

Local Government Transparency
Publication of Salary Information for Senior Staff as at 31st March 2026

Name	Job Title	Service Area	FTE	Pay Band Floor	Pay Band Ceiling	Total Pay with allowances 2025/26	Remuneration range 2025/26 in £5k intervals as required for transparency purposes.
Richard Flinton	Chief Executive	Head of Service	1.0	£199,176	£217,798	£217,798	£215,000 - £220,000
	Assistant Chief Executive - HR and Business Support	Central Services	1.0	£122,521	£131,862	£128,565	£125,000 - £130,000
	Assistant Chief Executive	Local Engagement	1.0	£122,521	£131,862	£128,565	£125,000 - £130,000
	Assistant Director	Communications	1.0	£86,809	£97,797	£97,797	£95,000 - £100,000
	Assistant Chief Executive	Legal and Democratic Services	1.0	£122,521	£131,862	£131,862	£130,000 - £135,000
	Assistant Director	Legal Services	1.0	£86,809	£97,797	£92,303	£90,000 - £95,000
*El Mayhew	Corporate Director	Children and Young People Services	1.0	£141,233	£164,272	£35,308	£35,000 - £40,000
	Assistant Director	Children & Families	1.0	£111,533	£119,774	£119,774	£115,000 - £120,000
	Assistant Director	Education and Inclusion	1.0	£111,533	£119,774	£119,774	£115,000 - £120,000
	Assistant Director	Education and Skills	1.0	£100,545	£111,533	£100,846	£100,000 - £105,000
	Assistant Director	Resources	1.0	£100,545	£111,533	£111,533	£110,000 - £115,000
**Abigail Barron	Corporate Director	Health and Adult Services	1.0	£141,233	£164,272	£110,792	£110,000 - £115,000

	Assistant Director	Adult Social Care	1.0	£100,545	£111,533	£100,201	£100,000 - £105,000
	Assistant Director	Adult Social Care	1.0	£100,545	£111,533	£106,039	£105,000 - £110,000
	Director	Public Health	1.0	£111,533	£119,774	£119,774	£115,000 - £120,000
	Assistant Director	Resources	1.0	£100,545	£111,533	£111,533	£110,000 - £115,000
Nic Harne	Corporate Director	Community Development	1.0	£141,233	£164,272	£164,272	£160,000 - £165,000
	Assistant Director	Place Shaping and Growth	1.0	£111,533	£119,774	£113,039	£110,000 - £115,000
	Assistant Director	Culture, Arts and Leisure	1.0	£100,545	£111,533	£106,039	£105,000 - £110,000
	Assistant Director	Housing	1.0	£111,533	£119,774	£117,027	£115,000 - £120,000
	Assistant Director	Resources	1.0	£100,545	£111,533	£106,039	£105,000 - £110,000
	Director (HBC)	Harrogate Convention Centre	1.0	Spot salary	Spot salary	£119,014	£115,000 - £120,000
Karl Battersby	Corporate Director	Environment	1.0	£141,233	£164,272	£164,272	£160,000 - £165,000
	Assistant Director	Highways and Infrastructure	1.0	£111,533	£119,774	£119,774	£115,000 - £120,000
	Assistant Director	Environment and Transport	1.0	£111,533	£119,774	£119,774	£115,000 - £120,000
	Assistant Director	Regulation and Harbours	1.0	£100,545	£111,533	£108,786	£105,000 - £110,000
	Assistant Director	Resources	1.0	£100,545	£111,533	£108,786	£105,000 - £110,000
Gary Fielding	Corporate Director	Resources	1.0	£141,233	£164,272	£164,272	£160,000 - £165,000
	Assistant Director	Transformation	1.0	£100,545	£111,533	£53,609	£50,000 - £55,000

	Assistant Director	Property, Procurement and Commercial	1.0	£100,545	£111,533	£106,039	£105,000 - £110,000
	Assistant Director	Technology	1.0	£100,545	£111,533	£108,786	£105,000 - £110,000
	Assistant Director	Customer, Revenues and Benefits	1.0	£100,545	£111,533	£106,039	£105,000 - £110,000
	Assistant Director	Resources	0.6	£100,545	£111,533	£67,824	£65,000 - £70,000
Leavers							
	Director	Children and Young People Services	1.0	£141,233	£164,272	£86,626	£85,000 - £90,000
	Interim Director	Children and Young People Services	1.0	£141,233	£164,272	£54,381	£50,000 - £55,000
	Director	Health and Adult Services	1.0	£141,233	£164,272	£161,005	£160,000 - £165,000
	Assistant Director	Adult Social Care and Care and Support	1.0	£100,545	£111,533	£27,019	£25,000 - £30,000
	Assistant Director	Planning	1.0	£111,533	£119,774	£13,523	£10,000 - £15,000
	Director (SBC)	Commercial	1.0	Spot salary	Spot salary	£69,717	£65,000 - £70,000

* Part year post

** Assistant Director to 8/3/26 and Corporate Director from 9/3/2026

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

Amounts based on pay as at 31st March 2026

Pay Range	Number of employees (school based only)	Number of employees (non schools)
£50,000 - £55,000	364	400
£55,000 - £60,000	38	153
£60,000 - £65,000	59	52

£65,000 - £70,000	43	59
£70,000 - £75,000	36	23
£75,000 - £80,000	52	26
£80,000 - £85,000	28	25
£85,000 - £90,000	12	14
£90,000 - £95,000	10	2
£95,000 - £100,000	7	1
£100,000 - £105,000	2	1
£105,000 - £110,000	4	9
£110,000 - £115,000	1	3
£115,000 - £120,000	3	6
£120,000 - £125,000	0	0
£125,000 - £130,000	1	2
£130,000 - £135,000	1	1
£140,000 - £145,000	0	2
£160,000 - £165,000	0	3
£215,000 - £220,000	0	1
Totals	661	783

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 SCP18, £31,537 per annum (equivalent to the overlap point between Grades G and H). The ratio between the median and the highest i.e., the 'pay multiple' has increased a little to 8.8:1. This is because the 2025-26 national pay award was a % increase for all pay points, rather than a higher cash increase for the lower parts of the pay scale which has been a feature of recent pay awards. The pay multiple 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.