

Local Government Transparency
Publication of Salary Information for Senior Staff as at 31st March 2018

Name	Job Title	Service Area	FTE	Pay Band Floor	Pay Band Ceiling	Total Pay with allowances 2017/18	Remuneration range 2017/18
Richard Flinton	Chief Executive	Head of Service	1.0	£158,116	£173,417	£172,463	£170,000 - £175,000
	Assistant Chief Executive	Legal and democratic Services	1.0	£92,802	£104,812	£104,235	£100,000 - £105,000
	Assistant Chief Executive	Business Support	1.0	£92,802	£104,812	£104,235	£100,000 - £105,000
	Assistant Director	Policy and Partnerships	1.0	£63,828	£74,232	£73,824	£70,000 - £75,000
	Head	Head of Communications	1.0	£63,828	£74,232	£73,824	£70,000 - £75,000
	Assistant Director	Library, Customer & Community services	1.0	£63,828	£74,232	£73,824	£70,000 - £75,000
David Bowe	Corporate Director	BES	1.0	£109,640	£121,125	£120,459	£120,000 - £125,000
	Assistant Director	Highways and Transportation	1.0	£75,026	£89,861	£89,367	£85,000 - £90,000
	Assistant Director	Growth, Planning & Trading Standards		£75,026	£89,861	£76,699	£75,000 - £80,000
	Assistant Director	Waste and Countryside Services	1.0	£75,026	£89,861	£81,295	£80,000 - £85,000
	Assistant Director	Economic Partnership Unit	1.0	£63,828	£74,232	£73,824	£70,000 - £75,000
Stuart Carlton	Corporate Director	CYPS (from July 2017)	1.0	£109,640	£121,125	£85,163	£85,000 - £90,000
	Assistant Director	Children and Families (includes market supplement, honorarium and retention payment)	1	£75,026	£89,861	£119,867	£115,000 - £120,000
	Assistant Director	Education and Skills (includes market supplement)	1.0	£75,026	£89,861	£94,167	£90,000 - £95,000
	Assistant Director	Inclusion	1.0	£75,026	£89,861	£79,068	£75,000 - £80,000
Richard Webb	Corporate Director	HAS (includes honorarium)	1.0	£109,640	£121,125	£125,459	£125,000 - £130,000
	Director	Director of Public Health (includes market and clinical supplements)	1.0	£75,026	£89,861	£109,332	£105,000 - £110,000
	Assistant Director	Care and Support	1.0	£75,026	£89,861	£75,839	£75,000 - £80,000
		Care and Support	1.0	£75,026	£89,861	£76,841	£75,000 - £80,000
	Assistant Director	Commissioning	1.0	£75,026	£89,861	£82,158	£80,000 - £85,000
	Assistant Director	Health and Integration	1.0	£75,026	£89,861	£85,186	£85,000 - £90,000
	Consultant	Public Health (includes market supplement and honorarium)	1.0	£63,828	£74,232	£81,660	£80,000 - £85,000

	Consultant	Public Health (part time)	0.8	£63,828	£74,232	£54,161	£50,000 - £55,000
Gary Fielding	Corporate Director	Strategic Resources	1.0	£109,640	£121,125	£120,459	£120,000 - £125,000
	Assistant Director	Strategic Resources HAS (includes honorary)	1.0	£75,026	£89,861	£92,308	£90,000 - £95,000
	Assistant Director	Strategic Resources (part year)	1.0	£75,026	£89,861	£68,677	£65,000 - £70,000
	Assistant Director	Strategic Resources	1.0	£75,026	£89,861	£79,068	£75,000 - £80,000
	Assistant Director	Strategic Resources	1.0	£75,026	£89,861	£76,841	£75,000 - £80,000
	Assistant Director	Technology and Change Management (includes honorary)	1.0	£75,026	£89,861	£92,308	£90,000 - £95,000

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 2018

Pay Range	Number of employees (includes school based)	Number of employee (excludes Schools)
£50,000 - £55,000	112	50
£55,000 - £60,000	59	27
£60,000 - £65,000	52	14
£65,000 - £70,000	20	3
£70,000 - £75,000	12	6
£75,000 - £80,000	5	6
£80,000 - £85,000	6	3
£85,000 - £90,000	3	3
£90,000 - £95,000	0	3
£95,000 - £100,000	2	0
£100,000 - £105,000	0	3
£105,000 - £110,000	0	1
£110,000 - £115,000	0	0
£115,000 - £120,000	0	0
£120,000 - £125,000	0	3
£125,000 - £130,000	0	1
£170,000 - £175,000	0	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 £18,559 per annum (equivalent to bottom of Band 7). The ratio between the median and the highest i.e. the 'pay multiple' is 10.7:1, 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.