

12.12 Officers Remuneration

Disclosure of senior employees remuneration

A Senior Employee is defined as an employee whose salary is at least £50,000 per annum and who is:

- the designated head of paid service, The statutory chief officer or a non-statutory chief officer of a relevant body, as defined under the Local Government and Housing Act 1989;
- the head of staff for a relevant body which does not have a designated head of paid service; or
- the section 151 officer; or
- any person having responsibility for the management of the relevant body, to the extent that the person has power to direct or control the major activities of the body, in particular activities involving the expenditure of money, whether solely or collectively with other persons.

The following table shows the senior employees whose salary is £150,000 or more per year.

Post title and name	Notes	Year	Salary (including fees and allowances)	Expense allowances	Compensation for loss of office	Total remuneration excluding pension contributions	Pension Contributions	Total remuneration including pension contributions
			£	£	£	£	£	£
Chief Executive - J van de Laarschot		2014/15	195,000	1,144	-	196,144	36,075	232,219
Chief Executive - J van de Laarschot		2013/14	195,516	3,152	-	198,668	34,125	232,793

The following table shows the senior employees whose salary is between £50,000 and £150,000 per year.

Post title and name	Notes	Year	Salary (including fees and allowances)	Expense allowances	Compensation for loss of office	Total remuneration excluding pension contributions	Pension Contributions	Total remuneration including pension contributions
			£	£	£	£	£	£
Assistant Chief Executive		2014/15	132,344	1,546	-	133,890	24,469	158,359
Assistant Chief Executive		2013/14	144,516	1,354	-	145,870	23,100	168,970
Director - People ¹		2014/15	162,629	1,748	-	164,377	27,970	192,347
Director - People		2013/14	142,516	1,072	-	143,588	24,850	168,438
Director - Place ²		2014/15	12,649	-	-	12,649	2,340	14,989
Director - Place/City Renewal ³		2013/14	64,089	-	79,385	143,474	9,358	152,832
Housing Director ⁴		2014/15	22,103	-	-	22,103	4,019	26,122
Assistant Director - Legal Services ⁵		2014/15	14,665	25	-	14,690	2,713	17,403
Assistant Director - Legal Services		2013/14	82,685	251	-	82,936	13,486	96,422
Chief Operating Officer (& Section 151 Officer) ⁶		2014/15	31,581	-	-	31,581	5,842	37,423
Assistant Director - Financial Services (Section 151 Officer) ⁷		2013/14	56,516	62	-	56,578	9,800	66,378
Director - Public Health ⁸		2014/15	140,028	2,770	-	142,798	18,239	161,037
Director - Public Health ⁹		2013/14	50,750	308	-	51,058	6,492	57,550

¹ New acting post holder commenced 23/02/15. Previous post holder left 29/03/15

² Post holder commenced 23/02/15. Post covered for the rest of the year by an interim. Amount invoiced in 2014/15 was £225,664 (2013/14 - £249,949).

³ Post holder left 31/08/13. Post previously called Director of City Renewal but now called Director of Place.

⁴ New post of Housing Director for 2014/15. Post holder commenced in post 15/01/15

⁵ Covered by interim for the period 12/06/14 to 31/03/15. Amount invoiced in 2014/15 was £90,201.

⁶ Post holder commenced in post 05/01/15.

⁷ Covered by 2 interims during 2014/15 to 16/12/14, until appointment to new post of Chief Operating Officer (Section 151 Officer). Amount invoiced in 2014/15 was £140,655.

⁸ New post holder commenced in post 20/10/14. Acting post holder covered for the period 01/04/2014 to 19/10/2014.

⁹ Covered part year by secondee from Public Health England at an invoiced cost of £102,328 between 05/08/13 to 31/03/14.

Number of employees excluding senior employees receiving total remuneration above £50,000 including expense allowances chargeable to income tax and an estimated value of other benefits but excluding employer's pension:

2013/14					2014/15			
Number of Teaching staff	Number of Employees (non teaching)	Total Number of Employees	Number of Employees Left in Year	Range	Number of Teaching staff	Number of Employees (non teaching)	Total Number of Employees ¹	Number of Employees Left in Year
25	45	70	8	£50,000-£54,999	24	48	72	10
26	23	49	4	£55,000-£59,999	21	20	41	2
15	14	29	1	£60,000-£64,999	16	14	30	5
7	1	8	1	£65,000-£69,999	11	5	16	2
5	3	8	1	£70,000-£74,999	5	6	11	4
5	3	8	-	£75,000-£79,999	-	1	1	-
3	5	8	1	£80,000-£84,999	4	6	10	3
2	2	4	1	£85,000-£89,999	-	2	2	1
-	1	1	-	£90,000-£94,999	1	1	2	-
-	1	1	1	£95,000-£99,999	-	-	-	-
1	1	2	-	£100,000-£104,999	1	1	2	-
-	-	-	-	£105,000-£109,999	-	-	-	-
-	1	1	-	£110,000-£114,999	-	-	-	-
-	1	1	-	£115,000-£119,999	-	-	-	-
-	-	-	-	£120,000-£124,999	-	-	-	-
-	-	-	-	£125,000-£129,999	-	-	-	-
-	-	-	-	£130,000-£134,999	-	1	1	-
-	-	-	-	£135,000-£139,999	-	-	-	-
-	2	2	1	£140,000-£144,999	-	1	1	1
-	1	1	-	£145,000-£149,999	-	-	-	-
-	1	1	1	£150,000-£154,999	-	-	-	-
-	-	-	-	£155,000-£159,999	-	-	-	-
-	-	-	-	£160,000-£164,999	-	-	-	-
-	-	-	-	£165,000-£169,999	-	-	-	-
-	-	-	-	£170,000-£174,999	-	-	-	-
-	-	-	-	£175,000-£179,999	-	-	-	-
-	-	-	-	£180,000-£184,999	-	-	-	-
-	-	-	-	£185,000-£189,999	-	-	-	-
-	-	-	-	£190,000-£194,999	-	-	-	-
-	1	1	-	£195,000-£199,999	-	1	1	-
89	106	195	20	Total	83	107	190	28

¹ Includes 18 employees in receipt of compensatory payments for redundancy which has moved their remuneration into the >£50k banding.