

Senior Salaries 2019/20

In accordance with the Local Government Transparency Code 2015 and the Accounts and Audit Regulations we are required to publish the following:

1. The number of employees whose remuneration in that year was at least £50,000 in brackets of £5,000 – see Table A
2. Details of remuneration and job title of certain senior employees whose salary is at least £50,000- See Table B

We have interpreted “certain senior employees whose salary is at least £50k” as meaning those employed at the top three tiers of the council: Chief Executive, Corporate Director or Head of Service.

3. Employees whose salaries are £150,000 or more must also be identified by name- see Table B
4. A list of responsibilities (for example, the services and functions they are responsible for, budget held and number of staff) and details of bonuses and ‘benefits-in-kind’, for all employees whose salary exceeds £50,000. – See Table B

We have listed the responsibilities for corporate employees for those whose salary exceeds £50,000

Table A- The number of employees whose remuneration in that year was at least £50,000 in brackets of £5,000

	Remuneration band	Number of Council staff	Number of schools staff	Total number of staff
1	£50,000 - £54,999	44	37	81
2	£55,000 - £59,999	18	27	45
3	£60,000 - £64,999	19	14	33
4	£65,000 - £69,999	13	12	25
5	£70,000 - £74,999	4	9	13
6	£75,000 - £79,999	4	2	6
7	£80,000 - £84,999	1	1	2
8	£85,000 - £89,999	5	3	8
9	£90,000 - £94,999	0	0	0
10	£95,000 - £99,999	0	1	1
11	£100,000 - £104,999	1	2	3
12	£105,000 - £109,999	0	2	2
13	£110,000 - £114,999	2	0	2
14	£115,000 - £119,999	0	0	0
15	£120,000 - £124,999	0	0	0
16	£125,000 - £129,999	0	0	0
17	£130,000 - £134,999	0	0	0
18	£135,000 - £139,999	0	0	0
19	£140,000- £144,999	1	0	1
20	£145,000-£149,999	0	0	0
21	£150,000 - £154,999	0	0	0
22	£155,000- £159,999	0	0	0
23	£160,000 - £164,999	0	0	0
24	£165,000- £164,000	0	0	0
		112	110	222

Table B- Details of Senior Employees and their responsibilities

Job title from 1st April 2020	Responsibilities from 1st April 2020	Salary and benefits earned in 2019/20				Budget responsibility from April 2019/20		Number of Staff FTE
Job Title	Responsible for	Salary band of actual basic pay	Max basic salary wef 1/4/19	Lease Car / cash alternative	Total max salary plus benefits (lease car & pension)	Revenue budget	Capital budget	FTE as at 31.03.20
Chief Executive	Chief Executive; also manages building communities together team	£145,000-£139,999	£146,599	N/A	£178,459	£124.6m	£0.035m	6.73
Executive Director (People)	Director of People Services; Statutory Director of Adult Social Services and of Children's Services. Manages services: Adult Social Care, Education, Public Health, Children & Family Services)	£110,000-£114,999	£110,926	N/A	£135,800	£72.1m	£17.7m	3.0
Executive Director (Place)	Director of Place. Manages services: Development & Planning, Environment, Public Protection & Culture	£110,000-£114,999	£114,841	N/A	£139,780	£29.9m	£18.6m	2.00
Executive Director (Resources)	Director of Resources. Manages services: Finance & Property, Strategy & Governance, Customer Services and ICT, Commissioning)- Started 09/09/2019	£65,000- £69,999	£69,017	N/A	£84,545	£11.5m	£38.7	1.00
Head of ICT and Corporate Support (Resources)	ICT systems support and projects, telecommunications, postal services, print room, customer contact centre	£100,000-£104,999	£101,388	N/A	£123,412	£3m	£1.4m	70.03
Head of Commissioning (Resources)	Contracts, commissioning, procurement, care quality	£85,000- £89,999	£88,204	N/A	£107,262	£0.7m	£0	22.39
Head of Education Services (People)	School improvement, inclusion, early years, school admissions, education welfare, special educational needs, educational psychology, school planning.	£85,000- £89,999	£89,591	N/A	£108,962	£8.4m	£16.1m	139.42

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Service Director Environment (Place)	Highways, transport, countryside, waste management-	£70,000-£74,999	£73,330	£4,425	£93,249	£23.1m	£12.7m	137.98
Head of Development and Planning (Place)	Planning, housing, economic development	£85,000- £89,999	£88,204	N/A	£107,262	£2.8m	£3.6m	88.83
Head of Finance and Property (Resources)	Accountancy, revenues and benefits, exchequer, council property and assets, internal audit, health and safety	£85,000- £89,999	£88,400	£3,695	£111,154	£2.2m	£37.1m	110.34
Head of Human Resources (Resources)	Human resources, training, payroll services- left 30/11/2019	£30,000- £34,999	£39,954	£3,167	£53,423	£1.4m	£0	26.88
Service Director Strategy & Governance (Resources)	Legal services support to council departments and schools	£75,000- £79,999	£79,951	N/A	£97,940	£3.3m	£0.16m	52.07
Head of Children and Family Services (People)	Children's social care, assessment and support, family resource service, youth offending team	£85,000- £89,999	£85,591	N/A	£105,537	£16m	£0.013m	139.9

Job title from 1st April 2020	Responsibilities from 1st April 2020	Salary and benefits earned in 2019/20				Budget responsibility from April 2019/20		Number of Staff FTE
Job Title	Responsible for	Salary band of actual basic pay	Max basic salary wef 1/4/19	Lease Car / cash alternative	Total max salary plus benefits (lease car & pension)	Revenue budget	Capital budget	FTE as at 31.03.20
Service Director Adult Social Care (People)	Adult social care, assessment, mental health team, reablement service, day centres, care homes, client financial services	£65,000- £69,999	£66,640	N/A	£80,380	£47.9m	£1.6m	363.89
Head of Public Protection and Culture (Place)	Libraries, registration service, museums, sport and leisure, archaeology, Shaw House, tourism, environmental health, licensing, trading standards	£75,000- £79,999	£79,495	N/A	£97,613	£3.8m	£2.4m	149.84
Head of Public Health	Public health	£75,000- £79,999	£78,442	N/A	£96,767	£5.8m	£0	9.32