

<b>Report title</b>	Senior Pay Policy Statement 2020-2021	
<b>Decision designation</b>	RED	
<b>Cabinet member with lead responsibility</b>	Councillor Louise Miles Cabinet Member for Resources	
<b>Key decision</b>	Yes	
<b>In forward plan</b>	Yes	
<b>Wards affected</b>	N/A	
<b>Accountable director</b>	Mark Taylor, Deputy Chief Executive	
<b>Originating service</b>	Human Resources	
<b>Accountable employee(s)</b>	Denise Pearce Tel Email	Head of Human Resources 01902 554515 <a href="mailto:denise.pearce@wolverhampton.gov.uk">denise.pearce@wolverhampton.gov.uk</a>
<b>Report to be/has been considered by</b>	Strategic Executive Board	24 February 2020

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#### Recommendations for decision:

That Cabinet recommends that Council:

1. Approves the Senior Pay Policy Statement for 2020-2021 (Appendix 1).
2. Approves the publication of the Senior Pay Policy Statement in line with the requirements of the Localism Act 2011.

#### Recommendations for noting:

That Cabinet recommends that Council is asked to note:

1. That the Pay Policy incorporates a new Grade 13 into the Senior Management Pay Structure, in order to provide a more flexible, adaptable structure to support future reviews and rationalisation of senior managers.

2. That the Pay Policy has been revised to ensure that it is explicit, that an Independent Executive Decision Notice, reportable to Cabinet (Resources) Panel in the usual manner, is required, if the Leader of the Council in consultation with the Head of Paid Service, makes additional payments below £100,000, on cessation of employment, for reasons other than redundancy.

## **1.0 Purpose**

- 1.1 For Cabinet to consider and recommend that Council approve the new Senior Pay Policy Statement (Appendix 1) and its publication.

## **2.0 Background**

- 2.1 Under section 112 of the Local Government Act 1972, the Council has the “power to appoint officers on such reasonable terms and conditions as the authority thinks fit”.
- 2.2 Section 38 of The Localism Act 2011 requires that each council prepares an annual pay policy statement setting out the following:
- a. The remuneration of its chief officers. In this context a ‘chief officer’ is defined as:
    - The head of its paid service designated under section 4(1) of the Local Government and Housing Act 1989;
    - Its Monitoring Officer designated under section 5(1) of the act;
    - A statutory chief officer mentioned in section 2(6) of that Act;
    - A non-statutory chief officer mentioned in section 2(6) of that Act;
    - A deputy chief officer mentioned in section 2(8) of that Act.
  - b. The remuneration of its lowest-paid employees, and
  - c. The relationship between:
    - The remuneration of its chief officers, and
    - The remuneration of its employees who are not chief officers.
- 2.3 It should be noted that provisions of the Act do not apply to the staff based in local authority schools.
- 2.4 Additionally the Act requires that the pay policy statement must set out the Council’s policies relating to:
- a. The level and elements of remuneration for each chief officer covered by the Act
  - b. The remuneration of chief officers on recruitment
  - c. Increases and additions to remuneration for each chief officer
  - d. The use of performance related pay for chief officers
  - e. The use of bonuses for chief officers
  - f. The publication of, and access to, information relating to remuneration of chief officers.
- 2.5 The Localism Act requires that a local authority publish the pay policy statement “in such manner as they see fit which must include publication on the authority’s website”. In addition, section 38 (4) requires authorities to set out in their pay policy statements their approach to the publication of and access to information relating to the remuneration of chief officers.

- 2.6 The requirements to publish a pay policy statement and details of senior pay have been underpinned by the mandatory requirements in the Local Government Transparency Code 2014. City of Wolverhampton Council will publish the relevant data sets under the transparency code on the Wolverhampton data share site following the approval of the Senior Pay Policy.

### **3.0 Detail included in the Pay Policy 2020-2021**

- 3.1 The Senior Pay Policy Statement for 2020–2021 (Appendix 1), reflects the senior management structure as at 31 March 2020. It sets out the principles of remuneration which will be followed in 2020-2021.
- 3.2 The Senior Pay Scale (Appendix 2) sets out the grades that have been applied for the year 2019-2020 and includes the incorporation of a new grade 13 to the Senior Manager Pay Structure for 2020-2021. It does not include any potential national pay award, as these are yet to be agreed.
- 3.3 The recent resignation of two Directors prompted the Chief Executive to further review the senior management structure. The Chief Executive is always looking to reduce costs, approximately £2.8 million has been removed from the Senior Management structure since 2010. Part of the review includes a proposal to further rationalise Director roles. With less Directors, the remaining Directors and the Heads of Service below them, in areas where the additional work has been incorporated, may be required to acquire additional knowledge, skills, experience and capability to support broader and in some instances more complex services. At the same time, they would still be required to operate and respond in a dynamic, cross cutting and agile way, as is our 'One Council' ethos, regardless of the directorate.
- 3.4 To comply with equal pay legislation, a review of roles amended by any review will be undertaken.
- 3.5 To allow for this, a new grade has been incorporated into the Senior Management Pay Structure, to sit between Heads of Service (currently paid Grade 11 or Grade 12 where appropriate and subject to business case) and the Director (currently paid Grade 13). It is felt that it may be appropriate for a small number of Directors to have the support of Deputy Directors (rather than Heads of Service), as their roles could significantly grow with the rationalisation of Director roles.
- 3.6 At this stage only the Director of Children's Service (DCS) will require the support of Deputy roles. Over the last six months the restructuring task and finish group which is chaired by the Deputy Chief Executive and reports into the Strategic Executive Board (SEB), have been considering options, to ensure any permanent arrangements are robust and provide sufficient capacity and support for the DCS. The resulting revised structure has been shared with staff, schools and Cabinet members who recognise the resulting benefits, the overriding one, being the creation of a whole system approach to improving outcomes for children and young people in Wolverhampton. The structure will of course also be fully aligned to the Children's Act 2004 and the statutory role of the DCS.

- 3.7 The revised structure in Children's Services, provides a dedicated Deputy Director role in both Education and Social Care. It aligns the relevant services under the Deputy roles, ensures a joined-up approach and adds capacity for the DCS at a strategic level.
- 3.8 To progress this and to ensure that timescales for teacher/headteacher applicants can be considered, advertisements are being prepared and circulated ahead of approval of the Deputy grade being agreed. If, however, this is not agreed, recruitment and selection would cease.
- 3.9 In April 2019, the senior management review made changes across all Directorates, moving away from a directorate led (Corporate, People & Place) organisation. The role of Service Director was removed and a single Grade 13 Director role, was established. This recognised the parity of roles and responsibilities of what was then Service Director and Director positions.
- 3.10 The new pay band would not be to reinstate the Service Director role. The new role of Deputy will be difficult roles, providing different support to Directors. It is not envisaged that these roles will be required across all areas of the Council. It should also be noted that City of Wolverhampton Council has enlisted the support of West Midlands Employers to assist with further independent benchmarking, both Regionally and Nationally to compare the Senior Management structures and pay within other Local Authorities.
- 3.11 The new Deputy Director grade would become the new Grade 13. Directors would become new Grade 14, Deputy Chief Executive and Director of Pensions, new Grade 15 and Chief Executive, new Grade 16. There would be no additional remuneration within the current grades, just a renumbering of the grades.
- 3.12 As is currently the case, any amendments to already established and evaluated Senior Management roles would require a new Hay evaluation to take place. There is currently a gap in the evaluation scorings between the current Grade 12, Heads of Service, Hay evaluation points and the points scored by a Director role. For a role to be graded as a Deputy Director they would be required to reach the relevant evaluation scores.
- 3.13 The Senior Pay Data (Appendix 3) covers senior posts in line within the definitions in the guidance. Decisions on individual increments will not at this point have been taken, as these are subject to performance management criteria and will not take effect, if approved, until after 1 April 2020.
- 3.14 The Pay Policy requires a statement regarding cessation of employment for Senior Managers. The Policy allows Councils to make additional payments, for some reason other than redundancy. In the Pay Policy 2019-2020, Council gave approval to amend the process, to delegating approval to the Leader of the Council in consultation with the Head of Paid Service for any payments under £100,000. This amendment was scrutinised by external auditors, Grant Thornton who stated that "discussions with officers indicate that the amendment was made to ensure that decisions could be made in a timely manner and so that they do not have to wait for the next Cabinet meeting." The response from them was "we note this reason and do not consider it to be unreasonable. However, we also note that without appropriate scrutiny the decision made by the Leader and Head of Paid Service could be open to misinterpretation." It was not, however,

explicitly clear in last year's Policy that the process would also require an Individual Executive Decision Notice (IEDN) and that all IEDNs are then submitted to Cabinet (Resources) Panel as a matter of course. The new policy, therefore, has been amended to ensure for absolute transparency and clarity that this is the process. The External Auditors will be made aware that this was always the case and that the policy has now been amended to ensure that this is clear.

- 3.15 Data on all senior salaries in 2020-2021 will be published on the Wolverhampton data share site at <http://data.wolverhampton.gov.uk/View/employees/senior-salaries-wcc> and on the City Council's web site, following approval.
- 3.16 Data required by the Local Government Transparency Code 2015, will also be available by 31 March 2020. There is no requirement to put this in the Pay Policy. This data includes employees whose remuneration in the year 2019-2020 was at least £50,000 in brackets of £5,000. This information is recorded by job title. For senior managers whose salaries are £150,000 or more a name must also be given. At City of Wolverhampton Council this would only apply to the Chief Executive.

#### **4.0 Evaluation of alternative options**

- 4.1 The authority is required to prepare and publish a Pay Policy in accordance with the Localism Act 2011, there are no other options.

#### **5.0 Reasons for decision**

- 5.1 To ensure that the authority complies with the relevant legislation and best practice guidance.

#### **6.0 Financial Implications**

- 6.1 In the 2020-2021 Final Budget and Medium Term Financial Strategy 2020-2021 to 2023-2024 report, which was presented to Cabinet on 19 February 2020 and Full Council on 4 March 2020, it was noted that a review of the Senior Management Structure is currently underway, following two Directors leaving to pursue other opportunities. Whilst the Senior Pay Policy for 2020-2021 has been amended to incorporate of a new Deputy Director grade, it is anticipated that the review of the Senior Management Structure will realise in-year budget reductions which will be reported in future reports to Councillors.
- 6.2 As outlined in section 7 of the Senior Pay Policy (Appendix 1) the costs of payments in recognition of election responsibilities are met from Central Government.
- 6.3 The financial implications of the Senior Pay Policy for existing roles have been reflected in the Council's 2020-2021 Final Budget.  
[MH/06032020/L]

## **7.0 Legal Implications**

- 7.1 The preparation and approval of a pay policy statement is a requirement of section 38 of the Localism Act 2011. The Act prescribes information to be included in the statement, its manner of publication and the requirement for the Council to act in accordance with its approved Policy Statement.  
[TC/04042020/Z]

## **8.0 Environmental Implications**

- 8.1 There are no environmental implications arising from this report.

## **9.0 Equalities Implications**

- 9.1 This report sets out the policies used to manage senior pay across the Council and the current relationship between the highest and the lowest salary levels. The report highlights that the Council has a pay ratio which is within the Hutton report recommended range. All posts are subject to Job Evaluation, as agreed by the Trade Unions in the signing of our collective agreement.

## **10.0 Human resources implications**

- 10.1 Appointments into the senior pay structure are made in line with the Council's Constitution and relevant policies and procedures.

## **11.0 Corporate Landlord implications**

- 11.1 There are no Corporate Landlord implications arising from this report.

## **12.0 Health and Wellbeing implications**

- 12.1 There are no health and wellbeing implications arising from this report.

## **13.0 Schedule of background reports**

- 13.1 None

## **14.0 Appendices**

- 14.1 Appendix 1 – Senior Pay Policy Statement
- 14.2 Appendix 2 – Senior Management Pay Scales incorporating the new grade 13
- 14.3 Appendix 3 - Pay Policy Data
- 14.4 Appendix 4 – Current roles where the pay range exceeds £100,000 per annum

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## Senior Pay Policy Statement 2020 - 2021

### General Principles

This Policy Statement has been compiled to comply with the requirements of section 38 (1) of the Localism Act 2011, which requires local authorities to state their policy on the level and elements of remuneration for each Chief Officer (as defined by the Act).

#### 1. Appointment and increments

- 1.1 The Appointment of Senior Managers is governed by the Employee Employment Procedure Rules detailed in The Constitution of the City of Wolverhampton Council. A Special Appointment Committee will be established to appoint the Head of Paid Service, Section 151 Officer, Monitoring Officer and roles graded 15 and above, on a politically balanced basis and will usually comprise the Leader and Deputy Leader of the Council, any appropriate Cabinet Member, the Cabinet Member with lead responsibility for Human Resources and their opposition counterparts or their substitutes. The recommendation of the Special Appointments Committee for these posts must be confirmed by Full Council.
- 1.2. To comply with the guidance from the Secretary of State, Full Council approval is required, to agree appointment packages including salary, bonus, fees allowances and benefits in kind, to posts exceeding a pay range of £100,000. For existing posts where the salary range exceeds £100,000 (Directors and above currently), the Council is reaffirming its approval to the current and any future appointment to these already established roles. These posts are detailed in appendix 4. Where the creation of a comparable post (salary range exceeding £100,000) is required, this will need the approval of Full Council. To appoint to any already established role, a Special Appointments Committee will be established on a politically balanced basis and will usually comprise the Leader of the Council, Deputy Leader of the Council, Leader of the opposition, appropriate Cabinet Member and appropriate Scrutiny Panel chairs or their substitutes. These appointments will not require Full Council approval.
- 1.3 All other Senior Manager roles are subject to appropriate HR recruitment policy and process.
- 1.4 The salary scale upon appointment will usually be at the “minimum point of advantage”, in certain circumstances it may be appropriate to appoint at a higher pay point within the grade. This must be agreed by the Chief Executive in consultation with the Head of Human Resources.
- 1.5 Senior Management roles who meet the eligible criteria, received the appropriate increment, normally backdated to 1 April (see 4.2).
- 1.6 The Senior Management pays scales for 2020-2021 are detailed in appendix 2.

- 1.7 The pay scales incorporate a new grade 13, Deputy Director grade. Directors currently on Grade 13, would become new Grade 14, Deputy Chief Executive and Director of Pensions, new Grade 15 and Chief Executive, new Grade 16. There would be no additional remuneration, just a renumbering of the grades.

## **2. Annual Pay Award**

- 2.1. All annual pay awards are set in line with nationally negotiated rates. The last nationally agreed pay award was a 2% pay award and was applied to salaries on 1 April 2019. The Chief Executive currently on new Grade 16, receives the equivalent pay award percentage rate detailed for a Chief Executive and other Senior Managers on Grade 12 to new Grade 15 receive the equivalent pay award percentage rate for Chief Officers. The pay award for April 2020 is yet to be agreed.
- 2.2 Employees Grade 11 and below receive the pay award agreed through collective bargaining with the National Employers and the relevant Trade Unions (NJC). NJC employees received the negotiated pay award on 1 April 2019 and will receive the next one on 1 April 2020, or backdated to 1 April 2020, if not agreed by then. To date, there is no agreement on the pay award.

## **3. Market forces supplements**

- 3.1. City of Wolverhampton Council has a policy to offer market forces supplements in instances where the substantive grade of the post is insufficient to attract or retain post holders in skill shortage areas. Market forces supplements are awarded for a defined period and subject to regular review. Currently there are no senior managers receiving Market Force Supplements. A revised Market Forces Policy was agreed at Cabinet (Resources) Panel on 3 March 2020.

## **4. 'Earn Back,' bonus and performance related pay**

- 4.1. Local authorities have been asked to consider Lord Hutton's recommendation (Final Report of the Independent Review into Fair Pay in the Public Sector, March 2011) that senior staff could have an element of their basic pay 'at risk' to be earned back each year through meeting pre-agreed objectives. City of Wolverhampton Council has not implemented this. It should be noted that had the City of Wolverhampton Council implemented Performance Related Pay, this would be in addition to any substantive salary.
- 4.2 None of the posts featured in this report are eligible for bonus or performance related pay. However, there is no automatic incremental progression within senior management grades, movement within grade is dependent on performance. Progression for Senior Managers who do not sit on SEB, is agreed by SEB. For SEB Members progression is agreed by the Chief Executive in consultation with the Leader of the Council and any incremental progression for the Chief Executive is agreed by the Leader of the Council. Senior Managers who meet the performance criteria are expected to receive an increment in 2020 -2021.

## **5. Cessation of Employment**

- 5.1. If made redundant, post holders covered by this policy will be compensated in the same way as other Council employees and within the confines of the Council's approved redundancy scheme. The extent of any payment will depend on the individual's age, length of service and whether the redundancy is voluntary or compulsory.
- 5.2. The Council retains provision to make additional payments, or payments for some reason other than redundancy. Approval for payments under £100,000, is delegated to the Leader of the Council, in consultation with the Head of Paid Service. This is approved through an Independent Executive Decision Notice (IEDN) and reported to Cabinet.
- 5.3. Section 40, a supplement to the original Localism 2011 Act, stated that we should have regard for any guidance issued or approved by the Secretary of State. Guidance issued recommends that Full Council should be given the opportunity to vote on salary packages and severance payment of £100,000 and over. Appointments processes are detailed in 1.1 of the Pay Policy and have been agreed by Full Council. Any severance packages in excess of £100,000, (not inclusive of pension capital costs), will be agreed by Full Council. This may need to be amended if the proposed Exit Capping regulations are introduced.
- 5.4. Exit Capping and 'claw back' will have an impact on redundancy/early retirement processes and re-engagement. Decisions and a date for roll out still needs to be made by the Government. The impact this will have on City of Wolverhampton Council will be subject to a separate report, when the full facts are available.

## **6. Re-engagement of senior employees in receipt of a local government pension**

- 6.1. City of Wolverhampton Council recognises that the re-employment of retired local government officers is likely to be perceived negatively and bring into question the use of retirement packages in the public sector. The Council's Voluntary Redundancy Scheme makes clear that employees, regardless of salary level, should not seek re-employment into council roles for 12 months after accepting early retirement/voluntary redundancy. Appointment of ex-employees as either agency staff or consultants is also prohibited if the arrangement could have been foreseen at the time of retirement. The Council is, however, not averse to appointing senior staff who have retired from other public sector employers. This is because City of Wolverhampton Council has no control over the decision-making of other employers and could potentially benefit from the skills and experience of the individual concerned.

## **7. Payments made in recognition of election responsibilities**

- 7.1. In accordance with the regulations, at times of General or Mayoral Elections the council appoints an Acting Returning Officer, by convention, the Head of Paid Service, whose fee for overseeing the election process, is paid by central government. The fee is set nationally. However, at times of a Local Election it forms part of the Head of Paid Services' contract of employment to be Returning Officer and no additional payment is made by Central Government for his role. Other Senior Managers may act as Returning Officer at times of a Local Election and will receive payment from Central Government.

## **8. Pension Contributions and other elements of remuneration**

- 8.1 Employer pension contributions have been included in the pay data included in this policy; this is in line with the definitions of remuneration in the Local Government Transparency Code 2014. The employer contribution rate for LGPS in 2019-2020 was 32.27% and for NHS pensions was 16.88%. Teachers Pensions was 16.48% until 31.08.2019 rising to 23.68% from 01.09.2019. LGPS contribution rates for 2020-2021 will be 26.04%, NHS contributions will continue at 16.88% for 2020-2021, however, the employer contribution rate for Teachers Pensions for 2020–2021 is not yet confirmed.

## **9. Interim Senior Managers**

- 9.1. There is a requirement from time to time to appoint senior managers on an interim basis in response to short term vacancies or skill shortages.

At this point, the only consultant employed in what would be considered a Senior Manager role is a consultant employed to undertake the role of Chief Operating Officer for WV Living.

There are plans to advertise this role in the next few weeks as an employee of the Council.

## **10. Pay comparison between the highest and the lowest paid**

- 10.1 When publishing his interim report on fair pay in the public sector, Lord Hutton said:

*“There is a strong case for public sector organisations having to comply with, or explain why they do not comply with, a maximum pay multiple, such as 20:1. This would demonstrate fairness by reassuring public opinion, address a problem of collective action across remuneration committees, and benefit organisations’ productivity “*

*“The public sector walks a fine line. It must create value for citizens by attracting and retaining talented individuals – otherwise it will become a second-class sector of the economy. But equally it has to be vigilant about ensuring value for money”*

- 10.2 In setting the requirement that the policy statement includes a comparison between the highest and the lowest paid, the Act gives no definition of ‘lowest paid’ and specifies that authorities should set their own and explain why it has been chosen.
- 10.3 For the purposes of this policy statement, to comply with the Localism Act, the identification of the lowest paid role has been identified as a full-time job, performed all year round, with the exclusion of posts that include an on-going training requirement, such as an apprenticeship.

- 10.4 With effect from 1 April 2019, new pay scales were introduced. The lowest pay point is pay point 1 currently £17,364. This point is part of City of Wolverhampton Council's Grade 2. Grade 2 is from pay point 1 £17,364 – pay point 3 £18,065 per annum. As this was the first year Grade 2 in this format was introduced we do not have any employees on pay point 1, as all employees assimilated to pay point 3. There were zero employees on pay point 1 and 756 employees (303.15 FTE's) on Grade 2.
- 10.5 The type of roles that fall within Grade 2 are Catering and Cleaning roles, School Crossing Patrols and Passenger Assistants.
- 10.6 Research recently undertaken by Unison and reported in the Municipal Journal, found that the average pay differentials between highest and lowest paid employees in local government is 10 times lower than the figures found across comparable private sector firms.
- 10.7 The average private sector ratio is 111: 1.
- 10.8 City of Wolverhampton Council's pay ratio of 8.77: 1 which fall below the City of Wolverhampton Council's pledge to keep the pay ratio below 10: 1

Lord Hutton's recommended Pay Multiple	Average Private Sector Pay Multiple	City of Wolverhampton Council's Pay Multiple	Difference between highest and lowest paid	Highest and Lowest paid roles
20: 1	111: 1	8.77: 1	£158,500 £18,065	Chief Executive Cleaner

- 10.11 In addition to reporting the above as part of the Localism Act, there is a requirement under the Transparency Code 2015, to report the pay multiple, defined in this case, as the ratio between the highest taxable earnings for a given year (2018-2019 as 2019-2020 is not yet available) and the median figure for the whole authority's workforce. The median figure should be calculated using all employees on a fixed date each year. The date of 1 April 2019 has been used, as employees would have had any pay award and increment due, by this date. The highest salary is the Chief Executive on Grade 15 £158,500 and the lowest pay is an apprentice on £15,839. The median earning figure used as the denominator is £26,317, giving a pay ratio of 6.02: 1.

## 11. Publication

- 11.1. The Pay Policy Statement 2020-2021 will be published on the City of Wolverhampton Council's website, alongside the data published under the Local Government Transparency code, at <http://www.wolverhampton.gov.uk/article/1889/Corporate>

- 11.2 As good practice the actual remuneration of Chief Officers (as defined by the Localism Act) for the 2019-2020 will also be published on the City of Wolverhampton Council's website.

## Appendix 2 - City of Wolverhampton Council Senior Management Pay Structure

DESCRIPTION	CWC Grade	LPP	01 April 2019	01 April 2020*	NEW DESCRIPTION	New pay Point**
LEAD PROFESSIONAL	GR12	62	£69,012	£69,012	LEAD	47
	GR12	63	£71,515	£71,515		48
	GR12	64	£74,016	£74,016		49
	GR12	65	£76,520	£76,520		50
	GR12	66	£79,026	£79,026		51
DEPUTY DIRECTOR				£84,980	DEPUTY DIRECTOR	52
				£88,652		53
				£92,327		54
				£93,868		55
DIRECTOR	GR13	67	£96,915	£96,915	DIRECTOR	56
	GR13	68	£102,300	£102,300		57
	GR13	69	£106,131	£106,131		58
	GR13	70	£109,687	£109,687		59
	GR13	71	£113,242	£113,242		60
	GR13	72	£116,744	£116,744		61
DEPUTY CHIEF EXECUTIVE	GR14	73	£131,345	£131,345	DEPUTY CHIEF EXECUTIVE	62
	GR14	74	£134,635	£134,635		63
	GR14	75	£137,971	£137,971		64
	GR14	76	£139,899	£139,899		65
	GR14	77	£141,685	£141,685		66
CHIEF EXECUTIVE	GR15	78	£153,000	£153,000	CHIEF EXECUTIVE	67
	GR15	79	£155,550	£155,550		68
	GR15	80	£158,100	£158,100		69
	GR15	81	£160,650	£160,650		70
	GR15	82	£163,200	£163,200		71

\*2020 pay award to be agreed

\*\* Amended to run concurrently with NJC pay points

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Position	Regulations Definition	Annual Actual Salary	Pay Ceiling	Employers Pension Contribution	Employers Rate %	Left Role
Chief Executive	Head of Paid Service	£158,100	£163,200	£0.00	0	
Deputy Chief Executive	Non statutory Chief Officer	£137,971	£141,685	£44,523.24	32.27%	
Director of Governance	Monitoring Officer	£96,915	£116,744	£31,274.47	32.27%	
Director of Finance	Section 151 Officer	£109,687	£116,744	£35,395.99	32.27%	
Director of Communications and External Relations	Non statutory Chief Officer	£96,915	£116,744	£31,274.47	32.27%	
Director of Regeneration	Non statutory Chief Officer	£109,687	£116,744	£35,395.99	32.27%	
Director of Strategy	Non statutory Chief Officer	£96,915	£116,744	£31,274.47	32.27%	
Director of City Assets and Housing	Non statutory Chief Officer	£106,131	£116,744	£34,248.47	32.27%	
Director of Adult Services	Statutory Chief Officer	£113,242	£116,744	£36,543.19	32.27%	
Director of Children's Services	Statutory Chief Officer	£113,242	£116,744	£36,543.19	32.27%	
Director of Public Health	Statutory Chief Officer	£113,242	£116,744	£36,543.19	32.27%	
Director of City Environment	Non statutory Chief Officer	£106,131	£116,744	£34,248.47	32.27%	
Head of Human Resources	Deputy Chief Officer	£71,515	£79,026	£23,077.89	32.27%	
Head of Business Change	Deputy Chief Officer	£69,012	£79,026	£22,270.17	32.27%	
Director of Pensions	Non Statutory Chief Officer	£131,345	£141,685	£42,385.03	32.27%	
Director of Black Country Transport	Non Statutory Chief Officer	£106,131	£116,744	£34,248.47	32.27%	
Insight and Performance Manager	Deputy Chief Officer	£56,425	£59,337	£18,208.35	32.27%	
Service Development Manager	Deputy Chief Officer	£53,464	£53,464	£17,252.83	32.27%	
Chief Accountant	Deputy Chief Officer	£71,515	£79,026	£23,077.89	32.27%	
Head of Revenues and Benefits	Deputy Chief Officer	£62,228	£66,098	£20,080.98	32.27%	
Head of The Hub	Deputy Chief Officer	£56,425	£59,337	£18,208.35	32.27%	
Head of Revenues and Benefits and The Hub	Deputy Chief Officer	£69,012	£79,026	£22,270.17	32.27%	
Head of Procurement	Deputy Chief Officer	£56,425	£59,337	£18,208.35	32.27%	
Head of Commercial	Deputy Chief Officer	£33,855	£59,337	£10,925.01	32.27%	
Head of Legal Services	Deputy Chief Officer	£66,098	£66,098	£21,329.82	32.27%	
Head of City Development	Deputy Chief Officer	£63,195	£66,098	£20,393.03	32.27%	
Head of Enterprise	Deputy Chief Officer	£66,098	£66,098	£21,329.82	32.27%	
Head of City Planning	Deputy Chief Officer	£66,098	£66,098	£21,329.82	32.27%	
Head of Adult Education	Deputy Chief Officer	£66,098	£66,098	£21,329.82	32.27%	
Service Manager Housing Strategy	Deputy Chief Officer	£42,543	£53,464	£13,728.70	32.27%	
Service Manager Private Sector Housing	Deputy Chief Officer	£52,470	£53,464	£16,932.07	32.27%	
Head of Assets	Deputy Chief Officer	£65,131	£66,098	£21,017.77	32.27%	
Head of Projects and Works	Deputy Chief Officer	£66,098	£66,098	£21,329.82	32.27%	
Head of Facilities	Deputy Chief Officer	£66,098	£66,098	£21,329.82	32.27%	
Assistant Director of Investments and Finance	Deputy Chief Officer	£116,744	£116,744	£37,673.29	32.27%	
Head of Pensions	Deputy Chief Officer	£71,515	£79,026	£23,077.89	32.27%	
Head of Governance and Corporate Services	Deputy Chief Officer	£63,195	£66,098	£20,393.03	32.27%	
Head of Operations	Deputy Chief Officer	£64,164	£66,098	£20,705.72	32.27%	
Principal Social Worker	Deputy Chief Officer	£59,337	£59,337	£19,148.05	32.27%	
Head of Adult Improvement	Deputy Chief Officer	£69,012	£79,026	£22,270.17	32.27%	
Head of Adult Services and Health Partnerships	Deputy Chief Officer	£65,131	£66,098	£21,017.77	32.27%	
Head of Adult Services and Communities	Deputy Chief Officer	£62,228	£66,098	£20,080.98	32.27%	
Head of Mental Health	Deputy Chief Officer	£65,131	£66,098	£21,017.77	32.27%	
Head of Service - TD not on struc chart	Deputy Chief Officer	£66,098	£66,098	£21,329.82	32.27%	
Head of Community Financial Support - HW not on struc chart	Deputy Chief Officer	£59,337	£59,337	£19,148.05	32.27%	
Head of Safeguarding	Deputy Chief Officer	£74,016	£79,026	£23,884.96	32.27%	
Head of Strengthening Families	Deputy Chief Officer	£69,012	£79,026	£22,270.17	32.27%	
Head of Children and Young People in Care	Deputy Chief Officer	£76,520	£79,026	£24,693.00	32.27%	
Head of Specialist Support	Deputy Chief Officer	£66,098	£66,098	£21,329.82	32.27%	
Head of Inclusion Support	Deputy Chief Officer	£66,490	£68,954	£21,456.32	32.27%	
Head of Service - Children's Improvements	Deputy Chief Officer	£74,016	£79,026	£23,884.96	32.27%	
Head of School Improvement	Deputy Chief Officer	£83,035	£85,424	£26,795.39	32.27%	
Consultant in Public Health	Deputy Chief Officer	£69,350	£86,687	£9,972.47	14.38%	
Consultant in Public Health	Deputy Chief Officer	£73,936	£86,687	£10,632.00	14.38%	
Head of Community Safety	Deputy Chief Officer	£56,425	£59,337	£18,208.35	32.27%	
Head of Leisure and Wellbeing	Deputy Chief Officer	£56,425	£59,337	£18,208.35	32.27%	
Head of Partnerships and Commercial Services (Education)	Deputy Chief Officer	£57,414	£59,337	£18,527.50	32.27%	
Head of City Transport	Deputy Chief Officer	£71,515	£79,026	£23,077.89	32.27%	
Head of Business Service	Deputy Chief Officer	£71,515	£79,026	£23,077.89	32.27%	
Head of Environmental Services	Deputy Chief Officer	£71,515	£79,026	£23,077.89	32.27%	
Head of Customer Services	Deputy Chief Officer	£66,098	£66,098	£21,329.82	32.27%	
Service Lead - Transport Strategy - MP not on Struc Chart	Deputy Chief Officer	£53,464	£53,464	£17,252.83	32.27%	
ICT Senior Business Service Manager	Deputy Chief Officer	£56,425	£59,337	£18,208.35	32.27%	
Head of Organisational Development and Apprenticeships	Deputy Chief Officer	£58,379	£59,337	£18,838.90	32.27%	
Position		Annual Actual Salary	Pay Ceiling	Employers Pension Contribution	Employers Rate %	Left Role
Director of Governance	Monitoring Officer	£113,242	£116,744	£0.00	0	30/04/19
Head of Governance	Deputy Chief Officer	£63,195	£66,098	£20,393.03	32.27%	09/02/20

Head of ICT	Deputy Chief Officer	£64,164	£66,098	£0.00 0				30/12/19
Consultant in Public Health	Deputy Chief Officer	£59,947	£86,687	£8,620.38 14.38%				30/04/19
Head of Skills	Deputy Chief Officer	£66,098	£66,098	£21,329.82 32.27%				30/12/19
Head of Strategic Commissioning	Deputy Chief Officer	£76,520	£79,026	£24,693.00 32.27%				03/03/19
Director of City Health	Deputy Chief Officer	£102,300	£116,744	£33,012.21 32.27%				31/03/19
Director of Education	Statutory Chief Officer	£116,744	£116,744	£37,673.29 32.27%				30/10/19
Digital Transformation Director	Deputy Chief Officer	£66,098	£66,098	£21,329.82 32.27%				31/08/19
Head of Service	Deputy Chief Officer	£66,098	£66,098	£21,329.82 32.27%				30/04/19
Assistant Director	Deputy Chief Officer	£106,131	£116,744	£34,248.47 32.27%				30/11/19
Head of Strengthening Families	Deputy Chief Officer	£71,515	£79,026	£23,077.89 32.27%				01/03/20
Head of Procurement	Deputy Chief Officer	£57,414	£59,337	£18,527.50 32.27%				30/09/19
Consultant in Public Health	Deputy Chief Officer	£73,936	£86,687	£10,632.00 14.38%				05/07/19
Director of City Assets and Housing	Non statutory Chief Officer	£106,131	£116,744	£34,248.47 32.27%				28/02/20

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 local authority themselves or any committee or sub-committee of the authority.
- (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 head of the authority’s paid service; and
- (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.

Post	Grade
Director of City Assets and Housing	13
Director of Black Country Transport	13
Director of City Environment	13
Assistant Director of Investment & Finance	13
Director of Finance	13
Director of Adult Services	13
Director for Regeneration	13
Director for Children's Services	13
Director of Public Health & Wellbeing	13
Director of Governance	13
Director of Strategy	13
Director of Communication & External Relations	13
Director of Pensions	14
Deputy Chief Executive	14
Chief Executive	15

Grade 13 will become new Grade 14 if new Deputy Director grade is approved

Grade 14 will become new Grade 15 if new Deputy Director grade is approved

Grade 15 will become new Grade 16 if new Deputy Director Grade is approved

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