

Appendix 3 - Pay Policy Data

Position	Regulations Definition	Annual Salary	Pay Ceiling	Employers Pension Contribution	forecast EPC contribution for non full year	Employers Rate %	Left Role
Chief Executive	Head of Paid Service	£178,152.00	£178,152.00	N/A		N/A	
Executive Director of Pensions (WMPF)	Non statutory Chief Officer	£154,929.00	£154,929.00	£36,098.46		23.30%	
Deputy Chief Executive	Section 151 Officer	£154,929.00	£154,929.00	£36,098.46		23.30%	
Chief Operating Officer	Monitoring Officer	£141,122.00	£143,768.00	£32,881.43		23.30%	
Executive Director Economy	Non-statutory Chief Officer	£141,122.00	£143,768.00	TBC	TBC	TBC	
Assistant Director - Investment Strategy (WMPF)	Deputy Chief Officer	£128,007.00	£128,007.00	£29,825.63		23.30%	
Black Country Transport Director	Non-statutory Chief Officer	£128,007.00	£128,007.00	£29,825.63		23.30%	
Director of Regeneration	Non-statutory Chief Officer	£128,007.00	£128,007.00	£29,825.63		23.30%	
Director of Public Health	Statutory Chief Officer	£128,007.00	£128,007.00	£29,825.63		23.30%	
Director of Transformation	Deputy Chief Officer	£124,227.00	£128,007.00	£28,944.89		23.30%	
Director of City Economy and Partnerships	Deputy Chief Officer	£124,227.00	£128,007.00	£28,944.89		23.30%	
Director of Resident Services	Deputy Chief Officer	£116,552.00	£128,007.00	£27,156.62		23.30%	
Assistant Director - Investment Management & Stewardship (WMPF)	Deputy Chief Officer	£116,552.00	£128,007.00	£27,156.62		23.30%	
Director of Children's Services	Statutory Chief Officer (DCS)	£106,604.00	£128,007.00	£24,838.73	£14,018.57	23.30%	
Deputy Director of People and Change	Deputy Chief Officer	£103,315.00	£103,315.00	£24,072.40		23.30%	
Assistant Director - Pensions (WMPF)	Deputy Chief Officer	£103,315.00	£103,315.00	£24,072.40		23.30%	
Deputy Director of Education	Deputy Chief Officer	£101,651.00	£103,315.00	£23,684.68		23.30%	
Deputy Director of Assets	Deputy Chief Officer	£101,651.00	£103,315.00	£23,684.68		23.30%	
Deputy Director of Commissioning and Transformation	Deputy Chief Officer	£97,684.00	£103,315.00	£22,760.37		23.30%	
Consultant In Public Health	Deputy Chief Officer	£96,376.00	£96,376.00	£13,858.87		14.38%	
Consultant In Public Health	Deputy Chief Officer	£96,376.00	£96,376.00	£13,858.87		14.38%	
Deputy Director Social Care (Children's)	Deputy Chief Officer	£93,721.00	£103,315.00	£21,836.99	£10,828.76	23.30%	
Deputy Director- Families First for Children Pathfinder	Deputy Chief Officer	£93,721.00	£103,315.00	£21,836.99	£10,828.76	23.30%	
Head of Finance (WMPF)	Deputy Chief Officer	£87,294.00	£87,294.00	£20,339.50		23.30%	
Deputy Director of Finance	Deputy Chief Officer	£87,294.00	£87,294.00	£20,339.50		23.30%	
Head of Operations (WMPF)	Deputy Chief Officer	£81,886.00	£87,294.00	£19,079.44		23.30%	
Head of West Midlands Strategic Migration Partnership	Deputy Chief Officer	£81,886.00	£87,294.00	£19,079.44		23.30%	
Head of Partnerships (Public Health)	Deputy Chief Officer	£81,886.00	£87,294.00	£19,079.44		23.30%	
Head of Service Adult Improvement	Deputy Chief Officer	£79,187.00	£87,294.00	£18,450.57		23.30%	
Head of Governance, Risk and Assurance	Deputy Chief Officer	£79,187.00	£87,294.00	£18,450.57		23.30%	
Head of Communities (Public Health)	Deputy Chief Officer	£72,756.00	£87,294.00	£16,952.15		23.30%	
Head of Service (Mental Health Assessment and Care Management)	Deputy Chief Officer	£73,786.00	£73,786.00	£17,192.14		23.30%	
Head of Revenues and Benefits	Deputy Chief Officer	£73,786.00	£73,786.00	£17,192.14		23.30%	
Head of Legal Services	Deputy Chief Officer	£73,786.00	£73,786.00	£17,192.14		23.30%	
Head of Adult Services	Deputy Chief Officer	£73,786.00	£73,786.00	£17,192.14		23.30%	
Head Of City Planning	Deputy Chief Officer	£73,786.00	£73,786.00	£17,192.14		23.30%	
Head of Service (Learning Disabilities Management)	Deputy Chief Officer	£73,786.00	£73,786.00	£17,192.14		23.30%	
Head of Procurement	Deputy Chief Officer	£72,735.00	£73,786.00	£16,947.26		23.30%	
Head of Governance	Deputy Chief Officer	£71,686.00	£73,786.00	£16,702.84		23.30%	
Head of Adult Services	Deputy Chief Officer	£70,632.00	£73,786.00	£16,457.26		23.30%	
Head of Service Specialist Support	Deputy Chief Officer	£69,582.00	£73,786.00	£16,212.61	£7,106.90	23.30%	
Head of Internal Audit	Deputy Chief Officer	£69,582.00	£73,786.00	£16,212.61	£10,527.09	23.30%	
Head of City Investment	Deputy Chief Officer	£66,443.00	£66,443.00	£15,481.22		23.30%	
Head of Equality, Diversity and Inclusion	Deputy Chief Officer	£66,443.00	£66,443.00	£15,481.22		23.30%	
Head of Commercial	Deputy Chief Officer	£66,443.00	£66,443.00	£15,481.22		23.30%	
Head of Service Health & Safety	Deputy Chief Officer	£66,443.00	£66,443.00	£15,481.22		23.30%	
Head of the Hub	Deputy Chief Officer	£66,443.00	£66,443.00	£15,481.22		23.30%	
Head of Community Financial Support	Deputy Chief Officer	£66,443.00	£66,443.00	£15,481.22		23.30%	
Service Manager Financial Wellbeing	Deputy Chief Officer	£64,354.00	£66,443.00	£14,994.48		23.30%	
Service Manager (Family hubs and start for life)	Deputy Chief Officer	£63,281.00	£66,443.00	£14,744.47	£13,209.43	23.30%	
Director of Adult Social Care	Statutory Chief Officer (DASS)	£124,227.00	£128,007.00	tbc	tbc	tbc	

Position - Leavers	Regulations Definition	Annual Salary	Pay Ceiling	Employers Pension Contribution	forecast EPC contribution for non full year	Employers Rate %	Left Role
Deputy Director Social Care (Children's)	Non-statutory Chief Officer	£103,315.00	£103,315.00		£13,749.56	23.30%	06/09/2023
Executive Director of Families	Statutory Chief Officer (DASS and DCS)	£141,122.00	£143,768.00		£17,116.36	23.30%	08/10/2023
Head of Enterprise	Deputy Chief Officer	£73,786.00	£73,786.00		£9,279.04	23.30%	15/10/2023
Head of Adult Education	Deputy Chief Officer	£73,786.00	£73,786.00		£5,699.31	23.30%	31/07/2023
Head of City Development	Deputy Chief Officer	£73,786.00	£73,786.00		£7,159.47	23.30%	31/08/2023
Head of Service Adoption at Heart	Deputy Chief Officer	£73,786.00	£73,786.00		£8,619.62	23.30%	01/10/2023
Director of Finance	Section 151 Officer	£128,007.00	£128,007.00	£24,173.58	£24,514.22	23.30%	26/01/2024
Director of Adult Social Care	Statutory Chief Officer (DASS)	£116,552.00	£128,007.00	£22,371.17	£24,031.75	23.30%	18/02/2024

New internal post included above

Localism Act

(2) In this Chapter "chief officer", in relation to a relevant authority, means each of the following—

- (a) the head of its paid service designated under section 4(1) of the Local Government and Housing Act 1989;
- (b) its monitoring officer designated under section 5(1) of that Act;
- (c) a statutory chief officer mentioned in section 2(6) of that Act.
- (d) a non-statutory chief officer mentioned in section 2(7) of that Act;
- (e) a deputy chief officer mentioned in section 2(8) of that Act.

Local Gov't & Housing Act

(7) In this section "non-statutory chief officer" means, subject to the following provisions of this section—

- (a) a person for whom the head of the authority's paid service is directly responsible;
- (b) a person who, as respects all or most of the duties of his post, is required to report directly or is directly accountable to the head of the authority's paid service; and
- (c) any person who, as respects all or most of the duties of his post, is required to report directly or is directly accountable to the local authority themselves or any committee or sub-committee of the authority.

(8) In this section "deputy chief officer" means, subject to the following provisions of this section, a person who, as respects all or most of the duties of his post, is required to report directly or is directly accountable to one or more of the statutory or non-statutory chief officers.

(9) A person whose duties are solely secretarial or clerical or are otherwise in the nature of support services shall not be regarded as a non-statutory chief officer or a deputy chief officer for the purposes of this Part.