

# Town Hall Rich List 2019

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## Introduction

The 2019 edition of the Town Hall Rich List marks the 12<sup>th</sup> edition of this list, first compiled in 2007. For the past 12 years the TaxPayers' Alliance has assembled the most comprehensive list of council employees in the UK in receipt of over £100,000 in total remuneration.

In the current financial year (2019-20), taxpayers in England will receive an average council tax rise of 4.7 per cent and can expect to pay an extra £78 per year on a band D property.<sup>1</sup> In contrast, council tax rises in Scotland will be capped at 3 per cent,<sup>2</sup> whilst in Wales, they will increase by an average 6.6 per cent.<sup>3</sup>

Against this background, the amount of local authority employees receiving over £100,000 in total remuneration has risen to the highest level since 2013-14.

## Key findings

- There were at least 2,441 people employed by local authorities in 2017-18 received more than £100,000, 607 of whom got over £150,000. This is a total increase of 135 on 2016-17.
- The average number of employees who received over £100,000 in total remuneration per local authority is 6. The average number receiving over £150,000 is 1.5 employees per council.
- The local authority with the greatest number of employees whose remuneration was in excess of £100,000 was Essex council with 55 employees. Essex also had the highest number of employees receiving over £150,000 at 13.
- The highest remunerated council employee in 2017-18 was the interim chief executive of Slough council, who received £595,077 in total remuneration.
- A total of 28 local authority employees received remuneration in excess of a quarter of a million pounds in 2017-18.
- The local authority to pay out the highest amount in terms of bonuses and performance related pay to senior employees was Basildon, which paid out £125,157.
- Total expenses claimed by senior employees in the UK amounted to £1,107,484 in 2017-18, with £132,309 being claimed by the acting chief executive of Caerphilly council.

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<sup>1</sup> Ministry of Housing, Communities & Local Government. *Council Tax levels set by local authorities in England 2019 to 2020*. 2019. <https://www.gov.uk/government/statistics/council-tax-levels-set-by-local-authorities-in-england-2019-to-2020> (accessed 27 March 2019).

<sup>2</sup> Scottish Government. *Council Tax*. 2019. <https://www.gov.scot/policies/local-government/council-tax/> (accessed 27 March 2019).

<sup>3</sup> StasWales. *Annual increase in average band D council tax, by billing authority*. <https://statswales.gov.wales/Catalogue/Local-Government/Finance/Council-Tax/Levels/annualpercentageincreaseinaveragebanddcounciltax-by-billingauthority> (accessed 2nd April 2019).

## Highest remunerated local authority employees

**Table 1: 20 highest remunerated employees, 2017-18**

Local Authority	Name	Job Title	Remuneration (£)
Slough	R Parkin	Interim Chief Executive	595,077
Wirral	Undisclosed	Managing Director for Delivery	569,423
Birmingham	P Dransfield	Strategic Director of Major Programmes and Projects, Corporate Resources	444,775
Bath and North East Somerset	Undisclosed	Strategic Director of Resources	424,250
Northumberland	Steven Mason	Chief Executive	413,492
Darlington	Ada Burns	Chief Executive	387,652
Blaenau Gwent	Undisclosed	Lead Corporate Director/Head of Paid Service	382,950
Stoke-on-Trent	Undisclosed	Director of Public Health and Social Care	369,579
West Lancashire	Undisclosed	Director of Leisure and Well Being	337,351
South Oxfordshire/ Vale of White Horse	Undisclosed	Head of Paid Service	333,493
Folkestone and Hythe	Alistair Stewart	Chief Executive	333,287
Perth and Kinross	John Fyffe	Senior Deputy Chief Executive	332,951
South Ribble	Undisclosed	Director of Neighbourhoods, Environmental Health and Assets	328,756
Perth and Kinross	John Symon	Head of Finance	313,924
Wandsworth/ Richmond	P Martin	Chief Executive	294,805
Kent	Andrew Ireland	Corporate Director Adult Social Care and Health	293,267
Ceredigion	Undisclosed	Head of Lifestyle Services	279,243
Northamptonshire	P Blanter	Chief Executive	277,000
North Lanarkshire	Undisclosed	Undisclosed	272,500
Hillingdon	Undisclosed	Deputy Director Planning, Transportation & Community Projects	270,673

**Table 2: 10 highest remunerated employees by benefits and expenses received, 2017-18**

Local Authority	Name	Job Title	Benefits/Expenses (£)
Caerphilly	Undisclosed	Acting Chief Executive	132,309
City of London	J. Barradell	Town Clerk and Chief Executive	60,000
Staffordshire Moorlands	S Baker	Chief Executive Officer	25,486
Northumberland	Undisclosed	Service Director of Partnerships and Devolution	18,664
West Sussex	Undisclosed	Director of Adults' Services	17,189
Northumberland	Daljit Lally	Chief Executive	16,106
Maidstone	Undisclosed	Chief Executive	16,000
Northumberland	Undisclosed	Executive Director of HR and OD and Deputy Chief Executive	15,885
Bromley	Undisclosed	Director of Commissioning & Procurement	14,388
Dover	Undisclosed	Chief Executive	13,000

**Table 3: 10 highest remunerated employees by bonuses received, 2017-18**

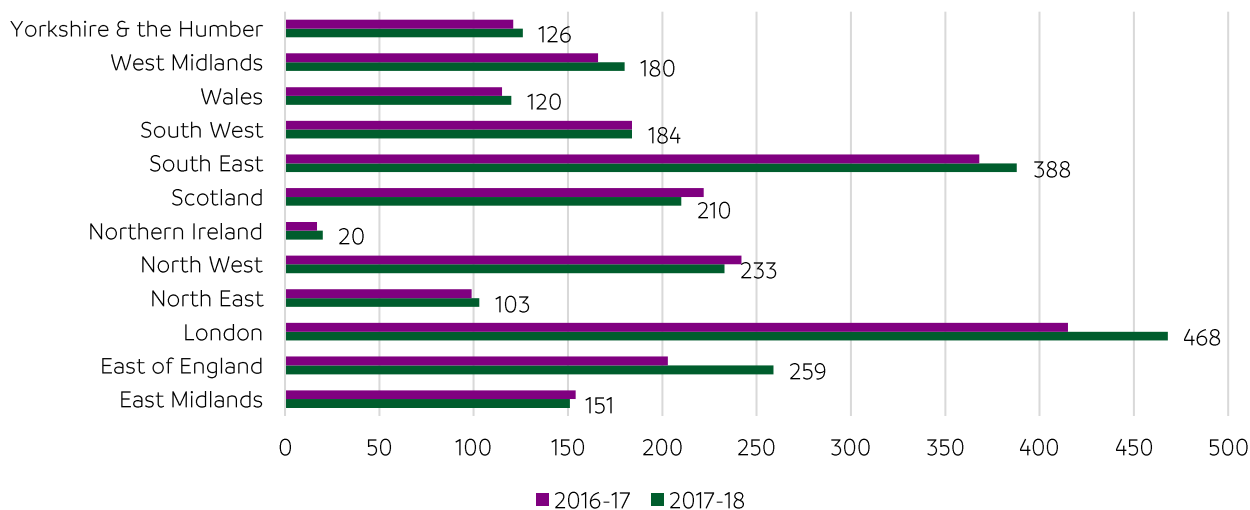
Local Authority	Name	Job Title	Bonuses (£)
Basildon	Bala Mahendran	Chief Executive	51,315
Edinburgh	R Hall	Managing Director, Lothian Buses Ltd	46,200
Kensington and Chelsea	Undisclosed	Director of Corporate Property	28,475
Edinburgh	M Dallas	Chief Executive, EICC	27,316
Basildon	Undisclosed	Head of Street Scene and Leisure Services	17,913
Basildon	Undisclosed	Head of Customer Services	17,422
Reigate and Banstead	John Jory	Chief Executive	17,000
Staffordshire	John Henderson	Chief Executive	15,000
Edinburgh	L Harrison	General Manager, Edinburgh Trams Ltd	14,479
Enfield	Undisclosed	Executive Director of Finance, Resources and Customer Service	13,962

**Table 4: 10 highest compensation pay-outs for loss of office received, 2017-18**

Local Authority	Name	Job Title	Compensation (£)
Northumberland	Steven Mason	Chief Executive	369,999
Perth and Kinross	John Symon	Head of Finance	287,844
Stoke-on-Trent	Undisclosed	Director of Public Health and Social Care	209,546
Darlington	Ada Burns	Chief Executive	201,000
Perth and Kinross	John Fyffe	Senior Deputy Chief Executive	194,188
Aberdeen City	Ciaran Monaghan	Head of Service, Office of Chief Executive	188,093
Folkestone and Hythe	Alistair Stewart	Chief Executive	179,196
Teignbridge	Undisclosed	Chief Executive	173,091
Hackney	J Sumner	Assistant Chief Executive of Programme, Projects & Performance	157,065
South Somerset	Undisclosed	Strategic Director	146,000

## Regional comparisons and highlights

### Employees receiving over £100,000 in total remuneration by region



The region with the highest amount of employees who received remuneration in excess of £100,000 is London, Hackney remunerated 28 employees over this amount. The highest remunerated local authority employee in London was the Joint Chief Executive of Wandsworth and Richmond councils, who received £294,805.

**Table 5: highest remunerated individual by region 2017-18**

Region	Local Authority	Job Title	Remuneration (£)
East Midlands	Northamptonshire	Chief Executive	277,000
East of England	Basildon	Chief Executive	265,398
London	Wandsworth	Chief Executive	294,805
North East	Northumberland	Chief Executive	413,492
North West	Wirral	Managing Director for Delivery	569,423
Northern Ireland	Belfast	Chief Executive	162,250
Scotland	Perth and Kinross	Senior Deputy Chief Executive	332,951
South East	Slough	Interim Chief Executive	595,077
South West	Bath and North East Somerset	Strategic Director	424,250
Wales	Blaenau Gwent	Lead Corporate Director	382,950
West Midlands	Birmingham	Strategic Director	444,775
Yorkshire and the Humber	Bradford	Chief Executive	228,489

**Table 6: highest paying local authorities broken down by region, 2017-18**

Region	Local Authority	Employees paid over £100,000
East Midlands	Northamptonshire	19
East of England	Essex	55
London	Hackney	28
North East	County Durham	17
North West	Cheshire East	19
Northern Ireland	Belfast	6
Scotland	North Lanarkshire	28
South East	Kent	24
South West	Dorset	16
Wales	Cardiff	17
West Midlands	Birmingham	28
Yorkshire and the Humber	Leeds	19

[Check out the full data tables by clicking here](#)

## Methodology

Total remuneration includes but is not limited to salary, benefits in kind, expenses, bonuses, any stated election duty fees, redundancy payments and employer's pension contributions, unless stated otherwise in the notes.

Methods of reporting the pay of the highest remunerated employees in local authorities varies significantly. Measures taken to ameliorate this does mean that the stated figure of 2,441 council employees receiving over £100,000 is likely to be an underestimate.

- As well as a detailed remuneration report for senior staff, English councils publish a headcount of all members of staff on a salary in excess of £50,000 (£60,000 in Wales) in £5,000 bands. In the occasional case whereby teaching staff have not been excluded from this headcount, the headcount has not been included. As a consequence some non-teaching staff may have been excluded from the research.
- Some local authorities have not indicated whether those listed in the senior staff breakdown are in addition to or separate to those in the remuneration bands, making it unclear in some cases. In these instances, the senior staff breakdown is closely compared to the pay bands in order to establish the relationship between the two sets of data.
- In other instances, it has been stated that senior staff are included in the headcount, only for the remuneration bandings to contradict that.
- The figures in council headcounts do not always include employer pension contributions. Consequently, many non-senior members of staff in the headcount are reported as receiving salaries between £90,000 and £99,999, but their total remuneration is likely to exceed £100,000 when employer's pension contributions (between 14 and 18 per cent on average<sup>4</sup>) are taken into account. As such the total number of employees receiving over £100,000 in total remuneration is likely to exceed the identified number.
- In Scotland, pension contributions are listed separately from employees other 'total' remuneration. As such total remuneration excluding pensions has had to be manually combined with the pension contributions.
- In Northern Ireland, the pension figures shown are equivalent to 18 per cent of the employee's salary, in line with the standard 18 per cent each Northern Irish public authority contributes to the NILGOSC scheme.
- Each entry refers to an individual not a position.
- School and police staff have been excluded from the survey wherever possible.
- Where salary bands are provided, the midpoint has been used.
- Local authorities in England and Wales are only required to provide names for those with a salary of £150,000 or more (Scottish councils publish the names of all senior employees). Some local authorities have opted to name all their senior staff irrespective of whether their salaries are above £150,000.
- Amongst the annual reports of Scottish councils are included the employees of council-owned subsidiaries. These subsidiary employees have been included when receiving over £100,000.

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<sup>4</sup> *Local Government Pension Scheme: an introduction*, UNISON. <https://www.unison.org.uk/get-help/knowledge/pensions/local-government-pension-scheme/>, (accessed 01 April 2019)

## Sources

The remuneration figures available throughout this report are extracted from the publicly available annual reports of local authorities in the UK.

StasWales, *Annual increase in average band D council tax, by billing authority*. 2019.

Ministry of Housing, Communities & Local Government. *Council Tax levels set by local authorities in England 2019 to 2020*. 2019.

Scottish Government, *Council Tax*. 2019.