

Local Government Transparency
Publication of Salary Information for Senior Staff as at 31st March 2025

Name	Job Title	Service Area	FTE	Pay Band Floor	Pay Band Ceiling	Total Pay with allowances 2024/25	Remuneration range 2024/25 in £5k intervals as required for transparency purposes.
Richard Flinton	Chief Executive	Head of Service	1.0	£192,999	£211,044	£211,044	£210,000 - £215,000
	Assistant Chief Executive - HR and Business Support	Central Services	1.0	£118,722	£127,772	£121,384	£120,000 - £125,000
	Assistant Chief Executive	Local Engagement	1.0	£118,722	£127,772	£121,384	£120,000 - £125,000
	Assistant Director	Communications	1.0	£84,117	£94,765	£94,814	£90,000 - £95,000
	Assistant Chief Executive	Legal and Democratic Services	1.0	£118,722	£127,772	£127,772	£125,000 - £130,000
	Assistant Director	Legal Services	1.0	£84,117	£94,765	£86,779	£85,000 - £90,000
Stuart Carlton	Corporate Director	Children and Young People Services	1.0	£136,853	£159,178	£159,178	£155,000 - £160,000
	Assistant Director	Children & Families	1.0	£108,074	£116,060	£113,398	£110,000 - £115,000
	Assistant Director	Inclusion and Education & Skills	1.0	£97,426	£108,074	£112,511	£110,000 - £115,000
	Assistant Director	Education and Skills	1.0	£97,426	£108,074	£56,882	£55,000 - £60,000
	Assistant Director	Resources	1.0	£97,426	£108,074	£108,074	£105,000 - £110,000
Richard Webb	Corporate Director	Health and Adult Services	1.0	£136,853	£159,178	£159,178	£155,000 - £160,000
	Assistant Director	Adult Social Care and Care and Support	1.0	£97,426	£108,074	£108,124	£105,000 - £110,000
	Assistant Director	Adult Social Care	1.0	£97,426	£108,074	£100,088	£100,000 - £105,000
	Director	Public Health	1.0	£108,074	£116,060	£116,060	£115,000 - £120,000
	Assistant Director	Prevention and Service Development	1.0	£97,426	£108,074	£102,750	£100,000 - £105,000
	Assistant Director	Resources	1.0	£97,426	£108,074	£108,074	£105,000 - £110,000

Nic Harne	Corporate Director	Community Development	1.0	£136,853	£159,178	£159,178	£155,000 - £160,000
	Assistant Director	Planning	1.0	£108,074	£116,060	£116,060	£115,000 - £120,000
	Assistant Director	Economic Development, Regeneration, Tourism & Skills	1.0	£97,426	£108,074	£52,772	£50,000 - £55,000
	Assistant Director	Culture, Arts and Leisure	1.0	£97,426	£108,074	£100,088	£100,000 - £105,000
	Assistant Director	Housing	1.0	£108,074	£116,060	£110,736	£110,000 - £115,000
	Assistant Director	Resources	1.0	£97,426	£108,074	£100,088	£100,000 - £105,000
	Director (HBC)	Harrogate Convention Centre	1.0	Spot salary	Spot salary	£119,014	£115,000 - £120,000
Karl Battersby	Corporate Director	Environment	1.0	£136,853	£159,178	£159,178	£155,000 - £160,000
	Assistant Director	Highways and Transportation	1.0	£108,074	£116,060	£116,060	£115,000 - £120,000
	Assistant Director	Environment and Transport	1.0	£108,074	£116,060	£111,995	£110,000 - £115,000
	Assistant Director	Regulation and Harbours	1.0	£97,426	£108,074	£101,347	£100,000 - £115,000
	Assistant Director	Resources	1.0	£97,426	£108,074	£102,750	£100,000 - £105,000
Gary Fielding	Corporate Director	Resources	1.0	£136,853	£159,178	£159,178	£155,000 - £160,000
	Assistant Director	Property, Procurement and Commercial	1.0	£97,426	£108,074	£100,088	£100,000 - £105,000
	Assistant Director	Technology	1.0	£97,426	£108,074	£102,750	£100,000 - £105,000
	Assistant Director	Customer, Revenues and Benefits	1.0	£97,426	£108,074	£100,088	£100,000 - £105,000
	Assistant Director	Resources	0.6	£97,426	£108,074	£104,545	£100,000-£105,000
	Director (SBC)	Commercial	1.0	Spot salary	Spot salary	£90,103	£90,000 - £100,000
Leavers							
	Director	Transformation	1.0	£108,074	£116,060	£67,702	£65,000 - £70,000
	Assistant Director	IPT, Licencing, PROW & Harbours	1.0	£97,426	£108,074	£51,711	£50,000 - £55,000
	Director (SBC)	Director and Section 151 Officer	1.0	Spot salary	Spot salary	£99,012	£95,000-£100,000

* Part year post

** In year hours reduction

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

Amounts based on pay as at 31st March 2025

Pay Range	Number of employees (school based only)	Number of employees (non- schools)
£50,000 - £55,000	40	261
£55,000 - £60,000	38	34
£60,000 - £65,000	47	71
£65,000 - £70,000	45	39
£70,000 - £75,000	47	12
£75,000 - £80,000	29	41
£80,000 - £85,000	25	13
£85,000 - £90,000	16	3
£90,000 - £95,000		2
£95,000 - £100,000	6	2
£100,000 - £105,000	4	9
£105,000 - £110,000	1	4
£110,000 - £115,000	3	3
£115,000 - £120,000		4
£120,000 - £125,000	2	2
£125,000 - £130,000	1	1
£155,000 - £160,000		5
£210,000 - £215,000		1
Totals	304	507

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) has increased again to SCP16, £29,572 per annum (equivalent to the fourth point of Grade G). The ratio between the median and the highest i.e., the 'pay multiple' has reduced again to 7.1:1, 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.