

Note 14. Officers Remuneration

Senior Officers Remuneration by Job Title

The remuneration paid to the Authority's senior employees during 2018/19 is as follows:

Post	Salary £	Fees and Allowances £	Salaries, Fees and Allowances £	Expenses £	Compensation for Loss of Office £	Total Excluding Pension Contribution £	Pension Contribution £	Total £
Chief Executive (Neil Davies)	150,937	8,642	159,579	54	0	159,633	27,752	187,385
Director of Children & Adult Services	117,665	7,751	125,416	0	0	125,416	21,664	147,080
Director of Regeneration, Community, Environment & Transformation	114,957	7,751	122,708	0	0	122,708	21,168	143,876
Director of Public Health	108,236	7,751	115,987	141	0	116,128	19,938	136,066
Assistant Director - Transformation	81,904	5,365	87,269	0	0	87,269	14,022	101,291
Chief Finance Officer	97,870	5,365	103,235	41	0	103,276	16,495	119,771
Deputy Director - Childrens and Adults	95,975	7,934	103,909	0	0	103,909	18,164	122,073
Assistant Director - Commissioning, Business & Intelligence (Left 13/05/2019)	10,079	634	10,713	0	0	10,713	1,623	12,336
Assistant Director - Adult Social Care	73,428	5,365	78,793	0	0	78,793	12,939	91,732
Assistant Director - Legal & Corporate Services	87,980	5,365	93,345	0	0	93,345	16,231	109,576
Assistant Director - Physical and Cultural Regeneration (Left 12/08/2018)	31,978	3,597	35,575	0	0	35,575	5,810	41,385
Assistant Director - Physical and Cultural Regeneration (Appointed 03/12/2018)	23,986	1,759	25,745	0	0	25,745	4,432	30,177
Assistant Director - Front Line Services	73,720	7,365	81,085	0	0	81,085	13,988	95,073

During 2018/19 the Commissioning, Business and Intelligence Assistant Director post (previously named Partnership Commissioning) within the Children and Adult's Directorate was deleted. Business and Intelligence, Self-Directed Support and Client Financial Affairs teams now sit within Adult Social Care and Adult Partnership Commissioning team is now within Public Health.

Note 14. Officers Remuneration (continued)

Comparative figures for 2017/18 are as follows:

Post	Salary £	Fees and Allowances £	Salaries, Fees and Allowances £	Expenses £	Compensation for Loss of Office £	Total Excluding Pension £	Pension Contribution £	Total £
Chief Executive (Neil Davies)	149,295	8,548	157,843	0	0	157,843	27,450	185,293
Director of Children & Adult Services	104,584	7,666	112,250	32	0	112,282	19,268	131,550
Director of Regeneration, Community, Environment & Transformation	108,642	7,666	116,308	0	0	116,308	20,010	136,318
Director of Public Health (Left 30/04/2017)	6,899	7,141	14,040	81	0	14,121	0	14,121
Director of Public Health (Appointed 01/05/2017)	95,868	7,027	102,895	283	0	103,178	17,662	120,840
Chief People Officer (Left 10/09/2017)	33,438	2,358	35,796	0	0	35,796	5,725	41,521
Assistant Director - Transformation (Left 10/09/2017)	38,451	3,968	42,419	0	0	42,419	7,094	49,513
Assistant Director - Transformation (Appointed 11/09/2017)	44,830	2,947	47,777	0	0	47,777	7,644	55,421
Chief Finance Officer	91,860	5,306	97,166	326	0	97,492	15,551	113,043
Deputy Director - Childrens and Adults	92,573	8,452	101,025	0	0	101,025	17,645	118,670
Assistant Director - Commissioning, Business & Intelligence	82,604	5,306	87,910	0	0	87,910	14,337	102,247
Assistant Director - Adult Social Care (Appointed 18/12/17)	20,808	1,526	22,334	0	0	22,334	3,635	25,969
Assistant Director - Legal & Corporate Services	86,000	5,306	91,306	0	0	91,306	15,867	107,173
Assistant Director - Physical and Cultural Regeneration	86,516	5,306	91,822	38	0	91,860	16,643	108,503
Assistant Director - Front Line Services	72,586	5,306	77,892	150	0	78,042	13,412	91,454

Note 14. Officers Remuneration (continued)

Officers Remuneration > £50,000

The Council's other employees receiving more than £50,000 remuneration for the year (excluding employer's pension contributions) were paid the following amounts:

Remuneration Band	Number of Employees			
	Schools		Non-Schools	
	2017/18	2018/19	2017/18	2018/19
£50,000 to £54,999	12	15	32	38
£55,000 to £59,999	14	15	19	13
£60,000 to £64,999	14	11	11	19
£65,000 to £69,999	4	9	13	12
£70,000 to £74,999	4	3	5	4
£75,000 to £79,999	1	4	2	0
£80,000 to £84,999	2	0	3	2
£85,000 to £89,999	1	1	0	0
£90,000 to £95,999	0	1	0	0
£95,000 to £99,999	0	0	0	0
£100,000 to £104,999	0	1	0	0
£105,000 to £109,999	0	1	0	0
£110,000 to £114,999	0	0	0	0
£115,000 to £119,999	0	1	0	0
£120,000 to £124,999	2	0	0	0
£125,000 to £129,999	0	1	0	0
£130,000 to £149,999	0	0	1	0
£150,000 to £154,999	0	0	0	0
Total	54	63	86	88

Note 14. Officers Remuneration (continued)

Number of Exit Packages

The numbers of exit packages with total cost per band and total cost of the compulsory and other redundancies are set out in the table below:

Exit package cost band (including special payments)	Number of compulsory redundancies			Number of other departures agreed			Total number of exit packages by cost band			Total cost of exit packages in each band £		
	2018/19			2018/19			2018/19			2018/19		
	Schools	Non-School	Total	Schools	Non-School	Total	Schools	Non-School	Total	Schools	Non-School	Total
£0 - £20,000	7	29	36	6	31	37	13	60	73	73,451	236,534	309,985
£20,001 - £40,000	0	0	0	1	3	4	1	3	4	31,205	86,678	117,883
£40,001 - £60,000	0	0	0	0	0	0	0	0	0	0	0	0
£60,001 - £80,000	0	0	0	0	0	0	0	0	0	0	0	0
£80,001 - £100,000	0	0	0	0	0	0	0	0	0	0	0	0
£100,001 - £150,000	0	0	0	0	0	0	0	0	0	0	0	0
£150,001 - £200,000	0	0	0	0	0	0	0	0	0	0	0	0
Total	7	29	36	7	34	41	14	63	77	104,656	323,212	427,868

The total cost of £0.448m detailed in the table above for exit packages agreed during 2018/19. An amount of £0.368m has been charged to the Authority's Comprehensive Income and Expenditure Statement in that financial year.

Restated exit package cost band (including special payments)	Number of compulsory redundancies			Number of other departures agreed			Total number of exit packages by cost band			Total cost of exit packages in each band £		
	2017/18			2017/18			2017/18			2017/18		
	Schools	Non-School	Total	Schools	Non-School	Total	Schools	Non-School	Total	Schools	Non-School	Total
£0 - £20,000	57	38	95	11	13	24	68	51	119	272,026	354,817	626,843
£20,001 - £40,000	1	12	13	1	0	1	2	12	14	54,812	328,180	382,992
£40,001 - £60,000	0	1	1	0	1	1	0	2	2	0	91,214	91,214
£60,001 - £80,000	0	1	1	0	0	0	0	1	1	0	60,819	60,819
£80,001 - £100,000	0	0	0	0	0	0	0	0	0	0	0	0
£100,001 - £150,000	0	1	1	0	0	0	0	1	1	0	120,404	120,404
£150,001 - £200,000	0	0	0	0	0	0	0	0	0	0	0	0
Total	58	53	111	12	14	26	70	67	137	326,838	955,434	1,282,272

The total cost of £1.282m detailed in the table above for exit packages agreed during 2017/18. An amount of £1.296m has been charged to the Authority's Comprehensive Income and Expenditure Statement in that financial year.