

Appendix 3 - Pay Policy Data

Position	Regulations Definition	Annual Salary	Pay Ceiling	Employers Pension Contribution	New contribution	Employers Rate %	Left Role
Chief Executive	Head of Paid Service	£172,128	£172,128	n/a		n/a	
Deputy Chief Executive	Non statutory Chief Officer	£149,690	£149,690	£39,159		26.16%	
Executive Director of Families	Statutory Chief Officer	£133,715	£138,906	£34,980		26.16%	
Executive Director of Pensions	Non statutory Chief Officer	£147,827	£149,690	£38,672		26.16%	
Chief Operating Officer	Monitoring Officer	£133,715	£138,906	£34,980		26.16%	
Director of Finance	Section 151 Officer	£123,678	£123,678	£32,354		26.16%	
Deputy Director of Commissioning and Transformation	Deputy Chief Officer	£90,552	£99,821	£23,688		26.16%	
Director of Communications and External Relations	Deputy Chief Officer	£116,319	£123,678	£30,429		26.16%	
Director of Regeneration	Non statutory Chief Officer	£123,678	£123,678	£32,354		26.16%	
Director of Strategy	Deputy Chief Officer	£116,319	£123,678	£30,429		26.16%	
Director of Public Health	Statutory Chief Officer	£123,678	£123,678	£32,354		26.16%	
Director of City Housing and Environment	Deputy Chief Officer	£102,999	£123,678	£26,945		26.16%	
Black Country Transport Director	Non Statutory Chief Officer	£123,678	£123,678	£32,354		26.16%	
Deputy Director Social Care	Deputy Chief Officer	£98,214	£99,821	£25,693		26.16%	
Director of Adults Services	Statutory Chief Officer	£102,999	£123,678	£26,945		26.16%	
Head of Community Financial Support	Deputy Chief Officer	£63,961	£63,961	£16,732		26.16%	
Head of Adult Services (Secondment)	Deputy Chief Officer	£66,983	£71,030	£17,523		26.16%	
Head of Service (Adult services - North)	Deputy Chief Officer	£70,018	£71,030	£18,317		26.16%	
Head of Adult Services (Mental Health Assessment & Care Management)	Deputy Chief Officer	£71,030	£71,030	£18,581		26.16%	
Head of Service (Learning Disabilities Management)	Deputy Chief Officer	£71,030	£71,030	£18,581		26.16%	
Head of Service Adult Improvement	Deputy Chief Officer	£73,899	£84,342	£19,332		26.16%	
Deputy Director of People and Change	Deputy Chief Officer	£98,214	£99,821	£25,693		26.16%	
Deputy Director of Education	Deputy Chief Officer	£94,381	£99,821	£24,690		26.16%	
Assistant Director - Pensions	Deputy Chief Officer	£98,214	£99,821	£25,693		26.16%	
Deputy Director of Assets	Deputy Chief Officer	£94,381	£99,821	£24,690		26.16%	
Chief Accountant	Deputy Chief Officer	£84,342	£84,342	£22,064		26.16%	
Head of Assets	Deputy Chief Officer	£67,994	£71,030	£17,787		26.16%	
Head of Adult Education	Deputy Chief Officer	£71,030	£71,030	£18,581		26.16%	
Head of Skills	Deputy Chief Officer	£71,030	£71,030	£18,581		26.16%	
Head of Operations	Deputy Chief Officer	£76,509	£84,342	£20,015		26.16%	
Head of Governance, Risk and Assurance	Deputy Chief Officer	£73,899	£84,342	£19,332		26.16%	
Assistant Director - Investment Management & Stewardship	Deputy Chief Officer	£108,615	£123,678	£28,414		26.16%	
Head of Finance	Deputy Chief Officer	£84,342	£84,342	£5,454		26.16%	
Head of Equality, Diversity and Inclusion	Deputy Chief Officer	£62,959	£63,961	£16,470		26.16%	
Head of Service Health & Safety	Deputy Chief Officer	£62,959	£63,961	£16,470		26.16%	
Head of Legal Services	Deputy Chief Officer	£71,030	£71,030	£18,581		26.16%	
Head of Commercial	Deputy Chief Officer	£62,959	£63,961	£16,470		26.16%	
Head of Procurement	Deputy Chief Officer	£69,008	£71,030	£18,052		26.16%	
Head of Revenues and Benefits	Deputy Chief Officer	£70,018	£71,030	£18,317		26.16%	
Head of The Hub	Deputy Chief Officer	£63,961	£63,961	£16,732		26.16%	
Head of City Development	Deputy Chief Officer	£71,030	£71,030	£18,581		26.16%	
Head of City Planning	Deputy Chief Officer	£71,030	£71,030	£18,581		26.16%	
Head of City Investment	Deputy Chief Officer	£62,959	£63,961	£16,470		26.16%	
Head of Enterprise	Deputy Chief Officer	£71,030	£71,030	£18,581		26.16%	
Head of Communities (Public Health)	Deputy Chief Officer	£76,509	£84,342	£20,015		26.16%	
Head of Communities (Public Health)	Deputy Chief Officer	£73,899	£84,342	£19,332		26.16%	
Consultant in Public Health	Deputy Chief Officer	£73,430	£91,787	£10,559		14.38%	
Consultant in Public Health	Deputy Chief Officer	£91,787	£91,787	£13,199		14.38%	
Head of Partnerships (Public Health)	Deputy Chief Officer	£76,509	£84,342	£20,015		26.16%	
Position		Annual Salary	Pay Ceiling	Employers Pension Contribution		Employers Rate %	Left Role
Head of Adult Commissioning & Market Management	Deputy Chief Officer	£60,917	£63,961	£7,627		26.16%	21/10/22
Assistant Director - Investment Strategy	Deputy Chief Officer	£107,690	£123,678	£5,365		26.16%	10/06/22
Head of Adult Services (East)	Deputy Chief Officer	£71,030	£71,030	£1,630		26.16%	02/05/22
Head of Service Adoption at Heart	Deputy Chief Officer	£70,018	£71,030	£4,576		26.16%	30/06/22
Head of Service - Leisure & Wellbeing	Deputy Chief Officer	£63,961	£63,961	£4,830		26.16%	19/07/22

**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.