa</b>	<b>Operational maximum £pa</b>	<b>Minimum value £pa</b>	<b>Operational maximum £pa</b>
Other board executive	114,500	138,750	121,000	158,000
Chief nursing officer	123,500	149,375	143,000	170,000
Chief medical officer	123,500	149,375	143,000	170,000
Chief finance officer	133,000	160,000	154,000	182,000

Source: Department of Health and Social Care.