

Local Government Transparency
Publication of Salary Information for Senior Staff as at 31st March 2023

Name	Job Title	Service Area	FTE	Pay Band Floor	Pay Band Ceiling	Total Pay with allowances 2022/23	Remuneration range 2022/23 in £5k intervals as required for transparency purposes.
Richard Flinton	Chief Executive	Head of Service	1.0	181,925	198,935	193,806	190,000-195,000
	Assistant Chief Executive	Legal and Democratic Services	1.0	107,519	117,921	128,925	125,000-130,000
	Assistant Chief Executive	Business Support	1.0	107,519	117,921	117,119	115,000-120,000
	Assistant Director	Policy, Partnerships and Communities	1.0	88,177	100,200	100,547	100,000-105,000
		Head of Communications	1.0	75,370	84,184	83,382	80,000-85,000
		Head of HR	1.0	75,370	84,184	90,696	90,000-95,000
Karl Battersby	Corporate Director	BES	1.0	124,989	145,064	154,690	150,000-155,000
	Assistant Director	Highways and Transportation	1.0	100,200	104,382	103,580	100,000-105,000
	Assistant Director	Waste and Countryside Services	1.0	88,177	100,200	99,398	95,000-100,000
Stuart Carlton	Corporate Director	CYPS	1.0	124,989	145,064	144,262	140,000-145,000
	Assistant Director	Children and Families (part year)	1.0	88,177	100,200	68,489	65,000-70,000
	Assistant Director	Education and Skills	1.0	88,177	100,200	99,398	95,000-100,000
	Assistant Director	Inclusion	1.0	88,177	100,200	99,398	95,000-100,000
Richard Webb	Corporate Director	HAS	1.0	124,989	145,064	144,262	140,000-145,000
	Director	Director of Public Health	1.0	100,200	104,382	103,580	100,000-105,000
	Assistant Director	Care and Support	1.0	88,177	100,200	99,398	95,000-100,000
	Assistant Director	Care and Support	1.0	88,177	100,200	99,398	95,000-100,000
	Assistant Director	Prevention & Service Development (part year)	1.0	88,177	100,200	55,378	55,000-60,000
	Assistant Director	Harrogate & Rural Alliance Director	1.0	75,370	84,184	83,382	80,000-85,000
	Consultant	Public Health	1.0	75,370	84,184	89,602	85,000-90,000
	Consultant	Public Health	1.0	75,370	84,184	82,732	80,000-85,000
	Consultant	Public Health	0.6	75,370	84,184	52,169	50,000-55,000
	Consultant	Public Health	0.6	75,370	84,184	50,510	50,000-55,000
Gary Fielding	Corporate Director	Strategic Resources	1.0	124,989	145,064	154,690	150,000-155,000

	Assistant Director	Strategic Resources (part funded by RDC)	1.0	88,177	100,200	102,534	100,000-105,000
	Assistant Director	Strategic Resources	1.0	88,177	100,200	96,680	95,000-100,000
	Assistant Director	Strategic Resources & CFO SDC (part funded by SDC)	1.0	88,177	100,200	99,398	95,000-100,000
	Assistant Director	Strategic Resources	1.0	88,177	100,200	90,696	90,000-95,000
	Assistant Director	Technology and Change	1.0	100,200	104,382	107,580	105,000-110,000

Amounts based on reduction for 2 days' compulsory unpaid leave (where applicable)

Senior Salaries above £50K - Breakdown by remuneration in brackets of £5K

Amounts based on pay as at 31st March 2023

Pay Range	Number of employees (includes school based)	Number of employee (excludes Schools)
£50,000 - £55,000	101	30
£55,000 - £60,000	102	40
£60,000 - £65,000	63	20
£65,000 - £70,000	43	8
£70,000 - £75,000	54	27
£75,000 - £80,000	16	2
£80,000 - £85,000	6	3
£85,000 - £90,000	8	1
£90,000 - £95,000	4	2
£95,000 - £100,000	11	7
£100,000 - £105,000	5	4
£105,000 - £110,000	2	1
£110,000 - £115,000	1	
£115,000 - £120,000	1	1
£125,000 - £130,000	1	1
£140,000 - £145,000	2	2
£150,000 - £155,000	2	2
£190,000 - £195,000	1	1

Responsibilities of employees who have salaries exceeding £50K pa are set out in the Job Descriptions
NYC does not pay bonuses or 'benefits in kind' for employees with a salary exceeding £50K

Pay Multiples

The median average (excluding schools) in this authority is £24,948 per annum (equivalent to the bottom of Grade G). The ratio between the median and the highest i.e. the 'pay multiple' is 8:1, which compares well with the recommendation in the Hutton Report that the multiple should not exceed 20. NYC does not have a policy on maintaining or reaching a specific pay multiple, but is conscious of the need to ensure that the salaries of the highest paid employees are not excessive and are consistent with the needs of the authority as expressed in this policy statement and its wider pay policy and approach.