

Appendix 3 - Pay Policy Data

Position	Annual Salary	Pay Ceiling	Employers Pension Contribution	Employers Rate %	Left Role
Chief Executive	£165,068	£167,688	n/a	n/a	
Deputy Chief Executive	£143,746	£145,581	£37,431	26.04%	
Director of Finance	£116,356	£119,954	£30,299	26.04%	
Director of Communications and External Relations	£105,113	£119,954	£27,371	26.04%	
Director of Regeneration	£116,356	£119,954	£30,299	26.04%	
Director of Strategy	£105,113	£119,954	£27,371	26.04%	
Director of Governance	£105,113	£119,954	£27,371	26.04%	
Director of Children's and Adult Services	£119,954	£119,954	£31,236	26.04%	
Director of Public Health	£119,954	£119,954	£31,236	26.04%	
Director of City Environment	£112,703	£119,954	£29,348	26.04%	
Director of Pensions	£138,337	£145,581	£36,023	26.04%	
Director of Black Country Transport	£112,703	£119,954	£29,348	26.04%	
Deputy Director Social Care	£87,317	£96,449	£22,426	26.04%	
Deputy Director of Adults Services	£87,317	£96,449	£7,538	26.04%	
Deputy Director of People and Change	£87,317	£96,449	£11,338	26.04%	
Deputy Director of Education	£87,317	£96,449	£3,675	26.04%	
Assistant Director Pensions	£87,317	£96,449	£15,137	26.04%	
Chief Accountant	£76,051	£81,199	£19,804	26.04%	
Head of Insight and Performance	£58,993	£60,969	£15,362	26.04%	
Manager Strategic Project Funding	£54,934	£54,934	£14,305	26.04%	
Head of Organisational Development and Apprenticeships	£60,969	£60,969	£15,876	26.04%	
Policy and Strategy Manager	£52,901	£54,934	£13,775	26.04%	
Head of ICT	£63,939	£67,916	£16,650	26.04%	
Head of Revenues and Benefits	£64,933	£67,916	£16,909	26.04%	
Head of The Hub	£58,993	£60,969	£15,362	26.04%	
Head of Procurement	£63,939	£67,916	£8,986	26.04%	
Head of Commercial	£11,830	£60,969	£3,081	26.04%	
Head of Commercial	£57,977	£60,969	£5,336	26.04%	
Head of Service Health & Safety	£57,977	£60,969	£6,122	26.04%	
Equality, Diversity and Inclusion Manager	£52,901	£54,934	£13,775	26.04%	
Head of Legal Services	£67,916	£67,916	£17,685	26.04%	
Head of Communications	£58,993	£60,969	£15,362	26.04%	
Head of City Development	£67,916	£67,916	£16,426	26.04%	
Head of Enterprise	£67,916	£67,916	£17,685	26.04%	
Head of City Planning	£67,916	£67,916	£17,685	26.04%	
Head of Adult Education	£67,916	£67,916	£17,685	26.04%	
Service Manager Private Sector Housing	£52,901	£54,934	£6,869	26.04%	
Head of Assets	£67,916	£67,916	£17,685	26.04%	
Head of Projects and Works	£67,916	£67,916	£17,685	26.04%	
Head of Facilities	£67,916	£67,916	£17,685	26.04%	
Assistant Director - Investment Strategy	£99,580	£119,954	£15,061	26.04%	
Head of Finance	£70,910	£81,199	£9,207	26.04%	
Head of Governance and Corporate Services	£65,929	£67,916	£17,168	26.04%	
Head of Operations	£66,922	£67,916	£17,426	26.04%	
Head of Service - Children's Improvements	£78,624	£81,199	£20,474	26.04%	
Consultant in Public Health	£87,754	£87,754	£10,095	14.38%	
Consultant in Public Health	£75,914	£87,754	£1,741	14.38%	
Consultant in Public Health	£75,914	£87,754	£10,139	14.38%	
Head of Communities	£63,939	£67,916	£10,993	26.04%	
Head of Leisure and Wellbeing	£58,993	£60,969	£15,362	26.04%	
Head of Partnerships and Commercial Services (Education)	£59,984	£60,969	£15,620	26.04%	
Head of City Transport	£78,624	£81,199	£20,474	26.04%	
Head of Environmental Services	£76,051	£81,199	£19,804	26.04%	
Service Lead - Transport Strategy	£54,934	£54,934	£14,305	26.04%	
Head of Customer Engagement and Registrars	£57,977	£60,969	£2,440	26.04%	
Visitor Economy Manager	£54,934	£54,934	£14,305	26.04%	
Service Manager - Housing Strategy & Policy	£44,541	£54,934	£11,598	26.04%	
Commercial Regulation Manager	£57,977	£60,969	£14,229	26.04%	
Position	Annual Salary	Pay Ceiling	Employers Pension Contribution	Employers Rate %	Left Role
Director of Adult Services	£119,954	£119,954	£20,282	26.04%	23/11/20
Head of Service	£78,624	£81,199	£3,702	26.04%	05/06/20
Head of Customer Services	£67,916	£67,916	£10,369	26.04%	31/10/20
Head of Business Services	£76,051	£81,199	£8,790	26.04%	09/09/20
Head of Special Educational Needs and Disability	£66,922	£67,916	£1,719	26.04%	06/05/20
Head of Human Resources	£76,051	£81,199	£11,611	26.04%	31/10/20
Head of Community Safety (Secondment)	£60,969	£60,969	£15,876	26.04%	31/03/21

Assistant Director - Investment Partnership	£119,954	£119,954	£26,187	26.04%	31/01/21
---	----------	----------	---------	--------	----------

**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.