

Public Accounts Committee

Inquiry into Senior Management Pay

Additional information from the Welsh Local Government Association following their evidence session at Committee on 13 February 2014

With regard to the salaries paid to English Local authority Chief Executives see below for a link to a daily telegraph table showing salaries for 128 English Chief Executives for 2010/11:

<http://www.telegraph.co.uk/news/politics/council-spending/8714687/Council-chief-executive-salaries-201011-interactive-table-and-draft-accounts.html>

The full data can be found in Annex 1.

I will enquire with the Local Government Association in England if they have anything more up to date than this and let you know if they do, however, I suspect they no longer collect this information due to lack of resources and the fact that it is publically available anyway.

Senior Officers remuneration is available on local authority websites within their accounts detailing the jobs and the salaries. I attach the screen shots with all the relevant information (Annex 2). I also attach summary data (Annex 3) showing comparisons of local government CEO / CO pay in England and Wales for those authorities that are participating and have loaded their data onto the Epaycheck National pay benchmarking service (N.B. this is relatively few in Wales).

I don't intend to review the figures in my paper. The actual amounts of the Welsh Chief Executives salaries and the population sizes of the areas they service are a matter of public record. Notwithstanding any differences between mine and the WAO calculations in terms of exact distribution the fact remains that the CEO salaries in Welsh councils are generally below those of many Chief Executives in local government in England and other parts of the public sector generally.

Anna Freeman

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Cyfarwyddwr Cyflogaeth, Cymdeithas Llywodraeth Leol Cymru

Annex 1

Council	Chief executive	Salary	Bonus	Benefits	Expenses	Pension contributions	Redundancy	Total 10/11 (excl redundancy)	Total 09/10 (excl redundancy)	Change (£)	Change (%)	Notes
Essex County Council	Joanna Killian	233000	6900		815	48458		289173	285152	4021	1.39	
Hammersmith and Fulham Borough Council	Geoff Alltimes	215591	10194			55881		281666	270474	11192	3.97	
Buckinghamshire County Council	Chris Williams	207000		4770		47334		259104	258868	236	0.09	
Norfolk County Council	D White	205400	12300			39200		256900	263700	-6800	-2.65	
Surrey County Council	kelly	210000	12053			31080		253133		253133	100.00	
Gateshead Metropolitan Borough Council	Roger Kelly	194015		11750	13756	33317		252838	252957	-119	-0.05	27704 payment for "other responsibilities"
Barnet Council	N Walkley	200976				49842		250818	249210	1608	0.64	
Kensington and Chelsea Council	Derek Myers	209810	10490	637	40	29383		250360	250311	49	0.02	
Hertfordshire County Council	C Tapster	203427			4785	41906		250118	251190	-1072	-0.43	
Lambeth London Borough Council	Derrick Anderson	213629			2334	30976		246939	269836	-22897	-9.27	Phyllis Dunipace resigned as Executive Director of the Children and Young People's Service on 8 August 2010 and was replaced by Deborah Jones who received an annualised salary of £154,000. The year before that Chris Lee resigned from an Executive Director's position on 19th July 2009.
Cornwall Council	Kevin Lavery	197500			9527	38315		245342	238800	6542	2.67	
Durham County Council	George Garlick	200000			828	42900		243728	242485	1243	0.51	
Cheshire West and Chester Council	Steve Robinson	193000		2000		40000		235000	not available	#VALUE!	#VALUE!	
Newham London Borough Council	Kim Bromley-Derry	188022				46761		234783	281085	-46302	-19.72	Started in July
Croydon London Borough Council	Jon Rouse	189776				43842		233618	246810	-13192	-5.65	
Cambridgeshire County Council	Mark Lloyd	195966				37234		233200	230456	2744	1.18	
Westminster City Council	Mike More	200379			164	32061		232604	234500	-1896	-0.82	
Manchester City Council	Sir Howard Bernstein	203934			741	27735		232410	231786	624	0.27	
Enfield London Borough Council	Rob Leak	189528	4737		480	36910		231655	248500	-16845	-7.27	
Harrow Borough Council	Michael Lockwood	194617		1348		34857		230822	219504	11318	4.90	
Leicestershire County Council	John Sinnott	187000		5000		38000		230000	231000	-1000	-0.43	
Sunderland City Council	Dave Smith	193148		7905		28494		229547	238967	-9420	-4.10	
Birmingham City Council	Stephen Hughes	198925				29565		228490	233097	-4607	-2.02	Salary includes fees and allowances.
Central Bedfordshire Council	Richard Carr	186750			1213	40515		228478	98814	129664	56.75	
Bradford Metropolitan District Council	Tony Reeves	196908			1239	29087		227234		227234	100.00	
Walsall Metropolitan Borough Council	Paul Sheehan	189533	11201		1358	24490		226582	213893	12689	5.60	Received £8933 in election fees in 2010/11 and £11,945 in 2009/10
Cheshire East Council	Erika Wenzel	189260			1075	35980		226315	not available	#VALUE!	#VALUE!	
Greenwich London Borough Council	Chief Executive	189666.61				35150.04		224816.65	225150	-333.35	-0.15	
Knowsley Metropolitan Borough Council	Sheena Ramsey	181893	10135			32741		224769	224772	-3	0.00	
North Tyneside Metropol Council	John Marsden	196021				28690		224711	199418	25293	11.26	
Kingston upon Thames Council	Bruce McDonald	179000				45000		224000	222000	2000	0.89	
Redbridge London Borough Council	Roger Hampson	181542				41936		223478	223478	0	0.00	
Wigan Metropolitan Borough Council	Joyce Redfearn	193150				30131		223281	228876	-5595	-2.51	Received 14,977 in election fees. As of Jan 1 2011 is also chief executive of Ashton, Leigh & Wigan PCT, which pays 35% of her remuneration
Bristol City Council	J Ormondroyd	189533				32600		222133	220457	1676	0.75	
Leicestershire District Council	C Bull	183724				37479		221203	219734	1469	0.66	
Richmond upon Thames Council	Gillian Norton	178528			216	42115		220859	215657	5202	2.36	
Wakefield City Council	Joanne Roney	193343				27108		220451	222172	-1721	-0.78	
Brighton & Hove City Council	J Barradell	189700			1500	28900		220100	107900	112200	50.98	Annual salary more than doubled from last year to this one.
Oxfordshire County Council	Joana Simons	182431			27	35209		217667	225665	-7998	-3.67	(Includes a £6,727 Returning Officer fee)
Worcestershire County Council	Trish Haines	183010				33989		216999	216931	68	0.03	
Coventry City Council	Matin Reeves	186301				30553		216854	221949	-5095	-2.35	
Nottinghamshire County Council	M Burrows	184338			32087			216425	214643	1782	0.82	
Oldham Metropolitan Borough Council	C Parker	186000			2000	28000		216000	188458	27542	12.75	
Oldham Metropolitan Borough Council	C Parker	186000			2000	28000		216000	188458	27542	12.75	
Tower Hamlets London Borough Council	K A Collins	186336			192	29055		215583		215583	100.00	

North East Lincolnshire	A Hunter	150000		33057	31610	214667	183194	31473	14.66	
Bath and North East Somerset Council	John Everitt	178338	963	1251	32109	212661	211859	802	0.38	
Merton London Borough Council	Ged Curran	186250			26075	212325	207689	4636	2.18	
Plymouth City Council	Barry Keel	182505	1442		27376	211323	204297	7026	3.32	
	Martin Esom (promoted from dep. CE in June 2010)	173796			37038	210834		210834	100.00	
Waltham Forest Council	John Foster	210000				210000	222868	-12868	-6.13	
Islington Borough Council	Kieran Stigant	174877			32816	207693	266470	-58777	-28.30	Different chief exec last year who was better paid.
West Sussex County Council	Tony McArdle	173226		1147	32740	207113	206059	1054	0.51	
Lincolnshire County Council										Chief exec left in 2009/10, earning 181,119. J van de Laarschot joined in 2009/10,
Stoke-on-Trent City Council	J van de Laarschot	171032	1239	5664	28640	206575		206575	100.00	earning 58,725
Swindon Borough Council	Gavin Jones	178476		370	27485	206331		206331	100.00	
										G Fitzgerald left the post of chief executive on 6th february 2011. His annualised salary was £194,655. Phil Halsall was appointed to the post as his replacement and received the same annualised salary.
Lancashire County Council	G Fitzgerald	165756	9374	413	29505	205048	266675	-61627	-30.05	
										£3,941 as Returning Officer for the 2010 local elections. Has been off sick for months http://menmedia.co.uk/manchestereveningnews/news/s/1421662_trafford-council-chief-off-for-2-months-from-170k-job
Trafford Metropolitan Borough Council	Janet Callender	170000	6000	3000	26000	205000		205000	100.00	
Warwickshire County Council	Jim Graham	172866	1239	5102	24893	204100	204242	-142	-0.07	
Hackney Borough Council	Tim Shields	177956			25420	203376	202805	571	0.28	
Bedford Borough Council	Philip Simpkins	170000			32470	202470	175145	27325	13.50	
										Fraser left the council on 1st Sept 2010. The Interim chief executive was appointed 9th sept 2010 at a pro rata salary of £139000. The pro rata salary for a non-interim chief executive is £151282.
Salford City Council	B Spicer	175097		914	26439	202450	201113	1337	0.66	
London Borough of Bromley	Doug Patterson	177135			25160	202295	202760	-465	-0.23	
Cumbria Council	Jill Stannard	170000	321		31620	201941	464113	-262172	-129.83	
Dorset County Council	David Jenkins	164000	5000	1000	31000	201000	not available	#VALUE!	#VALUE!	
Warrington Borough Council	Diana Terris	167105		1239	31414	199758	191000	8758	4.38	
										*The Chief Executive held the position of Acting Chief Executive up to August 2009. In 2009/10 the Director of Policy, Strategy and Communication was previously the Director Of Policy/Assistant Chief Executive, the Director of Finance & Resources was previously the City Treasurer and the Executive Director Of Adult & Culture Services was previously the Executive Director of Adult Services and the Director of Adult Services.
Newcastle upon Tyne City Council	Barry Rowland	173784		963	24354	199101		199101	100.00	Chief Executive's contract of employment was reviewed and finalised during 2010/11 and consequent rose from £158,000 on 1st April 2009 to £168,000. The salary received during 2010/11 therefore consists of 6 months pay at 3163,00 pa and 6 months pay at £168,000 pa.
Hartlepool Borough Council	Paul Walker	168795	963		27176	196934	183565	13369	6.79	
Bolton City Council	Sean Harriss	170000			25330	195330	190647	4683	2.40	
Stockport Metropolitan Borough Council	E Boylan	167000	3000		25000	195000		195000	100.00	J R Shultz left in 2009/10, replaced by E Boylan in 2010/11.
Nottingham City Council	Jane Todd	165000		486	27720	193206	193929	-723	-0.37	
Tameside Metropolitan Borough Council	Steven Pleasant	166929			25540	192469	190800	1669	0.87	
South Gloucestershire District Council	A Deeks	163920			27539	191459	186590	4869	2.54	
Ealing London Borough Council	Martin Smith	183853	5543		0	189396	58636	130760	69.04	Salary more than trebled.
Darlington Borough Council	Ada Burns	156720		1860	28993	187573	188060	-487	-0.26	
Bracknell Forest Council	Tim Wheadon	161500		1400	24200	187100	182000	5100	2.73	
Northamptonshire County Council	P Blatern	156000		1000	30000	187000	not available	#VALUE!	#VALUE!	
Northamptonshire County Council	P Blatern	156000		1000	30000	187000	not available	#VALUE!	#VALUE!	
St Helens Metropolitan Borough Council	Carole Hudson	152000	6000		28000	186000	186000	0	0.00	
Slough Borough Council	Ruth Bagley	160480			24550	185030	185890	-860	-0.46	
Milton Keynes Council	D Hill	155000		371	28830	184201	128725	55476	30.12	
Milton Keynes	D Hill	155000		371	28830	184201	184725	-524	-0.28	
Somerset County Council	Alan Jones	160000	26.2		24159.96	184186.16		184186.16	100.00	
Isle of Wight Council		149997		1120	32999	184116	183937	179	0.10	

Hillingdon Borough Council	H Dunnachie	183250			183250	215206	-31956	-17.44	
									Frm 1st August 2010, the post of Chief Executive assumed responsibility for both Blackburn with Darwen Borough Council and Blackburn with Darwen Teaching Care Trust Plus, and 30% of the salary costs have been charged to the Care Trust
Bedford Council (Unitary)	Graham Burgess	158000	1000	24000	183000	183000	0	0.00	Plus.
Blackburn with Darwen Borough Council	Graham Burgess	158000	1000	24000	183000	183000	0	0.00	
Wokingham District Council	Susan Law	157187		24094	181281	181101	180	0.10	
Derbyshire County Council	Nick Hodgson	151056	379	27492	178927	179644	-717	-0.40	
Peterborough City Council	G Beasley	170175		5000	175175		175175	100.00	
Sefton Metropolitan Borough Council	M Carney	148379		390	25373	174142	176465	-2323	-1.33
									He took early retirement this year on 28th February 2011 and had an annual salary of £160,
Bury Metropolitan Council	M Sanders	146927	883	25925	173735	192982	-19247	-11.08	
Devon County Council	Phil Norrey	149995	379	226	22499	173099	179855	-6756	-3.90
Northumberland County Council	Steve Stewart	172498			172498	188458	-15960	-9.25	
Solihull Metropolitan Borough Council	Mark Riogers	137478	8718	692	25070	171958	152980	18978	11.04
North Somerset District Council	Graham Turner	144817			26936	171753	170450	1303	0.76
Reading Borough Council	Michael Coughlin	148377			21811	170188	170188	100.00	
Calderdale Metropolitan Council		147000		1000	22000	170000	166000	4000	2.35
Blackpool Borough Council	Steve Weaver	143832	1254	963	23301	169350	168039	1311	0.77
									In 2009/10 Tinlin received £3525 in pay which was then consolidated into his future salary and a further £9425 unconsolidated pay which was both separate from his allowances and pension. No one is quite sure what these terms are. In 2010/11 he received a further £1473 pay consolidated into his future salary but no further
Southend-on-Sea Borough Council	Rob Tinlin	143883	1473	2909	20231	168496	184209	-15713	-9.33
City of London	C Duffield	135000	7000		26000	168000	158000	10000	5.95
Middlesbrough Borough Council		142650			24821	167471	155644	11827	7.06
									Note 2: The Chief Executive also received £12,304.37 as returning officer for the
Sutton London Borough Council	Ian Birnbaum	137909			29416	167325	158680	8645	5.17
									Parliamentary Elections in May 2010.
				3000	26000		161000		
Barnsley Metropolitan Borough Council		138000				167000		6000	3.59
									Although he didn't receive any benefits in the year 2010-11 he did receive £4,103 worth in 2009/10. His salary also includes allowances. His pension contribution also more than doubled from last year to this, in 2009/10 it was £15,575.
Windsor and Maidenhead Borough Council	Ian Trenholm	140000	2112		24350	166462	184727	-18265	-10.97
									No bonuses were paid this year, hence cut in pay
Torbay Borough Council	Elizabeth Raikes	151000			14818	165818	180000	-14182	-8.55
									The Chief Executive started his employment on 2nd August 2011. The annualised salary is £185,000.
									Received a futher 16710 from the West Midlands Pension fund, a fund administered by the council for public employees but separate from the council's pension fund, giving him a total remuneration 2010/11 of 180,615. CEO role was split between three different people in 2009/10 hence low number.
Wolverhampton Council	Simon Warren	134755		1989	27161	163905	102695	61210	37.34
West Berkshire District Council	Nick Carter	138418			20279	158697	158431	266	0.17
Doncaster Metropolitan Borough Council	R Vincent	132120			25896	158016		158016	100.00
York City Council	Kersten England	132399		185	23734	156318	63775	92543	59.20
North Lincolnshire Borough Council	Simon Driver	124839			28923	153762	165057	-11295	-7.35
									Kersten England joined council 5/10/2009.
									Salary included allowances. There was no redundancy apy. The Chief Executive for Arun Council also changed shortly after the end of this financial year from Ian Sumnall to Nigel Lynn.
Arun Council	Ian Sumnall	122327			27253	149580	146683	2897	1.94
									Received a futher £3888 for acting as elections returning officer. Joined council
Wyre Forest District Council	Ian Miller	114835	2403		30672	147910	45256	102654	69.40
Wirral Metropolitan Borough Council	Interim	123334		726	21706	145766	159188	-13422	-9.21
Redcar and Cleveland Borough Council	Chief Exec	145239				145239		145239	100.00
Angus Council	David Sawers	116523	5967		22209	144699	131162	13537	9.36
Luton Borough Council	T Holden	128923			15707	144630	0	144630	100.00
Southampton City Council	Brad Roynon	116471		2008	22246	140725	205920	-65195	-46.33

Thanet District Council	Richard Samuels	118353	5000	16684	173000	140037	142476	-2439	-1.74	Question: Was RS the chief exec whose remuneration is listed in the accounts? Did he receive £173,000 on top of his other pay? Was he bumped up two pay grades before being made redundant? The post was only held by Flinton from 1 July 2010 onwards. Prior to that John Masrden held the position however he left on 31st March 2010 and the post was vacant between 1st April 2010 and 30th June 2010.
North Yorkshire County Council	Richard Flinton	116250		398	22320	138968	219456	-80488	-57.92	Cheif Executive's salary of £116,317 includes £3,241 of remuneration for acting as Returning Officer during 2010-11e
Argyll Bute Council	Sally Loudon	116317			21085	137402	115549	21853	15.90	
Borough of Broxbourne	M J Walker	114215			17932	132147	134080	-1933	-1.46	
Broadland District Council	Colin Bland	109110		454	20700	130264	135371	-5107	-3.92	
Barking and Dagenham London Borough Council	David Woods	125370				125370		-10001	-7.98	The former Chief Executive, Robert Whiteman left on 16 May 2010 (Salary etc. paid £23,946). David Woods acted in the role from 17 May 2010 to 27 March 2011 (Salary etc. paid £125,370). Stella Manzie was appointed new Chief Executive on 1 March 2011 (Salary etc. paid £12,500). The annual salary for the post is £150,000.
Liverpool City Council	David McElhinney	102679			22076	124755		124755	100.00	Interim CEO
Leeds City Council	Thomas Riordan	114087			10335	124422	222122	-97700	-78.52	
Amber Valley Borough Council	Peter Carney	101000	1000		22000	124000	118000	6000	4.84	
Allerdale Borough Council	Harry Dyke	99999.96		2455	19599.96	122054.92		122054.92	100.00	
Kirklees Metropolitan Borough Council	Adrian Lythgo	102390			14335	116725		116725	100.00	Last CEO Rob Vincent left in June 2010 but was still paid £31k by Kirkless, discharged by Doncaster Note 1. The Chief Executive post was held by three different officers in 2010/11. Paul Martin left the Authority at the end of June 2010. Ian Birnbaum held the position of interim Chief Executive for the period July 2010 until March 2011 when the current Chief Executive, Niall Bolger was appointed.
Sutton London Borough Council	Paul Martin	92303			19732	112035	168261	-56226	-50.19	Left as Chief Exec on 31st December 2010, given £2k for losing employment.
Aberdeen City Council	Sue Bruce	107272	1909			109181	142966	-33785	-30.94	
Boston Borough Council	Mick Gallagher	107700				107700		107700	100.00	Last post holder resign, annualised salary of £91,932
Isles of Scilly Council	Philip Hygate	87196	250		17408	104854	not available	#VALUE!	#VALUE!	Chief Executive Paul Rogerson took over from Thomas Riordan on 16th August 2010.
Leeds City Council	Paul Rogerson	76981			25964	102945	87316	15629	15.18	
	(Interim Chief Executive - un-named)	77994			13103	91097		91097	100.00	
Redcar and Cleveland Borough Council	(leaving)	80873	471		92955	81344	115596	-34252	-42.11	
Liverpool City Council	Ged Fitzgerald	69202		33	11701	80936	278714	-197778	-244.36	
Wirral Metropolitan Borough Council	Deputy	67670			11910	157537		79580	100.00	
Sandwell Council	M A Fraser	63829			10723	74552		74552	100.00	
Waltham Forest Council	Andrew Kilburn (left June 2010)	50000			23261	150590		73261	100.00	
Doncaster Metropolitan Borough Council	J Miller	44546		65	10393	55004		55004	100.00	
Barking and Dagenham London Borough Council	Stella Manzie	12500			30745	43245		43245	100.00	The former Chief Executive, Robert Whiteman left on 16 May 2010 (Salary etc. paid £23,946). David Woods acted in the role from 17 May 2010 to 27 March 2011 (Salary etc. paid £125,370). Stella Manzie was appointed new Chief Executive on 1 March 2011 (Salary etc. paid £12,500). The annual salary for the post is £150,000.
Lancashire County Council	P Halsall	32966	898	48	6866	40778		40778	100.00	
Hounslow Borough Council	Mary Harpley	32476			6996	39472		39472	100.00	
Breckland District Council	Terry Huggins	32264		583	6106	38953	133099	-94146	-241.69	Shared chief executive with South Holland Mr K Crompton was Chief Executive until 28nd February 2010. Mr M Robinson joined from 22nd until 25 June 2010 as an interim Chief Exectuive, hence why he only received £37145 in 2010-11 and £14,725. Mr T Holden then joined the council on 28th June 2010 for a permanent position.
Luton Borough Council	M Robinson	37146			0	37146	14725	22421	60.36	All other senior employees on over £142k got at least £5k-£10k raise.
Hounslow Borough Council	Mark Gilks	27471			5917	33388	201183	-167795	-502.56	Shared chief executive with Essex. They pay £30k for that but also pay £90k for a new Director of Finance, possibly to cover the role of the CEO
Brentwood Borough Council	Joanna Killian	30000				30000		30000	100.00	

Rotherham Metropolitan Borough Council	M Kimber			27360	27360	63567	-36207	-132.34	Kimber only held the post from 21 August 2009 which is the reason why there is such a massive increase on his income in 2010/11 compared to 2009/10. The total combined income for the position of Chief Executive (including Kimber and his predecessor) was £132814.	
Kent County Council	Peter Gilroy	25362		407851	25362	299611	-274249	-1,081.34	Gilroy left KCC during May 2010. The annualised salary for this post was £214,423. In order to secure Mr Gilroy's extended service, in November 2006 the County Council's Personnel Committee, including Labour, Lib-Dem and Conservative Members, unanimously agreed to a variation in Mr Gilroy's contract brought about by changes in pension legislation. The payment of £200,000 (£407,851 including income tax and National Insurance) meant that Mr Gilroy was not disadvantaged by extending his contract as a result of changes to national pension legislation. The Payment of £200,000 did not enhance his overall remuneration package, a fact that has been acknowledged by the Audit Commission.	
Barking and Dagenham London Borough Council	Robert Whiteman	23946			23946	189533	-165587	-691.50	The former Chief Executive, Robert Whiteman left on 16 May 2010 (Salary etc. paid £23,946). David Woods acted in the role from 17 May 2010 to 27 March 2011 (Salary etc. paid £125,370). Stella Manzie was appointed new Chief Executive on 1 March 2011 (Salary etc. paid £12,500). The annual salary for the post is £150,000.	
Angus Council	Richard Stiff	10502	10502	1943	22947		22947	100.00	Article from The Courier said was director of children's services at North Lincolnshire Council. Brought in to make £9mn savings and cut work force by 500	
Stockport Metropolitan Borough Council	J R Schultz	18000			18000	192000	-174000	-966.67		
Thurrock Borough Council	Graham Farrant	12273			12273		12273	100.00		
Aberdeen City Council	Valerie Watts	11444	602		12046		12046	100.00		
Sutton London Borough Council	Niall Bolger	4619		993	5612		5612	100.00		
Doncaster Metropolitan Borough Council	T Leader	911		160	68508	1071	259265	-258194	-24,107.75	One redundancy with an interim chief executive but there were also two redundancies for this position made during the previous year. Paul Hart was also made redundant with and was briefly replaced from Feb 2010 to March 2010 with an un-named officer. Paul Hart was given £41261 for loss of office in 2009/10.

Annex 2 - Senior Officer Remuneration 2012-13

Anglesey

2012/13

	Salary, Fees and Allowances £000	Expenses Allowances £000	Compensation for loss of Office £000	Pension Contribution £000	Total £000
Chief Executive (Richard Parry Jones)	141	2	0	31	174
Deputy Chief Executive – Appointed 02/07/2012	85	0	0	19	104
Director (Lifelong Learning) – Appointed 02/07/2012	74	1	0	16	91
Director (Sustainable Development)	98	2	0	22	122
Head of Function (Resources) – Appointed 07/01/2013	19	0	0	4	23
Director (Community) – Appointed 28/08/2012	59	0	0	13	72
Head Of Function – Legal & Administration	72	0	0	16	88
Total	548	5	0	121	674

Isle of Anglesey County Council –Statement of Accounts 2012/13

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In addition the Council employed two senior officers on an interim basis during 2012/13 pending the appointment of permanent staff. The staff in question related to the Council's Directors of Finance and Housing & Social Services and the costs incurred in the year for the respective members of staff were £0.105m and £0.093m. The contract of the Interim Finance Director terminated in March 2013, and the contract of the Interim Director of Housing & Social Services terminated in August 2012 due to the restructuring of the Council services. The senior officers shown in the above table have been appointed to posts in 2012/13 to the new departmental structure.

Blaenau Gwent

18.2 Senior Officers' Remuneration

The following table sets out the remuneration in 2012/2013 for senior officers (as defined by statute) whose salary for the year was between £60,000 and £150,000. There were no senior officers whose salary exceeded £150,000.

Post Title	Notes	Salary (Including Fees & Allowances) £	Expense Allowances £	Compensation for Loss of Office £	Benefits in Kind £	Total Remuneration excluding Pension Contributions 2012/2013 £	Employers Pension Contributions £	Total Remuneration including Pension Contributions 2012/2013 £
						£		£
Chief Executive	Note 1	107,347	164	0	884	108,395	23,080	131,475
Director of Education & Leisure	Note 2	35,417	0	20,000	350	55,767	7,615	63,382
Director of Social Services		81,334	36	0	881	82,251	17,487	99,738
Director of Environment & Regeneration / SRO The Works	Note 3	91,503	4	0	933	92,440	19,673	112,113
Corporate Director & Acting CO of Environment & Regeneration		75,801	28	0	901	76,730	16,297	93,027
Chief Finance Officer	Note 4	70,805	115	0	895	71,815	15,223	87,038
Chief People & Performance Officer		65,067	0	0	963	66,030	13,989	80,019
Chief Regeneration Officer		63,035	46	0	856	63,937	13,553	77,490
Chief Legal Officer	Note 5	63,035	7	0	959	64,001	13,553	77,554
Total		653,344	400	20,000	7,622	681,366	140,470	821,836

Note 1: Salary includes £11,568.96 remuneration relating to directorship of Silent Valley Waste Services Ltd..

Note 2: The Director of Education & Leisure left on 31 August 2012 and the disclosure includes only payments made to that post-holder. With effect from February 2013, a joint Chief Education Officer has been appointed, working in conjunction with Newport City Council. Payment of £8,349.87 has been made to Newport City Council in respect of this post for the period February - March 2013.

Note 3: Salary includes £10,169.49 remuneration relating to directorship of Silent Valley Waste Services Ltd., effective from 15 May 2012.

Note 4: Salary includes £10,169.49 remuneration relating to directorship of Silent Valley Waste Services Ltd., effective from 15 May 2012.

Note 5: The Chief Legal Officer's salary (including fees & allowances) does not include any payments in respect of the post-holder's duties as Returning Officer.

Table 1 : Officers' Remuneration over £60k

2011-12 Number of Employees inc Redundancy Costs	Remuneration Band	Number of Employees				
		Movement In Bandings	2012-13 inc Redundancy Costs	2012-13 exc Redundancy Costs	Number of Teachers inc in Figures exc Redun- dancy	Number of Non- Teachers inc in Figures exc Redun- dancy
9	£60,000 - £64,999	3	12	12	10	2
19	£65,000 - £69,999	(7)	12	12	12	-
5	£70,000 - £74,999	-	5	5	3	2
11	£75,000 - £79,999	(1)	10	10	3	7
-	£80,000 - £84,999	2	2	1	1	-
2	£85,000 - £89,999	-	2	2	2	-
2	£90,000 - £94,999	-	2	2	2	-
1	£95,000 - £99,999	1	2	2	1	1
1	£100,000 - £104,999	-	1	1	-	1
2	£105,000 - £109,999	(1)	1	1	-	1
2	£110,000 - £114,999	(1)	1	1	-	1
-	£115,000 - £119,999	-	-	-	-	-
-	£120,000 - £124,999	-	-	-	-	-
-	£125,000 - £129,999	-	-	-	-	-
-	£130,000 - £134,999	-	-	-	-	-
-	£135,000 - £139,999	-	-	-	-	-
1	£140,000 - £144,999	(1)	-	-	-	-
-	£145,000 - £149,999	-	-	-	-	-
-	£235,000 - £239,999	-	-	-	-	-
55		(5)	50	49	34	15

Within the Remuneration Bands are a number of senior employees of the Authority who have also been included in the following Table 2 : Senior Officers' Disclosure. This is a disclosure requirement to disclose individual remuneration details for all senior employees under the Accounts and Audit (Wales) (amendment) Regulations 2010. This disclosure is shown in Table 2 below.

Table 2 : Senior Officers' Disclosure

Job Title	Salary		Expenses		Benefits in Kind		Pension		Total	
	12-13 £	11-12 £	12-13 £	11-12 £	12-13 £	11-12 £	12-13 £	11-12 £	12-13 £	11-12 £
Chief Executive Officer & Head of Paid Service										
Previous Post Holder	43,345	131,091	524	803	2,893	10,411	9,016	27,267	55,778	169,572
Current Post Holder	65,918	-	8,345	-	1,997	-	13,711	-	89,971	-
Corporate Director - Children	104,068	104,068	301	282	5,428	5,406	21,646	21,646	131,443	131,402
Corporate Director - Communities	103,229	104,068	266	268	8,724	8,829	21,472	21,646	133,691	134,811
Corporate Director - Wellbeing	35,084	98,473	613	-	9,242	5,148	8,525	20,482	63,464	124,103
Assistant Chief Executive & Section 151 Officer										
Previous Post Holder	19,910	101,857	54	740	1,298	8,012	7,215	21,186	28,475	131,795
Current Post Holder / Corporate Director - Resources & Section 151 Officer	104,068	-	540	-	-	-	17,796	-	122,404	-
Assistant Chief Executive - Legal & Regulatory Services	88,458	88,458	267	454	10,460	8,734	18,309	18,309	117,584	116,045

Note

The Corporate Director - Communities left the Authority in March 2013.
 The Corporate Director - Wellbeing is on secondment from the Welsh Government. His costs are being split on a 50/50 basis between both organisations. The costs shown here relate to BCBG only.
 There was a two month hand over between the retiring Assistant Chief Executive & Section 151 officer and the newly appointed Corporate Director - Resources & Section 151 Officer.
 Pension Contributions relate to actual payments made.
 The remuneration disclosed in both Table 1 and 2 in respect of the current and former Chief Executive Officer does not include payments in respect of their role as Returning Officer for the Authority. Depending on the type of the election, these costs are sometimes reimbursed by the sponsoring organisation, e.g. The Home Office, Welsh Government, or Community Councils. During 2012-13 the current Chief Executive Officer received £5,260 in respect of this role (of which £4,960 was funded by the Home Office and £90 was funded by Porthcawl Town Council), and the former Chief Executive Officer received £10,875 in respect of this role (of which £2,800 was funded by Community Councils).

Caerphilly County Borough Council

Notes to the Core Financial Statements (continued)

The Authority terminated the contracts of a number of employees in 2012/2013, incurring liabilities of £116,752 (£470,621 in 2011/2012). Of this total £81,957 was paid to employees from Human Resources, Social Services, Engineering and Schools for enhanced pension benefits as disclosed above. £34,795 was payable to employees from Social Services, Schools, Planning & Regeneration and Public Protection who were made redundant as part of the Authority's rationalisation of these services and the end of fixed term contracts.

In accordance with the Accounts and Audit (Wales) (Amendment) Regulations 2010, the following tables show the remuneration and components of remuneration for statutory chief officers and designated heads of paid service that have responsibility for the management of the Authority and have the ability to control the major activities of the Authority – particularly in relation to activities involving expenditure of money.

2011/2012			Total Remuneration excluding Employer's Pension Contributions	Employer's Pension Contributions at 21%	Total Remuneration including Employer's Pension Contributions
Post	Salary £	Expenses £	£	£	£
Chief Executive *a	123,665	1,514	125,179	24,115	149,294
Deputy Chief Executive *b	118,480	1,158	119,638	23,104	142,742
Director of Social Services	105,367	1,743	107,110	19,935	127,045
Director of Education	100,682	1,406	102,088	19,633	121,721
S151 Officer *c	71,496	1,420	72,916	13,942	86,858
	519,690	7,239	526,929	100,729	627,658

*a The Chief Executive received Returning Officer expenses during the year to 31 March 2012 of £9,460 in respect of Welsh Government elections and £8,089 in respect of elections for the Alternative Voting System. These are excluded from the above figures as they were paid by the Welsh Government and Central Government respectively.

*b The Deputy Chief Executive received Returning Officer expenses during the year to 31 March 2012 of £1,000 in respect of Welsh Government elections and £1,000 in respect of elections for the Alternative Voting System. These are excluded from the above figures as they were paid by the Welsh Government and Central Government respectively.

*c The S151 Officer received Returning Officer expenses during the year to 31 March 2012 of £150 in respect of Welsh Government elections and £150 in respect of elections for the Alternative Voting System. These are excluded from the above figures as they were paid by the Welsh Government and Central Government respectively.

Cardiff

11. Remuneration

11.1 The Accounts and Audit (Wales) (Amendment) Regulations 2010 requires that the number of employees, whose remuneration is over £50,000 per annum be disclosed within bands of £5,000. The following table includes all staff who fall within this category including teaching staff and those whose remuneration is disclosed in more detail in note 11.2.

The figures include all taxable remuneration received in the year, including in some cases, severance payments but exclude employers pension contributions and any expenses that are not chargeable to UK income tax.

Remuneration band £	Number of Employees	
	2011/12	2012/13
60,000-64,999	74	78
65,000-69,999	29	18
70,000-74,999	12	17
75,000-79,999	7	6
80,000-84,999	8	10
85,000-89,999	4	7
90,000-94,999	2	3
95,000-99,999	3	4
100,000-104,999	2	1
105,000-109,999	1	2
110,000-114,999	1	0
115,000-119,999	0	2
120,000-124,999	0	0
125,000-129,999	0	0
130,000-134,999	0	1
135,000-139,999	0	0
140,000-144,999	1	0
145,000-149,999	0	0
150,000-154,999	0	0
155,000-159,999	0	0
160,000-164,999	0	0
165,000-169,999	0	0
170,000-174,999	0	0
175,000-179,999	1	0
180,000-184,999	0	0
185,000-189,999	0	0
190,000-194,999	0	1

NOTES TO CORE FINANCIAL STATEMENTS

11.2 Further disclosure is required in respect of the individual remuneration details of senior employees (Chief Officers and Heads of Function and above) whose salary is £50,000 or more per annum but less than £150,000, identified by job title. Employees whose salary is £150,000 on an annualised basis are required to be identified by name.

No bonuses have been paid during 2012/13 (2011/12 - £nil)

The following persons fell within this definition for 2012/13

2012/13	Post title	Salary, fees and allowances	Taxable benefits	Compensation for loss of employment		Employers pension contribution (22.9% of salary)	Salary, fees and allowances
				Received via payroll (taxable) (a)	Received via creditors (non taxable)		
		£	£	£	£	£	£
	Jonathan House, Chief Executive (g)	191,664	0	0	0	42,073	233,737
	Chief Operating Officer (Commenced 16/04/2012) (a)	130,659	0	0	0	28,801	159,359
	Corporate Chief Officer, Corporate and Section 151 Officer	107,088	0	0	0	24,523	131,611
	Chief Officer Education / Project Officer (b)	99,741	68	0	0	22,841	122,650
	Corporate Chief Officer, Shared	99,741	0	0	0	22,841	122,582
	Corporate Chief Officer, Communities	91,470	0	0	0	20,947	112,417
	Chief Officer, Legal and Democratic Services	84,508	0	0	0	18,961	103,469
	Chief Officer, City Management	83,991	0	0	0	19,234	103,225
	Chief Officer, Adults Services	83,991	0	0	0	19,234	103,225
	Chief Officer, City Services	77,694	0	0	0	17,792	95,486
	Chief Officer, Children Services (Leaving Date 14/02/2013) (c)	75,127	0	0	0	16,830	91,956
	Chief Officer, City Development	73,491	0	0	0	16,829	90,320
	Head of Service, Regulatory and Supporting Services	70,345	79	0	0	16,083	86,507
	Head of Service, Scrutiny, Performance and Improvement	70,128	0	0	0	16,059	86,187
	Head of Service, Customer Services (d)	63,100	0	0	0	14,411	77,511
	Head of Service, Community Facilities (e)	60,690	13	0	0	13,866	74,569
	Head of Service, Internal Services (f)	60,549	0	0	0	13,866	74,415

Carmarthenshire

35 Employee Emoluments

The numbers of employees whose remuneration excluding pension contributions was £60,000 or more were:

Remuneration Band	No. of Employees 2011-12	No. of Employees 2012-13	Left During 2012-13
60,000 to 64,999	18	15	3
65,000 to 69,999	12	13	2
70,000 to 74,999	4	7	0
75,000 to 79,999	4	5	1
80,000 to 84,999	6	3	0
85,000 to 89,999	15	17	3
90,000 to 94,999	0	1	0
95,000 to 99,999	3	1	0
100,000 to 104,999	3	4	0
105,000 to 109,999	1	1	0
110,000 to 114,999	0	0	0
115,000 to 119,999	1	0	0
Total No. of Employees :	67	67	9

Remuneration value includes redundancy/termination payments.

The bandings above exclude the senior officers of the Authority's Management Team that are listed in detail in the following table.

Senior Officers emoluments where salary is £150,000 or more per year

The following table sets out Senior Officers emoluments where salary is £150,000 or more including pension contributions or equivalent payments.

Post		Salary (including fees & allowances)	Pension contributions	Expense Allowances
Mr M V James Chief Executive & Returning Officer	11/12	185,365	22,396	1,737
	12/13	181,645	0	1,271

Senior Officers emoluments where salary is between £60,000 & £150,000 per year

Post		Salary (including fees & allowances)	Pension contributions	Expense Allowances
Director of Regeneration & Leisure (i)	11/12	130,251	15,630	1,312
	12/13	104,201	0	1,308
Director of Technical Services	11/12	118,410	14,209	3,070
	12/13	118,410	14,209	3,497
Director of Social Care, Health & Housing	11/12	118,410	14,209	1,346
	12/13	118,410	14,209	1,256
Director of Resources	11/12	118,410	14,209	1,321
	12/13	118,410	14,209	1,251
Director of Education & Children's Services	11/12	110,055	13,207	1,360
	12/13	114,396	13,708	1,243
Head of Education Services (ii)	11/12	94,936	11,393	1,396
	12/13	82,156	9,859	1,256
	12/13	91,328	10,959	1,262

For the purpose of putting a value on the pension contributions relating to senior officers, the Common Contribution Rate of 12.0% of pensionable pay has been used. This rate does not allow for the Deficit Recovery which is a liability of the Authority and does not relate specifically to the employee.

(i) The Director of Regeneration & Leisure works 4 days per week.

(ii) The role of Head of Education Services was undertaken by two individuals during part of 2012/13 due to staff absence.

In relation to Senior Officers Emoluments, reference should also be made to note 6.50.

Ceredigion

1.39 OFFICERS' REMUNERATION

The number of employees, including senior officers, whose remuneration, including employer's pension contributions which is based on the gross rate of 15.2%, was £60,000 or more in bands of £5,000 were:-

<i>Remuneration Band</i>	2012/2013 No. of Employees	Left during Year	2011/2012 No. of Employees	Left during Year
£60,000 - £64,999	13	0	14	0
£65,000 - £69,999	4	0	9	0
£70,000 - £74,999	8	0	9	0
£75,000 - £79,999	12	0	8	0
£80,000 - £84,999	1	0	1	0
£85,000 - £89,999	1	0	1	0
£90,000 - £94,999	0	0	1	0
£95,000 - £99,999	0	0	0	0
£100,000 - £104,999	4	0	3	0
£105,000 - £109,999	0	0	0	0
£110,000 - £114,999	2	0	2	0
£115,000 - £119,999	0	0	0	0
£120,000 - £124,999	1	0	0	0
£125,000 - £129,999	0	0	1	0

Senior Officers' Emoluments – Salary between £60,000 and £150,000

2012/13			Total Remuneration Excluding Pension Contributions 2012/13 £	Pension Contributions Employers £	Total Remuneration Including Pension Contributions 2012/13 £
Post Holder Information (Post Title)	Salary (inc. Fees & Allowances) £	Benefits in Kind £			
Chief Executive	108,226	0	108,226	16,429	124,655
Director of Finance	89,648	138	89,786	13,605	103,391
Director of Highways, Property and Works	89,648	174	89,822	13,605	103,427
Director of Environmental Services and Housing	89,648	286	89,934	13,605	103,539
Director of Social Services*	96,357	0	96,357	14,625	110,982
Director of Education and Community Services	87,695	119	87,814	13,308	101,122

* This post was jointly funded by Ceredigion and Powys County Councils

Conwy

The Authority's other employees receiving more than £60,000 remuneration for the year (excluding employer's pension contributions) were paid the following amounts:

Band	2012/13 Number		2011/12 Number	
	Non-Schools	Schools	Non-Schools	Schools
£60,000 - £64,999	4	10	3	7
£65,000 - £69,999	0	6	0	5
£70,000 - £74,999	1	2	0	3
£75,000 - £79,999	0	1	0	0
£80,000 - £84,999	0	1	0	1
£85,000 - £89,999	0	1	0	2
£90,000 - £94,999	0	2	0	2
£95,000 - £99,999	0	0	0	0
£100,000 - £104,999	0	0	0	0
£105,000 - £109,999	0	1	0	1

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the overall running of the Authority is as follows:

	Post Title	Salary	Expense Reimbursement	Total Remuneration excl Pension Contributions	Employers Pension Contributions	Total Remuneration
		£	£	£	£	£
2012/13	Chief Executive	105,851	2,131	107,982	23,334	130,316
2011/12	Acting Corporate Director/ Chief Executive	93,692	1,868	95,560	19,301	114,861
2012/13	Strategic Director (Democratic, Regulation & Support)	94,298	2,138	96,436	19,897	116,333
2011/12	Acting Chief Executive/Strategic Director (Democratic, Regulation & Support)	100,140	3,807	103,947	20,629	124,576
2012/13	Strategic Director (Finance & Efficiency)	86,965	478	87,443	18,149	105,592
2011/12	Acting Corporate Director/Strategic Director (Finance & Efficiency)	94,393	1,595	95,978	17,386	113,363
2012/13	Strategic Director (Economy & Place)	52,864	688	53,552	11,169	64,721
2011/12	Strategic Director (Economy & Place)	52,864	688	53,552	11,169	64,721
2012/13	Statutory Director of Social Services	67,828	376	68,204	14,312	82,516
2011/12	Statutory Head of Social Services	64,988	3,101	67,889	13,991	80,879
2012/13	Statutory Head of Education Services	71,703	2,970	74,673	16,129	90,802
2011/12	Statutory Head of Education Services	71,703	6,143	77,846	14,771	92,616
2012/13	Head of Corporate Human Resources	67,243	1,263	68,506	14,199	82,705
2011/12	Head of Corporate Human Resources	60,884	2,013	62,897	12,994	75,891
2012/13	Head of School Improvement	0	0	0	0	0
2011/12	Head of School Improvement	62,578	1,410	63,988	5,542	69,530
2012/13	Head of IT Services	62,884	1,490	64,374	13,268	77,642
2011/12	Head of IT Services	62,884	2,473	65,357	12,964	78,321
2012/13	Head of Service-Provider Services	62,884	1,321	64,205	13,268	77,474
2011/12	Head of Service-Provider Services	62,884	2,139	65,023	12,994	77,917
2012/13	Head of Service-Environmental Services	64,487	1,488	65,975	13,600	79,575
2011/12	Head of Service-Environmental Services	62,884	1,773	64,657	12,994	77,651
2012/13	Head of Audit & Procurement Services	68,239	1,230	69,469	14,397	83,866
2011/12	Head of Audit & Procurement Services	66,999	2,666	69,665	13,991	83,656
2012/13	Head of Regulatory Services	62,484	0	62,484	10,698	73,182
2011/12	Head of Regulatory Services	63,619	1,494	65,113	8,438	73,552
2012/13	Head of Community Development Services	62,884	1,800	64,684	13,268	77,952
2011/12	Head of Community Development Services	61,452	1,721	63,173	12,669	75,842
2012/13	Head of Revenue & Benefits Assessment Services	62,884	2,774	65,658	13,269	78,927
2011/12	Head of Revenue & Benefits Assessment Services	61,239	2,478	63,717	12,614	76,331
2012/13	Head of Property Management & Asset Services	61,452	1,161	62,613	12,966	75,579
2011/12	Head of Property Management & Asset Services	60,021	1,104	61,125	12,364	73,489
2012/13	Head of Law & Governance	64,636	864	65,500	13,637	79,137
2011/12	Head of Law & Governance (Note 1)	N/A	N/A	N/A	N/A	N/A

Done

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Denbighshire

2012/13	Salary, fees & allowances	Compensation for Loss of office	Expense allowances (inc. Returning Officer Allowance)	Total excluding pension contributions	Current service rate pension costs at 11.8% Note 1	Total inc. current service rate pension costs	Deficit recovery pension costs	Total Remuneration inc. total pension costs	Repaid to Denbighshire C.C.	Total Cost to Denbighshire C.C.
Post Title	£	£	£	£	£	£	£	£	£	£
Chief Executive	125,000		15,239	140,239	16,080	156,319	14,718	171,037	(11,704)	159,333
Corporate Directors: Business Transformation & Regeneration to 01/07/12	24,219		243	24,462	2,858	27,320	2,616	29,936		29,936
Customers Modernisation & Wellbeing	94,931		776	95,707	11,202	106,911	10,253	117,164		117,164
Economic & Community Ambition from 10/09/12	94,931		236	95,169	11,202	106,371	10,253	116,624		116,624
Heads of Services: Children & Family Services	53,003		(102)	52,901	6,254	59,155	5,724	64,879		64,879
Education	78,306		754	79,060	9,240	88,300	8,457	96,757		96,757
Highways & Infrastructure to 20/01/13	74,771		379	75,150	8,823	83,973	8,075	92,048		92,048
Environment & Highways	57,435	54,442	(2,458)	109,419	6,778	116,197	6,203	122,400	(52,816)	69,584
Finance & Assets	67,567		(542)	67,025	7,973	74,998	7,297	82,295		82,295
Planning & Public Protection	64,771		375	65,146	7,643	72,789	6,995	79,784		79,784
Business Planning & Performance	63,295		260	63,555	7,643	71,198	6,995	78,193		78,193
Customers & Education Support	64,771		(2)	64,769	7,643	72,412	6,995	79,407		79,407
Strategic HR	60,992			60,992	7,197	68,189	6,587	74,776		74,776
Housing & Community Development	61,458		819	62,277	7,252	69,529	6,638	76,167		76,167
Adult & Business Services	63,391		698	64,089	7,480	71,569	6,846	78,415		78,415
Legal & Democratic Services	67,269		(2,176)	65,093	7,938	73,031	7,265	80,296		80,296
Communication, Marketing & Leisure	64,771		391	65,162	7,643	72,805	6,995	79,800		79,800
	58,076		627	58,903	7,197	66,100	6,587	72,687		72,687
	1,238,957	54,442	15,721	1,309,120	148,046	1,457,166	135,499	1,592,665	(74,520)	1,518,145

Note 1 This column relates to the cost to the authority of pension benefits earned by the individuals during that financial year

Note 2 This column relates to the cost to the authority of the recovery of the pensions deficit lump sum. The authority is required to charge an amount each year to the Council Fund in order to reduce the pensions deficit. This charge is allocated across services based on the pension costs of the posts within each of those services

Note 3 This column includes reimbursements in respect of the Chief Executive's role as Returning Officer and regarding Conwy County Borough Council's contribution towards the joint Head of Highways and Infrastructure post.

33. Officers' Remuneration

Number of employees whose remuneration, excluding employer's pension contributions, was £80,000 or more.

2011/12 Total Employees	Remuneration Band	2012/13			
		School Based Staff	Non- School Staff	Total Employees	Left During Year
12	£60,000 - £64,999	5	6	11	2
6	£65,000 - £69,999	3	4	7	0
1	£70,000 - £74,999	4	0	4	0
5	£75,000 - £79,999	2	2	4	0
1	£80,000 - £84,999	3	0	3	1
1	£85,000 - £89,999	0	0	0	0
3	£90,000 - £94,999	1	0	1	0
2	£95,000 - £99,999	0	3	3	1
0	£100,000 - £104,999	0	0	0	0
0	£105,000 - £109,999	0	1	1	1
0	£110,000 - £114,999	0	0	0	0
0	£115,000 - £119,999	0	0	0	0
0	£120,000 - £124,999	0	0	0	0
0	£125,000 - £129,999	0	0	0	0
0	£130,000 - £134,999	0	0	0	0
1	£135,000 - £139,999	0	0	0	0
0	£140,000 - £144,999	0	1	1	0
32	Total	18	17	35	5

It should be noted that this table includes the Senior Officers detailed in the tables below.

A number of officers left during the year therefore their remuneration will contain any payments receivable on the termination of their employment.

The following tables set out the remuneration disclosures for Senior Officers whose salary is less than £150,000 but equal to or more than £60,000 per year. There are no Senior Officers whose salary is £150,000 or more.

During 2010, a Senior Leadership restructuring exercise was undertaken. The post of Corporate Director – Environment was deleted and the responsibilities of the remaining Corporate Directors were changed. At the same time the number of Heads of Service was reduced and these changes saved around £350k per year. The new structure reflected the Council's corporate priorities and brought with it a new way of working. This revised structure meant that Heads of Service then fell under the definition of 'Senior Officers' in accordance with accounting regulations and their salaries have therefore been disclosed.

11. OFFICERS' REMUNERATION

Regulation 7A of the Accounts and Audit (Wales) (Amendment) Regulations 2010 requires disclosure (in £5,000 bandings) of the number of employees whose remuneration - all sums paid to or receivable by the employee including payments on termination of employment, expense allowances chargeable to tax, and the money value of benefits - exceeded £60,000 -

Remuneration Band	2013		2012	
	Non-Schools	Schools	Non-Schools	Schools
	No.	No.	No.	No.
£60,000 - £64,999	1	18	2	13
£65,000 - £69,999	5	4	7	5
£70,000 - £74,999	4	4	10	3
£75,000 - £79,999	2	1	2	1
£80,000 - £84,999	5	4	1	3
£85,000 - £89,999	0	0	0	0
£90,000 - £94,999	1	2	0	2
£95,000 - £99,999	2	0	2	0
£100,000 - £104,999	1	0	0	0
£105,000 - £109,999	0	0	0	0
£110,000 - £114,999	1	0	1	0
£115,000 - £119,999	1	0	0	0
£120,000 - £124,999	0	0	0	0
£125,000 - £129,999	0	0	0	0
£130,000 - £134,999	0	0	0	0
£135,000 - £139,999	0	0	1	0
£140,000 - £144,999	0	0	0	0
£145,000 - £149,999	0	0	0	0
£150,000 - £154,999	0	0	0	0
£155,000 - £159,999	0	0	1	0
£160,000 - £164,999	1	0	1	0
	<u>24</u>	<u>33</u>	<u>28</u>	<u>27</u>

Information has been compiled on the basis of the requirements of the Accounts and Audit Regulations, and related CIPFA guidance; the 2012/13 numbers include 4 interim employees covering permanent posts. All non-schools numbers include the senior employee posts listed on page 41. The band values do not include employer pension contributions, which for 2012/13 were accounted for at a rate of 14.1% for teachers and 22.5% for other employees.

Adobe Reader

125 66.7%

Senior Employee Emoluments

The Accounts and Audit (Wales (Amendment) Regulations 2010 introduced the requirement to disclose the individual remuneration details for senior employees by post where the salary is between £60,000 and £150,000 and by name where the salary exceeds £150,000. Senior employees for the purpose of the disclosure are the chief executive, directors, statutory officers and persons for whom the chief executive is directly responsible.

Post Title	Note	Pensionable Pay £	Expense Allowance £	Total Remuneration Excluding Pension Contributions £	Employer's Pension Contributions £	Total Remuneration Including Pension Contributions £
2012/13						
Chief Executive (Colin Everett)	1	159,597	0	159,597	35,909	195,506
Director of Environment		97,328	0	97,328	21,899	119,227
Director of Community Services		91,437	0	91,437	20,400	111,837
Director of Lifelong Learning		97,328	0	97,328	21,899	119,227
Head of Finance		81,960	0	81,960	18,441	100,401
Head of Legal and Democratic Services	2	76,917	0	76,917	16,744	93,661
Head of Human Resources and Organisational Development		74,063	0	74,063	15,608	89,671
Head of ICT & Customer Services	3	80,679	0	80,679	18,009	98,688
		<u>759,309</u>	<u>0</u>	<u>759,309</u>	<u>168,909</u>	<u>928,218</u>
2011/12 (comparative information)						
Chief Executive - Colin Everett	1	156,302	80	156,382	35,168	191,550
Director of Environment		97,328	0	97,328	21,899	119,227
Director of Community Services	4	62,776	0	62,776	14,124	76,900
Director of Lifelong Learning		97,328	0	97,328	21,899	119,227
Head of Finance		81,960	0	81,960	18,411	100,371
Head of Human Resources and Organisational Development		69,154	0	69,154	15,560	84,714
Head of ICT & Customer Services	3	75,557	0	75,557	17,000	92,557
		<u>640,405</u>	<u>80</u>	<u>640,485</u>	<u>144,061</u>	<u>784,546</u>

Note 1: Pensionable pay includes remuneration for (a) returning officer for local and national elections (with costs reimbursed by the respective Government for the latter), and (b) clerk to the North Wales Fire and Rescue Authority (with costs reimbursed by that body). Base salary (un-reviewed and unchanged since 2007) is £131,233.

Note 2: Commenced April 2012. Acting/interim arrangements prior to the appointment are not included in the comparative analysis. Pensionable pay includes remuneration relating to role as Deputy Clerk to the North Wales Fire and Rescue Authority (with costs reimbursed by that body).

Note 3: Pensionable pay includes remuneration for additional responsibilities (Assistant Chief Executive for Organisational Change).

Note 4: Commenced July 2011.

NOTE 33 – OFFICERS' REMUNERATION

7A (1) (b) of the Accounts and Audit (Wales) (Amendment) Regulations 2010, require the Council to disclose the following information relating to employees appointed as Senior Officers, and whose salary is between £60,000 and £150,000. In compliance with the defined requirements, the pensionable pay and the employer's pension contributions are included below, but the employer's national insurance contributions are excluded. The remuneration paid to the Authority's senior employees is as follows:

2011/12				Chief Officers	2012/13			
Payments		Employer's Pension Contribution	Total		Payments		Employer's Pension Contribution	Total
Salary £	Other £	£	£	Salary £	Other £	£	£	
108,264	173	23,169	131,606	Chief Executive	108,264	0	23,710	131,974
83,121	658	17,788	101,567	Corporate Director	86,040	0	18,843	104,883
83,121	311	17,788	101,220	Corporate Director	86,040	0	18,843	104,883
83,121	0	17,788	100,909	Corporate Director	86,040	0	18,843	104,883
72,200	13	15,451	87,664	Head of Education	73,856	0	16,174	90,030
65,169	21	13,946	79,136	Stat Director/Head Soc Serv/Housing & Leisure	71,002	0	15,549	86,551
68,452	76	14,649	83,177	Head of Highways and Municipal	70,970	0	15,542	86,513
65,169	99	13,946	79,214	Head of Human Resources	67,716	0	14,830	82,546
65,169	153	13,946	79,268	Head of Finance	67,716	0	14,830	82,546
65,169	88	13,946	79,203	Head of Economy & Community	67,716	0	14,830	82,546
65,169	122	13,946	79,237	Head of Customer Care	67,716	0	14,830	82,546
64,919	48	13,893	78,860	Head of Regulatory	67,716	0	14,830	82,546
65,169	120	13,946	79,235	Head of Strategic & Improvement	67,716	0	14,830	82,546
60,111	252	12,864	73,227	Head of Gwynedd Consultancy	60,332	0	13,213	73,545
52,135	32	11,157	63,324	Head of Democracy and Legal *	54,173	0	11,864	66,037
71,923	66	15,392	87,381	Head of Social Services **	29,307	0	2,110	31,417

* The remuneration disclosed above in respect of the Head of Democracy and Legal does not include £7,043 paid in respect of their role as Resourcing Officer for the authority.
 ** Reflects position of the post to the end of August 2012.

Other Authority employees receiving more than £60,000 remuneration for the year (excluding employer's pension and national insurance contributions), were paid the following amounts. The figures include termination benefits paid in 2 cases in 2012/13 and 4 cases in 2011/12. These posts would not appear below except for the termination benefits paid in the individual year.

Number of other employees who received more than £60,000 including remuneration and termination benefits:						
Number in 2011/12			Number in 2012/13			
Schools	Other	Total	Schools	Other	Total	
6	1	7	8	2	10	£60,000 - 64,999
5	0	5	5	0	5	£65,000 - 69,999
0	0	0	1	1	2	£70,000 - 74,999
2	2	4	2	0	2	£75,000 - 79,999
0	0	0	0	0	0	£80,000 - 84,999
0	1	1	0	0	0	£85,000 - 89,999
1	1	2	1	0	1	£90,000 - 94,999

Includes 2 North & Mid Wales Trunk Road Agency officers.

Merthyr Tydfil

8. Disclosure of Remuneration for Senior Employees

The following tables set out the remuneration disclosures for Senior Officers whose salary is less than £155,000 but equal to or more than £50,000 per year

2012/13

Post Title	Salary £	Expenses £	Benefits £	Compensation Payments £	Total Remuneration Excluding Pension Contributions 2012/13 £	Pension Contributions £	Total Remuneration Including Pension Contributions 2012/13 £
Former Head of Estates	45,604	0	531	100,188	146,323	6,103	152,427
Former Head of School Support	50,700	1,155	459	86,730	139,044	8,785	145,829
Chief Executive	120,495	298	627	0	121,420	16,097	137,516
Director of Community Services	87,600	1,407	888	0	89,894	11,724	101,618
Director of Customer Services	87,600	447	811	0	88,858	11,724	100,582
Senior Manager (Community Services)	67,600	1,348	855	0	69,812	9,047	78,860
Senior Manager (Community Services)	67,433	27	531	0	67,992	6,025	77,017
Assistant Director of Customer Services	65,600	1,779	197	0	67,575	8,780	76,355
Head of Legal	65,600	363	792	0	66,756	8,780	75,536
Assistant Director Chief Executives	65,600	114	786	0	66,503	8,780	75,282
Head of Human Resources	62,600	0	3,420	0	66,020	8,378	74,398
Head of Children Service	63,669	745	590	0	65,174	8,548	73,722
Chief Finance Officer	63,600	0	775	0	64,375	8,512	72,886
Head of School Improvement	62,517	0	0	0	62,517	8,367	70,884
Total	876,418	7,683	11,243	186,918	1,182,262	130,650	1,312,912

Monmouthshire

Total reserves	114	20	6	54	459	653
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16.8 Senior Officer Remuneration

The remuneration paid to the Authority's senior employees, where annualised salary is equal to or more than £60,000 per year, is as follows:

Year ended 31st March 2013

Post Holder	Salary including fees and allowances £	Compensation for loss of employment £	Expense Allowances £	Total Remuneration excluding Pension contributions £	Pension Contributions (Based on Common Rate from Actuary) £	Total Remuneration including Pension contributions £
Chief Executive	113,722	0	0	113,722	23,210	136,932
Director of Transition	84,068	0	0	84,068	14,615	98,683
Deputy Chief Executive	49,005	0	0	49,005	10,340	59,345
Chief Officer - Children & Young People (April-July)	28,860	47,322	0	76,182	6,089	82,271
Chief Officer - Children & Young People (August - November)	28,599	75,628	0	104,227	5,751	109,978
Monitoring Officer	41,687	0	0	41,687	8,770	50,457
Chief Officer - Social Care & Health	78,100	0	0	78,100	16,479	94,579
Head of Finance (Section 151 Officer)	68,550	0	0	68,550	14,390	82,940
Chief Officer - Regeneration & Culture	69,267	0	0	69,267	16,286	85,553
	561,859	122,950	0	684,809	115,930	800,738

16.8 Senior Officer Remuneration (continued)

Year ended 31st March 2012

Post Holder	Salary including fees and allowances £	Compensation for loss of employment £	Expense Allowances £	Total Remuneration excluding Pension contributions £	Pension Contributions (Based on Common Rate from Actuary) £	Total Remuneration including Pension contributions £
Chief Executive	117,000	0	0	117,000	23,210	140,210
Director of Transition	73,448	0	0	73,448	15,498	88,946
Deputy Chief Executive	83,262	0	0	83,262	17,568	100,831
Chief Officer - Children & Young People	86,580	0	0	86,580	18,268	104,848
Monitoring Officer	71,523	0	0	71,523	15,034	86,557
Chief Officer - Social Care & Health	77,000	0	0	77,000	16,247	93,247
Head of Finance (Section 151 Officer)	68,150	0	0	68,150	14,158	82,308
Chief Officer - Regeneration & Culture	77,000	0	0	77,000	16,247	93,247
	653,964	0	0	653,964	136,231	790,195

Senior Officers are defined for the purposes of this disclosure as the Chief Executive, together with those senior officers that the Chief Executive is either directly responsible for and senior officers who are directly accountable to the Chief Executive.

The salary of the Chief Executive includes £3,722 during the financial year for assuming the statutory role of Returning Officer for the Authority (£7,000 in 2011/12).

The salary of the Director of Transition includes £18,000 received from South Wales Fire Authority (£14,000 in 2011/12) regarding his role as Treasurer. The Director is employed by the Council for four days per week, this change having taken effect in September 2010 and for which one day is worked on behalf of the Fire Authority. The salary of the Director of Transition also included £5,997 concerning his role as Returning Officer within the Council (£4,184 in 2011/12 as restated).

The remuneration of the Deputy Chief Executive and the Monitoring Officer are both included, as their annualised amounts come to more than £60,000 and they both report directly to the Chief Officer.

Employers' pension contributions were paid at a rate of 21.1% of pensionable pay for staff within the Local Government Pension Scheme (21.1% for 2011/12). The expense allowances above only include those that are chargeable to income tax. They do not include subsistence allowances or reimbursement of travel costs. There is no remuneration in respect of bonuses.

The post of Chief Officer - Children & Young people was held by two officers during the year. Consultants were employed for the period December 2012 to March 2013 but these costs are excluded from the note on the basis that they did not hold the role of Chief Officer.

A payment of £47,322 was made during 2012/13 relating to redundancy costs for the Chief Officer - Children & Young people (April-July). This cost was provided for during the 2010/11 financial year but is shown on the basis that the payment was made during the year and that the cost was not previously reported in this note.

Neath Port Talbot

32. OFFICERS REMUNERATION

The remuneration paid to the Authority's senior employees is as follows:

		Salary, Fees and Allowances £	Expenses Allowances £	Employers Pension Contribution £	Total £
Chief Executive	2012/13	134,253	90	19,467	153,810
Mr Steven J Phillips	2011/12	129,725	58	18,810	148,593
Director of Environment	2012/13	98,790	-	14,325	113,115
	2011/12	101,819	417	14,764	117,000
Director of Social Services, Health & Housing	2012/13	106,149	-	15,392	121,541
	2011/12	101,216	-	14,676	115,892
Director of Education, Leisure & Lifelong Learning	2012/13	113,618	150	16,475	130,243
	2011/12	115,038	150	16,681	131,869
Director of Finance and Corporate Services	2012/13	83,498	115	12,141	95,754
	2012/13	28,668	-	4,157	32,825
	2011/12	106,338	150	15,419	121,907

The Employers pension contribution of 14.5% excludes any deficit contribution to the fund and represents the normal contribution required for the year.

The Chief Executive's remuneration does not include any remuneration for the Chief Executive in his role as Returning Officer. These costs of £7,073, which are based on rates defined by the respective election bodies, are not paid by the Council.

The Director of Social Services, Health and Housing retired on 31st March 2013.

The remuneration for the Director of Education, Leisure and Lifelong Learning includes £5,000 (2011/12 £9,000) which was funded by Blaenau Gwent and is not included in the Neath Port Talbot CBC expenditure.

There are two lines showing for the Director of Finance and Corporate Services to show the pay of the retiring director followed by the pay of the newly appointed director.

Newport

Election Returning Officer Fees

During 2013 the Managing Director received £7,495 for her role as the Authorities Returning Officer.

There were no employees whose salary, excluding pensions contributions, exceeded £150,000 per annum.

The Authority's other employees receiving more than £60,000 remuneration for the year (excluding employer's pension contributions) were paid the following amounts:

	31-Mar-12		31-Mar-13	
	Teaching	Other	Teaching	Other
£105,000 - £109,999	-	-	2	-
£95,000 - £99,999	1	-	3	-
£90,000 - £94,999	3	-	3	-
£85,000 - £89,999	1	-	2	-
£80,000 - £84,999	1	-	2	-
£75,000 - £79,999	2	3	1	3
£70,000 - £74,999	6	-	3	-
£65,000 - £69,999	11	2	14	4
£60,000 - £64,999	25	3	17	3

This includes both fees and expenses.

31 OFFICER REMUNERATION

The remuneration paid to the Authority's senior employees was as follows:

Post Holder Information		Salary	Car Allowances	Pensions contributions	Compensation for Loss of Office	Total
		£	£	£	£	£
Chief Executive (Took up office 1 January 2013)	2012/13	33,659	225	6,462	-	40,346
	2011/12	-	-	-	-	-
Managing Director + (Departed 25 September 2012)	2012/13	70,625	460	13,560	-	84,645
	2011/12	122,770	800	23,572	-	147,142
Corporate Director (Young People & Performance) (Departed 17 February 2012)	2012/13	-	-	-	-	-
	2011/12	84,856	706	16,292	25,000	126,854
Corporate Director (Care & Customers) *	2012/13	99,750	1,000	19,434	-	120,184
	2011/12	97,079	800	18,639	-	116,518
Corporate Director (Regeneration & the Environment)	2012/13	103,316	1,000	20,073	-	124,389
	2011/12	101,313	800	19,452	-	121,565
Chief Education Officer	2012/13	87,382	750	16,777	-	104,909
	2011/12	87,382	600	16,777	-	104,759
Head of Legal Services (Monitoring Officer)	2012/13	76,418	500	14,672	-	91,590
	2011/12	76,418	400	14,672	-	91,490
Head of Finance (Section 151 Officer)	2012/13	76,418	500	14,672	-	91,590
	2011/12	74,557	400	14,315	-	89,272
Interim Corporate Director (Corporate Services) (Departed 1 2013)	2012/13	65,536	450	12,583	-	78,569
	2011/12	12,594	88	2,418	-	15,100

Pembrokeshire

9. REMUNERATION DETAILS

9.1 The following table sets out the disclosure of remuneration for Senior Staff as follows:

- Chief Executive and Directors including pension contributions or equivalent payments. The total contribution rate for employer pension contributions was 14.7% for 2011/12 and 2012/13.
- Other Employees (including teachers) receiving remuneration of £60,000 or more (not including employer pension contributions) in bands of £5,000.
- Comparative figures for 2011/12 have been restated to include Returning Officer fees.

Senior Officers		Gross Salary, Fees & Other Emoluments	Employer Pension Contributions to Local Government Pension Scheme	Benefits in kind
		£	£	£
Chief Executive and Returning Officer DB Parry-Jones	2011/12	208,170	30,600	10,017
	2012/13	194,661	NIL	11,685
Director of Finance & Leisure	2011/12	114,135	16,777	5,682
	2012/13	114,135	16,777	5,998
Director of Development	2011/12	114,135	16,777	8,690
	2012/13	114,135	16,777	8,961
Director of Transportation, Housing & Environment	2011/12	114,135	16,777	6,970
	2012/13	114,135	16,777	7,219
Director of Education & Children's Services (retired Dec 2012)	2011/12	103,757	15,252	5,988
	2012/13	81,708	12,011	4,762
Director of Social Care & Housing (retired Jun 2012)	2011/12	114,135	16,777	10,021
	2012/13	32,718	4,194	2,571
Director for Children & Schools *	2011/12	-	-	-
	2012/13	61,476	9,037	4,687
* Commenced employment Sep 2012. Redesignated from Director of Social Services Jan 2013.				
Other Employees		Number Of Employees		
Remuneration Band		2011/12	2012/13	
£60,000 - £64,999		11	10	
£65,000 - £69,999		7	7	
£70,000 - £74,999		3	3	
£75,000 - £79,999		6	4	
£80,000 - £84,999		6	4	
£85,000 - £89,999		4	4	
£90,000 - £94,999		3	4	

Powys

accordance with regulations.

36. SENIOR OFFICERS EMOLUMENTS

Senior officer posts that attracted remuneration of at least £60k were:

2012/13	Note	Salary (inc fees & allowances) £'000	Benefits in kind £'000	Compensation for loss of office £'000	Total Remuneration Excluding Pension Contribution £'000	Pension Contribution £'000	Total Remuneration including Pension Contribution £'000
Post Title		£'000	£'000	£'000	£'000	£'000	£'000
Chief Executive		133			133	31	164
Strategic Director - Finance and Infrastructure		103			103	24	127
Strategic Director - Law and Governance		103			103	24	127
Strategic Director - Communities, Skills and Learning		96	1		97	22	119
Head of Adult Services and Commissioning	1	13			13	3	16
Interim Head of Housing and Public Protection		67	2		69	16	85
Head of ICT and Customer Services		81	1		82	19	101
Head of Schools Service		82			82	28	110

Head of Local and Environmental Services		78			78	18	96
Head of Children's Services		78			78	18	96
Head of Regeneration and Development	2	58			58	14	72
Head of Business and Performance Unit		78	3		81	18	97
Head of Human Resources		78	1		79	18	97
Head of Leisure and Recreation		69			69	16	85
Head of Legal and Democratic Services		69			69	16	85
Interim Head of Operational Services		66			66	8	74
Head of Finance	3	53			53	12	65

Note 1 – The role of Head of Adult Services & Commissioning became vacant in May 2012. The Interim Head of of Adult Services & Commissioning costs are charged to consultancy.

Note 2 – The role of Head of Regeneration & Development became vacant in December 2012. As at 31st March 2013, the position was still vacant.

Note 3 – The role of Head of Finance became vacant in January 2013. As at 31st March 2013, the position was still vacant.

2011/12	Note	Salary (inc fees & allowances) £'000	Benefits in kind £'000	Compensation for loss of office £'000	Total Remuneration Excluding Pension Contribution £'000	Pension Contribution £'000	Total Remuneration including Pension Contribution £'000
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Rhondda-Cynon-Taff

Remuneration Band	2011/12	2012/13		
	No. of Employees	No. of Employees		
	Total	At 31/03/13	Left in Year	Total
£60,000 - £64,999	33	30	3	33
£65,000 - £69,999	20	20	1	21
£70,000 - £74,999	8	5	1	6
£75,000 - £79,999	10	9	1	10
£80,000 - £84,999	9	8	1	9
£85,000 - £89,999	5	6	0	6
£90,000 - £94,999	2	1	0	1
£95,000 - £99,999	2	0	2	2
£100,000 - £104,999	0	0	1	1
£105,000 - £109,999	0	0	1	1
£110,000 - £114,999	0	0	0	0
£115,000 - £119,999	0	0	0	0
£120,000 - £124,999	1	0	0	0
£125,000 - £129,999	0	0	0	0
£130,000 - £134,999	0	0	1	1
£135,000 - £204,999	0	0	0	0
£205,000 - £209,999	0	0	1	1
Total	90	79	13	92

The above table excludes specific Senior Officers, as detailed below.

Post Holder Information (Post Title)	2011/12	2012/13		
	Total Remuneration	Salary	Taxable Benefits in Kind	Total Remuneration
	£'000	£'000		
Chief Executive	142	142	0	142
Chief Executive – Returning Officer	17	20	0	20
Group Director Corporate Services (Deputy Chief Executive)	122	122	0	122
Group Director Environmental Services	113	113	0	113
Group Director Community & Children's Services	113	113	0	113
Director of Legal & Democratic Services	92	92	0	92
Director of Legal & Democratic Services – Returning Officer	2	6	0	6
Director of Human Resources	92	92	0	92
Group Director (Director of Education & Lifelong Learning)	107	113	0	113

29. Officers' Remuneration

(a) The number of employees (excluding Senior Officers) whose remuneration (excluding employer's pension contributions) was £60,000 or more, in bands of £5,000, were:

2011/12		2012/13	
Number of employees	Remuneration Band	Number of employees	Remuneration Band
24	£60,000 - £64,999	25	
16	£65,000 - £69,999	10	
8	£70,000 - £74,999	6	
3	£75,000 - £79,999	5	
4	£80,000 - £84,999	3	
2	£85,000 - £89,999	3	
1	£90,000 - £94,999	1	
1	£95,000 - £99,999	0	
0	£100,000 - £104,999	1	
1	£105,000 - £109,999	1	
60	Total	55	

The numbers shown relate to Authority employees which include teaching staff. Seniors Officers' remunerations are shown in the tables on the following pages.

(c) The following tables set out the remuneration for Senior Officers whose salary is less than £150,000 but equal to or more than £60,000 per year.

Table 1 - 2012/13

	Remuneration (including Fees & Allowances)	* Expense Allowances	Compensation for loss of office	Total remuneration excluding pension contributions	Pension contributions (22.1%)	Total remuneration including pension contributions
	£	£	£	£	£	£
Corporate Director (Regeneration & Housing)	110,000	0		110,000	24,310	134,310
Corporate Director (Environment)	110,000	159	0	110,159	24,310	134,469
Corporate Director (Education) **	82,359	122	480	82,961	18,201	101,162
Interim Corporate Director (Education) ***	23,508	0	0	23,508	5,195	28,703
Corporate Director (Social Services)	110,000	0	0	110,000	0	110,000
Head of Legal, Democratic Services and Procurement	72,936	0	0	72,936	16,023	88,959
Head of Culture and Tourism	80,000	159	0	80,159	17,680	97,839
Head of Finance	92,983	159	0	93,142	20,483	113,625
Head of Corporate Building and Property Services	80,489	159	0	80,648	17,680	98,328
Head of Education Effectiveness****	60,000	0	0	60,000	13,260	73,260
Head of Education Inclusion	80,000	159	0	80,159	17,680	97,839
Head of Performance and Strategic Projects	79,256	159	0	79,415	17,516	96,931
Head of Child and Family Services	65,060	0	0	65,060	14,365	79,425
Head of Education Planning and Resources	70,000	159	0	70,159	15,470	85,629
Balance c/f	1,116,591	1,235	480	1,118,306	222,173	1,340,479

Torfaen

37. Officers Remuneration

The following table shows the number of our employees who earned more than £60,000 in 2012/13 excluding Senior Officers and excluding pensioners.

Number of employees 2011/12		Pay bands £	Number of employees 2012/13	
Total	Number who left during the year		Total	Number who left during the year
24	1	60,000 to 64,999	24	0
6	2	65,000 to 69,999	3	0
2	0	70,000 to 74,999	2	1
3	0	75,000 to 79,999	1	0
0	0	80,000 to 84,999	1	0
2	0	85,000 to 89,999	2	0
1	0	90,000 to 94,999	0	0
0	0	95,000 to 99,999	0	0
0	0	100,000 to 104,999	0	0
0	0	105,000 to 109,999	1	1
38	3	Total	34	2

Employers' pension contributions are not included in the calculation of the remuneration that determines these bands.

37a. Senior Officers emoluments where salary is between £60,000 and £150,000 per year – 2012/13

2012/13	Notes	Salary (including fees & allowances) £	Income £	Taxable Expense Allowances £	Income £	Total remuneration excl pension contributions £	TCBC's contribution to the Pension Fund £	Income £	Total Remuneration including Pension Contribution £
Chief Executive	1	119,402	(7,000)	0	0	112,402	25,149	0	137,551
Deputy Chief Executive		93,633	0	0	0	93,633	21,161	0	114,794
Assistant Chief Executive-Resources		85,492	0	0	0	85,492	19,321	0	104,813
Assistant Chief Executive-Communities		93,633	0	0	0	93,633	21,161	0	114,794
Chief Officer - Social Care and Housing	2	84,490	0	0	(31,211)	53,279	19,095	(3,527)	68,847
Chief Officer- Employment Generation	3	3,122	0	0	0	3,122	705	0	3,827
Chief Education Officer		83,459	0	0	0	83,459	18,862	0	102,321
Chief Officer - Planning and Public Protection		76,590	0	0	0	76,590	17,309	0	93,899
Chief Officer - Neighbourhood Services		78,260	0	0	0	78,260	17,687	0	95,947
Director of Technology Led Transformation	4	74,926	0	0	0	74,926	16,933	0	91,859
Chief Legal and Monitoring Officer		68,357	0	0	0	68,357	15,449	0	83,806

Notes

- Salary includes a fee in respect of acting as the returning officer for elections of £8,123, and income of £7,000 is shown in respect of fees earned by the individual, but donated to the Council.
- 50% of the remuneration for this post at the salary of £93,633 was recharged to Aneurin Bevan Local Health Board in recognition of the joint employment nature of the role as Locality Director for the period to 31 July 2012. From 1 August 2012 the dual nature of the role ceased and the post became that of Chief Officer – Social Care and Housing at the salary of £79,919.
- Chief Officer – Employment Generation retired from this post on 30 April 2012. The costs in the table are therefore only for April 2012 – the post was performed on a 50% contract basis at the full time equivalent salary of £74,926.
- The costs of the post of Director of Technology Led Transformation are shared equally between Torfaen County Borough Council, Monmouthshire County Council and Gwent Police. The amounts shown in the table are the full costs of the post before any cost sharing.

Vale of Glamorgan

35. EMPLOYEES EMOLUMENTS

The Returning Officer's remuneration is not included in the table below for 2012/13 accounts and the 2011/12 comparatives. Any such remuneration was included in the equivalent table in the 2011/12 accounts.

The number of employees whose remuneration excluding employers pension contributions was £60,000 or more in bands of £5,000 were:

Remuneration Band	2011/12	2012/13
	Number of Employees	Number of Employees
£60,000-£64,999	15	11
£65,000-£69,999	9	12
£70,000-£74,999	17	14
£75,000-£79,999	2	7
£80,000-£84,999	1	4
£85,000-£89,999	1	0
£90,000-£94,999	1	0
£95,000-£99,999	1	2
£100,000-£104,999	0	1
£105,000-£109,999	6	3
£120,000-£124,999	0	1
£145,000-£149,999	1	0

The number of employees above exclude Teaching positions employed by their Governing Body.

The remuneration bands include expenses chargeable to United Kingdom income tax.

2012/13 Senior Officers Emoluments – Salary is between £60,000 and £150,000 per year

Post Holder Information (Post Title)	Note	Salary	Expense Allowances	Comp. for Loss of Office	Total Remuneration excluding pension contributions	Pension Contr.
		£	£	£	£	£
Director of - Legal, Public Protection and Housing	1	36,027	413	30,000	66,440	0
Environmental and Economic Regeneration	1	23,117	245	30,000	53,362	4,970
Finance, ICT and Property	1	35,952	413	0	36,365	7,730
Social Services		107,855	117	0	107,972	23,189
New Positions						
Managing Director / Dir. of Resources	2	84,755	0	0	84,755	18,222
Director of - Development	3	71,850	430	0	72,280	15,448
Visible Services and Housing	3	71,850	166	0	72,016	15,448
Chief Learning and Skills Officer	3	48,635	92	0	48,727	10,456

- The holders of the posts of Director of Legal, Public Protection and Housing, Environmental and Economic Regeneration and Finance, ICT and Property ceased in their roles on the 31 July, 15 June and 31 July 2012 respectively. Their full time equivalent salary was £107,855.
- In addition to the salary figure for the post of Managing Director / Director of Resources, a sum of £5,611 in respect of remuneration as Returning Officer was paid. The post of Managing Director / Director of Resources was filled on the 1 August 2012 with a full time equivalent salary of £127,133.
- The posts of Director of Development, Visible Services and Housing were filled on the 1 June 2012 and the Chief Learning and Skills Officer post was filled on the 17 September 2012. The full time equivalent salary of these posts is in the range £85,500 to £95,000.

NOTES TO THE ACCOUNTS

13. Officers' Remuneration

(a) Under Section 7A (1) (a) of the Accounts and Audit (Wales) (Amendment) Regulations 2010, the Council is required to disclose the number of employees (excluding Senior Officers as identified in disclosure note b below) whose remuneration excluding pension contributions was £60k or more in bands of £5k:

2011/12	2011/12			Salary Banding	2012/13		
	Schools	Non-schools	Total		Schools	Non-schools	Total
	5	0	5	£60,000 - £64,999	7	2	9
	5	0	5	£65,000 - £69,999	7	0	7
	2	1	3	£70,000 - £74,999	2	0	2
	2	0	2	£75,000 - £79,999	1	0	1
	1	0	1	£80,000 - £84,999	1	0	1
	0	0	0	£85,000 - £89,999	0	0	0
	0	0	0	£90,000 - £94,999	0	0	0
	0	0	0	£115,000 - £119,999	0	0	0
	0	0	0	£125,000 - £129,999	0	0	0

For this purpose, remuneration relates to all amounts paid to, or receivable by, an employee, including payments on termination of employment, and includes expense allowances and the value of other benefits which are chargeable to tax.

(b) Under Section 7A (1) (b) of the Accounts and Audit (Wales) (Amendment) Regulations 2010, the following information regarding employees identified as Senior Officers and whose salary is between £60,000 and £150,000 is provided:-

2011/12				Postholder Information (Post Title)	2012/13			
Salary £	Other Payments £	Pension contributions £	Total £		Salary £	Other Payments £	Pension contributions £	Total £
61,250	71	14,880	76,201	Chief Executive	109,000	68	26,443	135,511
96,000	6,768	24,609	127,377	Strategic & Performance Director - Corporate & Economy	96,000	327	23,290	119,617
96,000	6,716	24,609	127,325	Strategic & Performance Director - Environment, Housing & Adult Social Care	96,000	326	23,290	119,616
96,000	6,087	24,609	126,696	Strategic & Performance Director - Children's Services	96,000	29	23,290	119,319
81,000	155	19,545	100,700	Head of Housing & Public Protection	83,000	119	20,136	103,255
80,690	84	19,470	100,244	Head of Corporate & Customer Services	83,000	100	20,136	103,236
81,000	173	19,545	100,718	Head of Finance	83,000	68	20,136	103,204
81,000	35	19,545	100,580	Head of Adult Social Care	83,000	32	20,136	103,168
77,000	631	18,580	96,211	Head of Lifelong Learning	79,000	370	19,165	98,535
75,000	562	18,098	93,660	Head of Environment	77,000	367	18,680	96,047
72,720	185	17,547	90,452	Head of Asset & Economic Development	75,000	89	18,195	93,284
73,000	149	17,615	90,764	Head of Prevention & Social Care	75,000	44	18,195	93,239
73,000	0	17,615	90,615	Head of Community, Well-being & Development	75,000	0	18,195	93,195

Salary includes all pensionable pay with the exception of honoraria payments and amounts paid in respect of election duties. Other payments include honoraria payments, car allowances and other taxable benefits. The remuneration disclosed above in respect of the Chief Executive excludes payments pertaining to the role of Returning Officer for the Council of £13,148 and consequential pension contributions of £1,584.

The post of Chief Executive was vacant until 1 September 2011 and for the first five months of the 2011/12 financial year the duties of that post were covered by the three Strategic & Performance Directors. The post has been fully occupied for this financial year, reflected in the increased salary reported for the Chief Executive's post and the reduced 'Other Payments' to Strategic & Performance Directors.

c) In accordance with Section 7A (2) of the Accounts and Audit (Wales) (Amendment) Regulations 2010, the Council is required to disclose by name a Senior Officer whose salary is £150k or more. The Council did not employ a Senior Officer with a salary of £150k or more during the financial year.

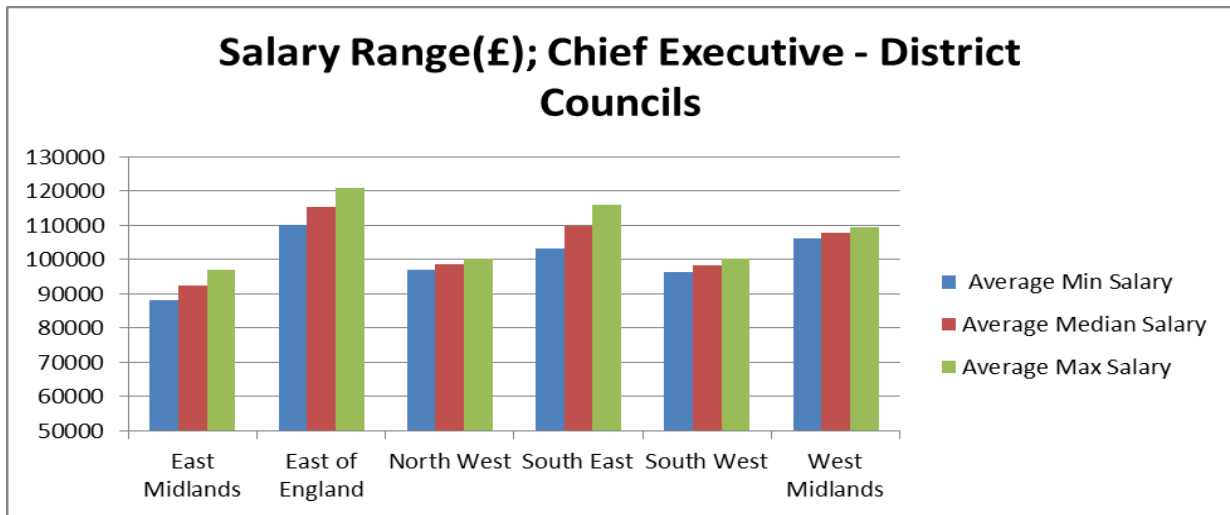
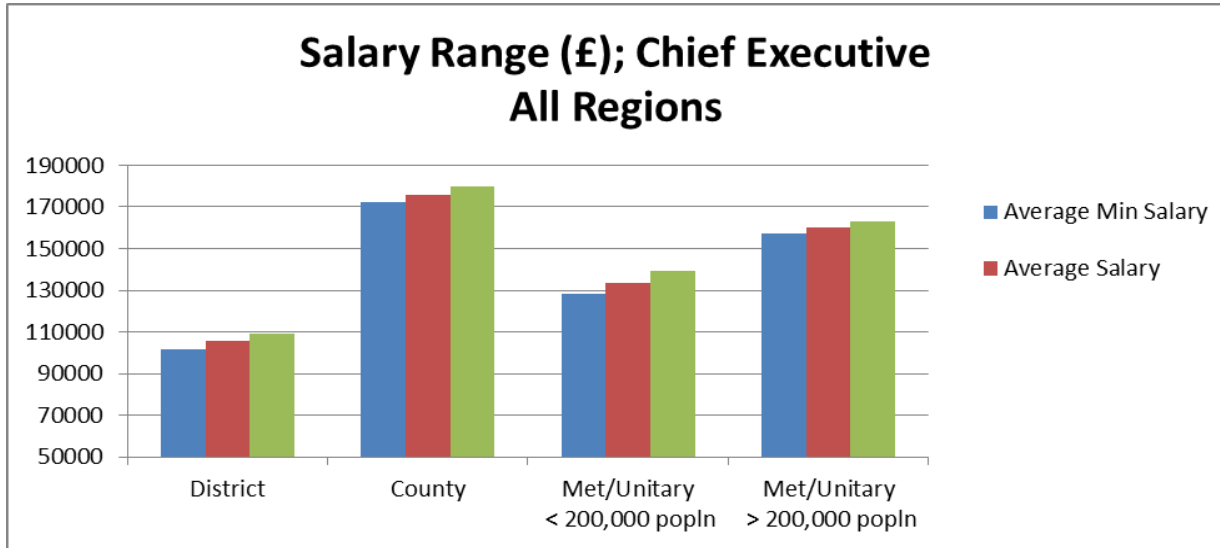
13. Officers' Remuneration cont'd

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:

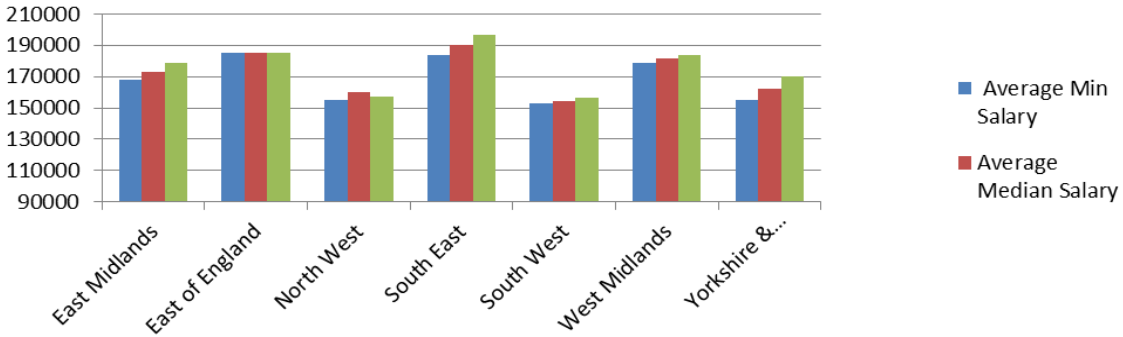
Exit Package cost band (including special payments)	A		B		C		D		E	
	Number of compulsory redundancies		Number of other departures agreed		Total number of exit packages by cost band (B+C)		Total cost of exit packages in each band			
	2011/12	2012/13	2011/12	2012/13	2011/12	2012/13	2011/12 £'000	2012/13 £'000	2011/12 £'000	2012/13 £'000
£0 - £20,000	31	21	14	34	45	55	219	522		
£20,001 - £40,000	4	4	14	14	18	18	477	434		
£40,001 - £60,000	0	0	2	10	2	10	87	478		
£60,001 - £80,000	0	0	2	6	2	6	128	419		
£80,001 - £100,000	0	0	0	0	0	0	0	0		
£100,001 - £150,000	0	0	0	0	0	0	0	0		
Total	35	25	32	64	67	89	911	1,853		

Annex 3

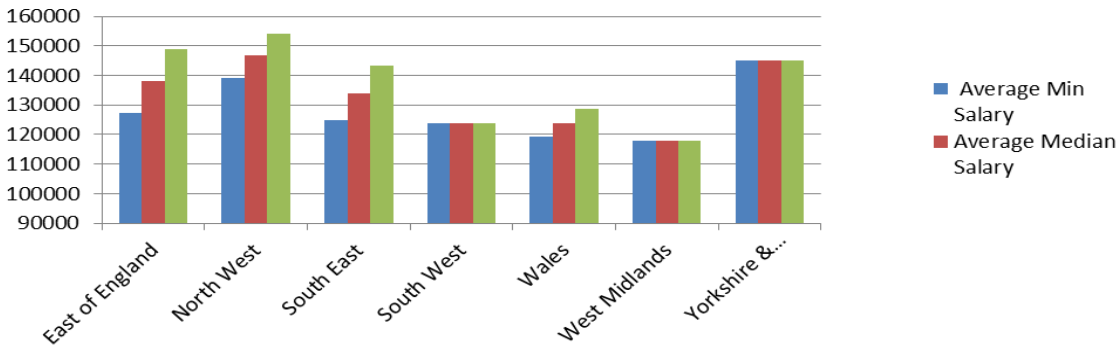
Chief Executives



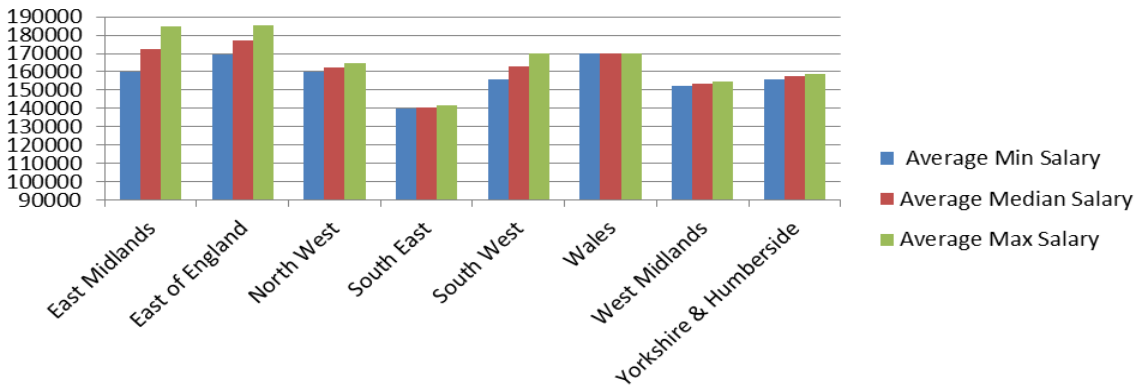
Salary Range(£); Chief Executive - County Councils



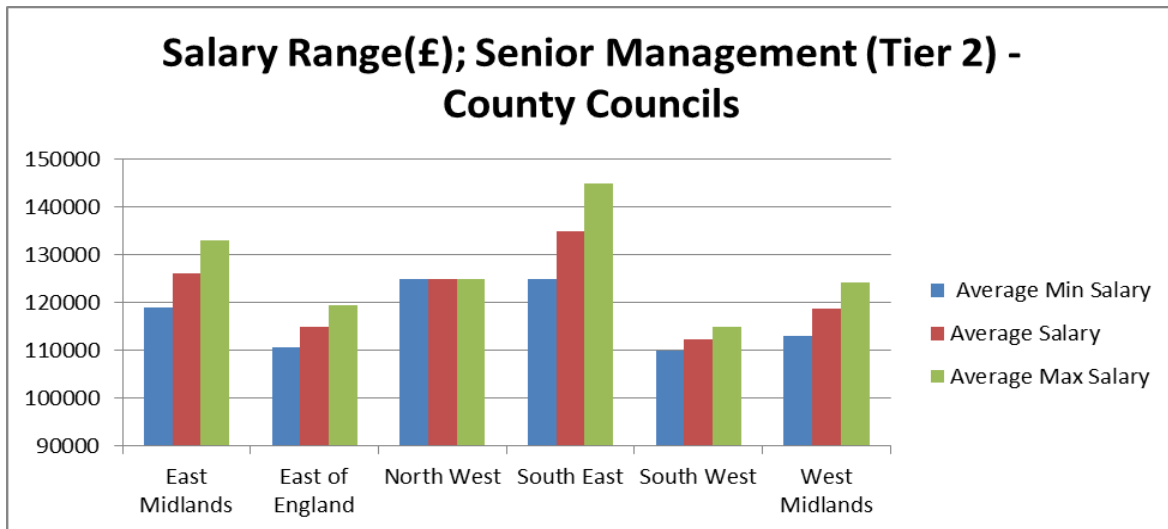
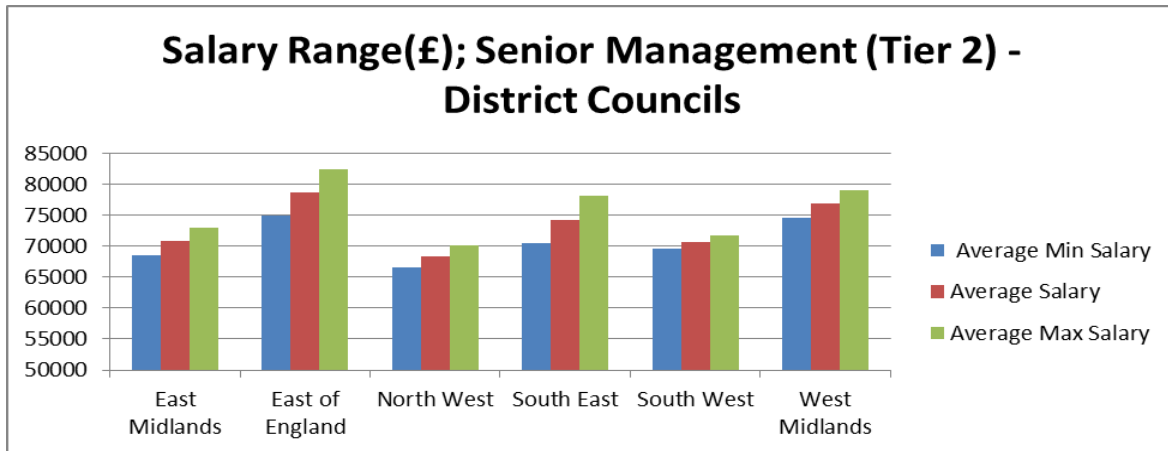
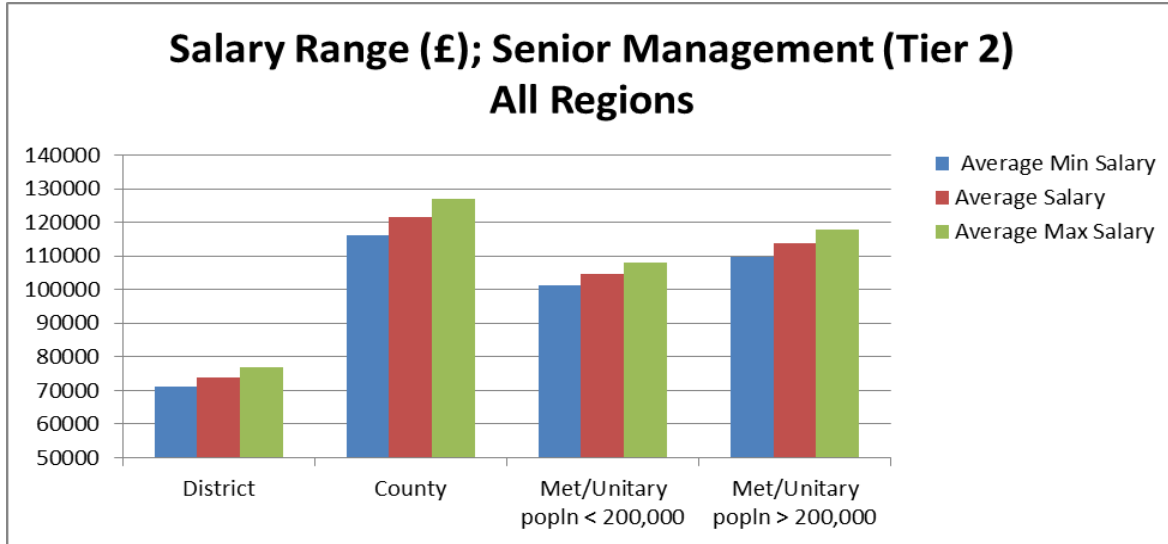
Salary Range(£); Chief Executives - Metropolitan/Unitary Councils (Population <200,000)



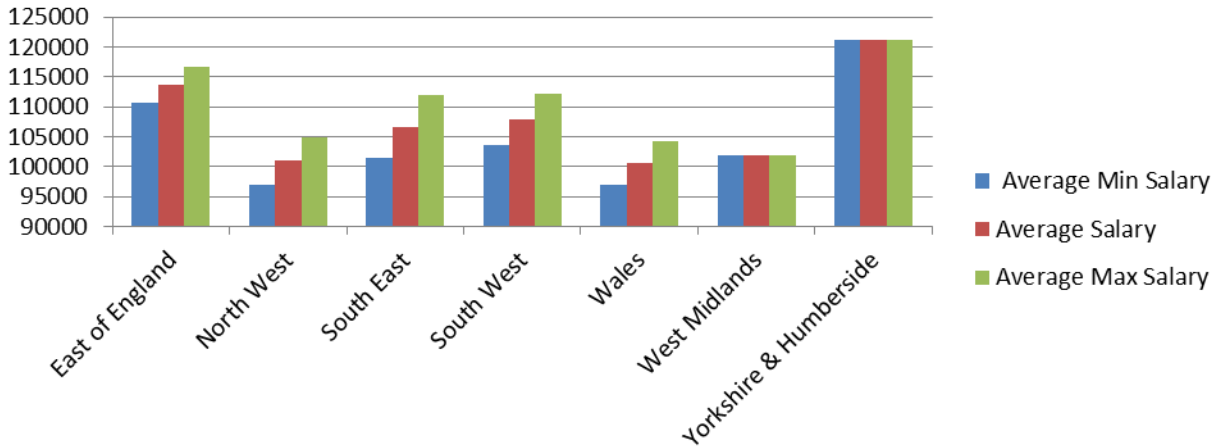
Salary Range(£); Chief Executives - Metropolitan/Unitary Councils (Population >200,000)



Senior Management (Tier 2)



Salary Range (£); Senior Management (Tier 2) - Metropolitan/Unitary (Population <200,000)



Salary Range (£); Senior Management (Tier 2) - Metropolitan/Unitary (Population >200,000)

