

## 15. Officers' Remuneration

The Accounts and Audit Regulations 2009 extended the disclosure requirements for Officer's remuneration. The requirements provide greater transparency in respect of the total remuneration package for the senior team charged with the stewardship of the organisation. Senior officers include the Chief Executive, Corporate Directors, the Monitoring Officer and the Chief Finance Officer whose post titles are Assistant Director - Legal and Democratic Services and Assistant Director - Finance respectively. The remuneration paid to the Council's senior employees is as follows:-

### 2012/13 Senior Officers' Remuneration

Post Title	Name	Salary £	Benefits in Kind £	Total Remuneration excluding pension contributions £	Employer's Pension contributions £	Total Remuneration including pension contributions £
Chief Executive	Jill Stannard	170,000	0	170,000	21,930	191,930
Corporate Director – Resources	Diane Wood	128,062	5	128,067	16,520	144,587
Corporate Director – Adults & Local Services	Richard Parry	125,000	878	125,878	16,125	142,003
Corporate Director – Organisational Development	Jim Savege <b>(note 1)</b>	49,091	0	49,091	6,333	55,424
Corporate Director – Environment	Jim Savege <b>(note 1)</b>	73,117	0	73,117	9,432	82,549
Corporate Director – Safer & Stronger	Dominic Harrison	117,817	0	117,817	25,095	142,912
Corporate Director – Children's Services	Julia Morrison	125,000	0	125,000	16,125	141,125
Assistant Director – Finance	Julie Crellin <b>(note 2)</b>	86,029	0	86,029	11,047	97,076
Assistant Director – Legal & Democratic Services	Angela Harwood <b>(note 3)</b>	90,000	897	90,897	11,610	102,507
Acting Assistant Director – Legal & Democratic Services	Shamin Lindsay <b>(note 5)</b>	27,647	0	27,647	3,309	30,956
Interim Assistant Director – Legal & Democratic Services	Caroline Elwood <b>(note 4)</b>	21,491	0	21,491	0	21,491
		<b>1,013,254</b>	<b>1,780</b>	<b>1,015,034</b>	<b>137,526</b>	<b>1,152,560</b>

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## **2012/13 Senior Officers' Remuneration continued**

### **Notes**

Salary - includes salary in respect of the post and other payments received by the officer, for example, allowances for special duties.

Benefits in Kind – includes expense allowances liable for taxation including for example, travel and mileage expenses. For 2012/13 the Council's mileage rate is at or below the HMRC rate so there is deemed to be no benefit received.

Employer's Pension Contribution - LGPS 12.9%, Firefighters' Pension Scheme 21.3%.

1. From 1/9/2012 the number of Directors was permanently reduced from six to five with the merger of Organisational Development and Resources directorates. Jim Savege (formerly Corporate Director - Organisational Development) was appointed as Corporate Director – Environment from 1/9/2012.
  2. Julie Crellin was Acting Assistant Director - Finance for the period 1/4/2012 to 2/12/2012. She was permanently appointed to the post on 3/12/2012.
  3. Angela Harwood is the Assisant Director - Legal & Democratic Services and the Council's Monitoring Officer. During her two periods of absence in the year appropriate cover arrangements were put in place.
  4. Shamim Lindsay was acting Assistant Director - Legal & Democratic Services for the periods 13/8/2012 to 26/11/2012 and 26/12/2012 to 3/2/2013. The salary for these periods shown in the table above also includes a payment of £2,000 for acting up from her substantive post of Senior Manager – Legal Practice.
  5. Caroline Elwood was appointed as interim Assistant Director - Legal & Democratic Services with effect from 4/2/2013.
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**15. Officers' Remuneration continued**  
**2011/12 Senior Officers' Remuneration**

Post Title	Name	Salary £	Compensation for loss of employment £	Benefits in Kind £	Total Remuneration excluding pension contributions £	Employer's Pension contributions £	Total Remuneration including pension contributions £
Chief Executive	Jill Stannard	170,000	0	0	170,000	21,930	191,930
Corporate Director - Resources	Diane Wood	128,062	0	0	128,062	16,520	144,582
Corporate Director – Adults & Local Services	Richard Parry	125,000	0	906	125,906	16,125	142,031
Corporate Director – Environment	Marie Fallon ( <b>note 1</b> )	90,093	73,288	42	163,423	10,750	174,173
Corporate Director – Safer & Stronger	Dominic Harrison	117,817	0	0	117,817	25,095	142,912
Corporate Director – Organisational Development	Jim Savege	117,817	0	769	118,586	15,198	133,784
Corporate Director – Children's Services	Julia Morrison	125,000	0	0	125,000	16,125	141,125
Assistant Director – Legal & Democratic Services	Angela Harwood	91,500	0	1,086	92,586	11,804	104,390
Assistant Director - Finance	Kate McLaughlin-Flynn ( <b>note 2</b> )	85,161	0	0	85,161	10,986	96,147
Acting Assistant Director - Finance	Julie Crellin ( <b>note 3</b> )	5,562	0	0	5,562	474	6,036
		<b>1,056,012</b>	<b>73,288</b>	<b>2,803</b>	<b>1,132,103</b>	<b>145,007</b>	<b>1,277,110</b>

**Notes**

Salary - includes salary in respect of the post and other payments received by the officer, for example, allowances for special duties.

Expenses – includes payments not liable for taxation including for example, removal expenses. It does not include reimbursement of costs incurred e.g. parking fees.

Benefits in Kind – includes expense allowances liable for taxation including for example, travel and mileage expenses. For 2011/12 the Council's mileage rate was at or below the HMRC rate so there is deemed to be no benefit received.

Employer's Pension Contribution - LGPS 12.9% based on current service only (2010/11 18.6% which includes current and past service elements), Firefighters' Pension Scheme 21.3%.

1. The Corporate Director Environment left post on 30/11/2011, the annualised salary for 2011/12 was £125,000.

2. The Assistant Director Finance left post on 11/03/2012, the annualised salary for 2011/12 was £90,000

3. This includes a payment of £2,000 relating to acting as Assistant Director – Finance from 12/3/2012 to 31/3/2012

### 15. Officers' Remuneration continued

In addition to the Senior Officer's Remuneration details, the number of officers who received annual remuneration of more than £50,000 during the year is shown in the table below.

Remuneration for these purposes consists of gross pay, sums due by way of expense allowances, compensation for loss of employment and the money value of any benefits received other than in cash, employer's pension contributions are excluded.

The numbers of schools staff included in the bands for 2011/12 has been revised from 237 to 215 as some staff had been included more than once. There were 11 non school staff (55 for 11/12) that were only included in the note as they received compensation for loss of employment payments that brought their total remuneration above £50,000.

	2011/12 Revised Number of Staff			2012/13 Number of Staff		
	School Staff	Other Staff	Total	School Staff	Other Staff	Total
£50,000 - £54,999	103	58	161	103	85	188
£55,000 - £59,999	56	41	97	73	23	96
£60,000 - £64,999	28	17	45	31	2	33
£65,000 - £69,999	7	21	28	9	20	29
£70,000 - £74,999	4	1	5	2	4	6
£75,000 - £79,999	5	0	5	7	3	10
£80,000 - £84,999	5	8	13	3	7	10
£85,000 - £89,999	5	8	13	3	4	7
£90,000 - £94,999	1	2	3	2	3	5
£95,000 - £99,999	1	3	4	1	2	3
£100,000 - £104,999	0	0	0	0	0	0
£105,000 - £109,999	0	0	0	1	0	1
£110,000 - £114,999	0	0	0	0	0	0
£115,000 - £119,999	0	0	0	0	0	0
£120,000 - £124,999	0	0	0	1	0	1
£125,000 - £129,999	0	0	0	0	0	0
£130,000 - £134,999	0	0	0	0	0	0
£135,000 - £139,999	0	0	0	0	0	0
£140,000 - £144,999	0	1	1	0	0	0
	<b>215</b>	<b>160</b>	<b>375</b>	<b>236</b>	<b>153</b>	<b>389</b>