

**Local Government Transparency**  
**Publication of Salary Information for Senior Staff as at 31<sup>st</sup> March 2022**

Name	Job Title	Service Area	FTE	Pay Band Floor	Pay Band Ceiling	Total Pay with allowances 2021/22	Remuneration range 2021/22 in £5k intervals as required for transparency purposes.
Richard Flinton	Chief Executive	Head of Service	1.0	174,246	187,130	187,130	185,000 - 190,000
	Assistant Chief Executive	Legal and democratic Services	1.0	105,013	115,358	115,358	115,000 – 120,000
	Assistant Chief Executive	Business Support	1.0	105,013	115,358	115,358	115,000 – 120,000
	Assistant Director	Policy, Partnerships and Communities	1.0	85,778	97,735	92,510	90,000 – 95,000
		Head of Communications	1.0	73,041	81,806	78,774	75,000 – 80,000
		Head of HR	1.0	73,041	81,806	81,806	80,000 – 85,000
		Commercial Director	1.0	85,778	97,735	92,510	90,000 – 95,000
Karl Battersby	Corporate Director	BES	1.0	122,387	142,351	142,351	140,000 - 145,000
	Assistant Director	Highways and Transportation	1.0	97,735	101,894	101,894	100,000 – 105,000
	Assistant Director	Growth, Planning & Trading Standards	1.0	85,778	97,735	95,031	95,000 – 100,000
	Assistant Director	Waste and Countryside Services	1.0	85,778	97,735	97,735	95,000 – 100,000
	Assistant Director	Economic Partnership Unit	1.0	85,778	97,735	92,510	90,000 – 95,000
Stuart Carlton	Corporate Director	CYPS	1.0	122,387	142,351	142,351	140,000 - 145,000
	Assistant Director	Children and Families (includes market supplement)	1.0	97,735	101,894	106,694	105,000 – 110,000
	Assistant Director	Education and Skills	1.0	85,778	97,735	95,031	95,000 – 100,000
	Assistant Director	Inclusion	1.0	85,778	97,735	97,735	95,000 – 100,000
	Assistant Director	Safeguarding and Partnership	1.0	73,041	81,806	81,806	80,000 – 85,000
Richard Webb	Corporate Director	HAS	1.0	122,387	142,351	142,351	140,000 - 145,000
	Director	Director of Public Health	1.0	97,735	101,894	£99,689	95,000 – 100,000
	Assistant Director	Care and Support	1.0	85,778	97,735	97,735	95,000 – 100,000
	Assistant Director	Care and Support	1.0	85,778	97,735	97,735	95,000 – 100,000
	Assistant Director	Prevention & Service Development	1.0	85,778	97,735	97,735	95,000 – 100,000
	Assistant Director	Harrogate & Rural Alliance Director	1.0	73,041	81,806	81,806	80,000 – 85,000
	Consultant	Public Health (includes market supplement)	1.0	73,041	81,806	88,026	85,000 - 90,000

	Consultant	Public Health (includes market supplement)	0.6	73,041	81,806	51,210	50,000 – 55,000
	Consultant	Public Health (includes market supplement)	0.8	73,041	81,806	67,137	65,000 - 70,000
	Consultant	Public Health (includes market supplement)	1.0	73,041	81,806	75,441	75,000 - 80,000
Gary Fielding	Corporate Director	Strategic Resources	1.0	122,387	142,351	142,351	140,000 - 145,000
	Assistant Director	Strategic Resources HAS & CFO RDC (part funded by RDC; includes honorarium)	1.0	84,303	96,054	101,033	100,000 – 105,000
	Assistant Director	Strategic Resources	1.0	84,303	96,054	92,510	90,000 - 95,000
	Assistant Director	Strategic Resources & CFO SDC (part funded by SDC)	1.0	84,303	96,054	95,031	95,000 – 100,000
	Assistant Director	Strategic Resources	1.0	84,303	96,054	85,778	85,000 - 90,000
	Assistant Director	Technology and Change (includes market supplement)	1.0	97,735	101,894	105,894	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 31<sup>st</sup> March 2022

<b>Pay Range</b>	<b>Number of employees (includes school based)</b>	<b>Number of employee (excludes Schools)</b>
£50,000 - £55,000	91	22
£55,000 - £60,000	126	56
£60,000 - £65,000	79	13
£65,000 - £70,000	77	42
£70,000 - £75,000	22	3
£75,000 - £80,000	20	3
£80,000 - £85,000	8	4
£85,000 - £90,000	4	1
£90,000 - £95,000	9	4
£95,000 - £100,000	11	10
£100,000 - £105,000	4	2
£105,000 - £110,000	2	2
£115,000 - £120,000	3	2
£140,000 - £145,000	4	4
£185,000 - £190,000	1	1

Responsibilities of employees who have salaries exceeding £50K pa are set out in the Job Descriptions

NYCC 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 £23,022 per annum (equivalent to the bottom of Grade G). The ratio between the median and the highest i.e. the 'pay multiple' is 8.3:1, which compares well with the recommendation in the Hutton Report that the multiple should not exceed 20. NYCC 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.