

# Town Hall Rich List 2021

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## Introduction

Town Hall Rich List 2021 marks the 14th version of this list, first compiled in 2007. For the past 14 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.

For the average (band D) property, taxpayers in England will have to pay a council tax rise of 4.4 per cent or an extra £81 per year in 2021-22.<sup>1</sup> Wales will see an average increase of 3.8 per cent.<sup>2</sup> Scottish councils have frozen 2021-22 council tax rates at 2020-21 levels. This is in exchange for receiving a cash grant from the Scottish government equivalent to a three per cent council tax increase.<sup>3</sup>

Against this background, the number of local authority employees receiving over £100,000 in total remuneration has risen to the highest level since 2013-14.<sup>4</sup>

## Key findings

- At least 2,802 people employed by local authorities in 2019-20 received more than £100,000 in total remuneration, an increase of 135 on 2018-19. 693 received over £150,000, 26 more than the previous year.
- The average number of employees who received over £100,000 in total remuneration per local authority is seven. The average number receiving over £150,000 is 1.7 employees per council.
- The local authority with the greatest number of employees whose remuneration was in excess of £100,000 was Essex county council with 40 employees, five more than the previous year. Glasgow had the highest number of employees receiving over £150,000 at 14, two more than the previous year.
- The highest remunerated council employee in 2019-20 was the deputy chief executive at Coventry council, receiving £573,660 in total remuneration. This included a loss of office payment of £395,110, pension payment of £26,559, and salary of £151,991.
- A total of 31 local authority employees received remuneration in excess of a quarter of a million pounds in 2019-20. This was one fewer than the previous year.
- The local authority to pay out the highest amount in terms of bonuses and performance related pay to a senior employee was Edinburgh city council, with the general manager of Edinburgh Trams receiving a £48,895 bonus.
- Total expenses paid to senior employees in the UK amounted to £1,274,497, with the highest amount (£38,043) being claimed by Simon Baker, the now former chief executive of High Peak borough council.
- A total of 21 local authority employees received a loss of office payment of more than £95,000, the cap on payoffs for public sector employees. This cap was briefly in force between 4 November 2020 and 12 February 2021 and did not cover the period of this year's Town Hall Rich List. It has since been revoked.<sup>5</sup>

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<sup>1</sup> Ministry of Housing, Communities & Local Government, *Council Tax levels set by local authorities in England 2021 to 2022*, 25 March 2021, [www.gov.uk/government/statistics/council-tax-levels-set-by-local-authorities-in-england-2021-to-2022](http://www.gov.uk/government/statistics/council-tax-levels-set-by-local-authorities-in-england-2021-to-2022), (accessed 25 March 2021).

<sup>2</sup> StatsWales, *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 25 March 2021).

<sup>3</sup> BBC, *All Scottish councils agree to tax freeze*, 11 March 2021, [www.bbc.co.uk/news/uk-scotland-56320853](http://www.bbc.co.uk/news/uk-scotland-56320853), (accessed 25 March 2021).

<sup>4</sup> TaxPayers' Alliance, *Town Hall Rich List 2015*, 2015.

<sup>5</sup> Sharma, M, *Public sector redundancy payment cap scrapped by government*, HR Review, 15 February 2021, [www.hrreview.co.uk/hr-news/public-sector-redundancy-payment-cap-scrapped-by-government/131756](http://www.hrreview.co.uk/hr-news/public-sector-redundancy-payment-cap-scrapped-by-government/131756), (accessed 25 March 2021).

## Highest remunerated local authority employees

**Table 1: 20 highest remunerated employees, 2019-20**

Local authority	Name	Job title	Total remuneration (£)
Coventry	Martin Yardley	Deputy chief executive - place	573,660
Redcar and Cleveland	Undisclosed	Chief executive	438,446
Knowsley	Unknown	Assistant executive director (governance)	428,263
West Sussex	Nathan Elvery	Chief executive	427,653
Haringey	Undisclosed	Director of housing & regeneration planning	425,518
Birmingham	Undisclosed	Acting strategic director strategic services	420,902
West Lancashire	Undisclosed	Chief executive	408,743
Southampton	Richard Crouch	Chief operations officer	343,078
Edinburgh	R Hall	Managing director of Lothian Buses Ltd	340,553
Wyre Forest	Undisclosed	Corporate director - community well-being and environment	324,683
Northumberland	Undisclosed	Undisclosed	317,500
Wiltshire	Carlton Brand	Executive director adult care, public health, digital	305,486
Knowsley	Undisclosed	Assistant executive director - customer and employees	300,861
Westminster	S Love	Chief executive	291,567
Surrey	Simon White	Executive director - adult social care	290,382
West Lancashire	Undisclosed	Borough solicitor	286,901
Buckinghamshire	R Shimmin	Chief executive	283,021
Southend-on-Sea	Simon Leftley	Deputy chief executive	278,350
Hartlepool	Gill Alexander	Chief executive	277,438
Hertsmere	Undisclosed	Chief executive	273,000

**Table 2: 10 highest remunerated employees by expenses received, 2019-20**

Local authority	Name	Job title	Expenses (£)
High Peak	S Baker	Chief executive officer	38,043
Walsall	Dr Helen Paterson	Chief executive	31,526
Glasgow	Peter Duthie	Chief executive officer, Scottish Event Campus Ltd	19,745
Birmingham	Undisclosed	Director public health	17,434
Northumberland	Undisclosed	Head of shared procurement services	17,354
West Sussex	Undisclosed	Director of adult services	17,000
Pembrokeshire	Undisclosed	Director of community services	16,965
Glasgow	William McFadyen	Director of finance & development, Scottish Event Campus Ltd	16,424
Reigate and Banstead	John Jory	Chief executive	16,000
Northumberland	Allison Joynson	Director of transformation	14,924

**Table 3: 10 highest remunerated employees by bonuses received, 2019-20**

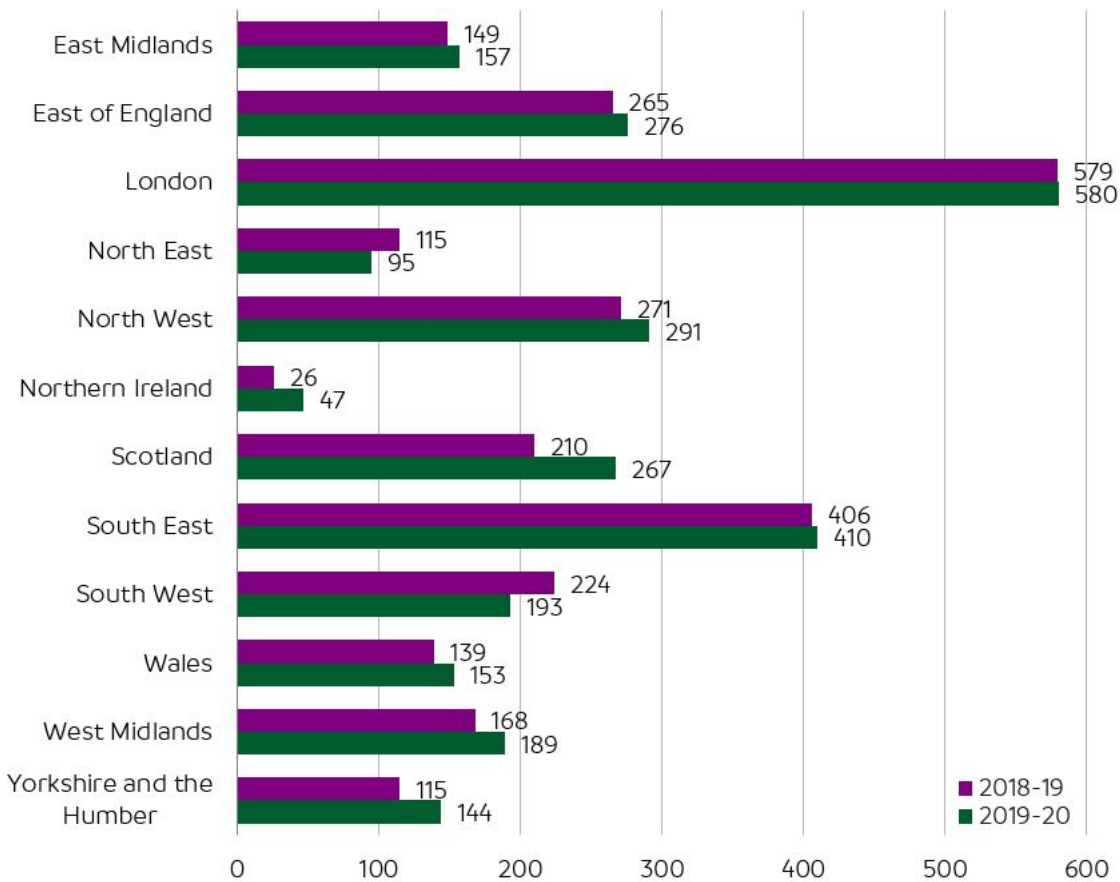
Local authority	Name	Job title	Bonus (£)
Edinburgh	L. Harrison	General manager of Edinburgh Trams	48,895
Newham	Undisclosed	Managing director of iXact Limited	45,446
Newham	Undisclosed	Managing director of Public Realm Services	41,352
Newham	Undisclosed	Managing director of Mint Group Plc	40,541
Glasgow	Peter Duthie	Chief executive officer, Scottish Event Campus Ltd	36,972
Edinburgh	M. Dallas	Chief executive, Edinburgh International Conference Centre	28,838
Glasgow	William McFadyen	Director of finance & development, Scottish Event Campus Ltd	27,271
Hambleton	Dr Justin Ives	Chief executive	26,535
Glasgow	Mark Laidlaw	Director of operations, Scottish Event Campus Ltd	26,165
Glasgow	Kathleen Warden	Director of conference sales, Scottish Event Campus Ltd	25,682

**Table 4: 10 highest compensation pay-outs for loss of office received, 2019-20**

Local authority	Name	Job title	Compensation (£)
Coventry	Martin Yardley	Deputy chief executive - place	395,110
Haringey	Undisclosed	Director of housing & regeneration planning	373,803
Redcar and Cleveland	Undisclosed	Chief executive	334,182
Newham	Ms G Siggins	Executive director of strategic commissioning	177,465
West Sussex	Nathan Elvery	Chief executive	170,000
Hertsmere	Undisclosed	Chief executive	167,000
Essex	Mr Jason Kitcat	Executive director, corporate development	163,838
Bolsover	Undisclosed	Joint chief executive	133,419
North Devon	Undisclosed	Chief executive	130,170
Blackburn with Darwen	Harry Catherall	Former chief executive	130,000

## Regional comparisons and highlights

Chart: council employees with more than £100,000 in total remuneration, 2018-19 and 2019-20



The region with the highest number of employees who received remuneration in excess of £100,000 was London, with 580. Northern Ireland was the lowest at 47, albeit with a marked increase from the previous year. The London council with the highest number of employees above that level was Westminster, with 35. The highest remunerated local authority employee in London was the director of housing and regeneration planning at Haringey, who received £425,518.

**Table 5: highest remunerated individual by region, 2019-20**

Region	Local authority	Job title	Remuneration (£)
East Midlands	Bolsover	Joint chief executive	268,554
East of England	Southend-on-Sea	Deputy chief executive	278,350
London	Haringey	Director of housing & regeneration planning	425,518
North East	Redcar and Cleveland	Chief executive	438,446
North West	Knowsley	Assistant executive director (governance)	428,263
Northern Ireland	Belfast	Chief executive	170,288
Scotland	Edinburgh	Managing director of Lothian Buses Ltd	340,553
South East	West Sussex	Chief executive	427,653
South West	Wiltshire	Executive director adult care, public health, digital	305,486
Wales	Cardiff	Chief executive	222,822
West Midlands	Coventry	Deputy chief executive - place	573,660
Yorkshire and the Humber	York	Chief executive	222,942

**Table 6: highest remunerated local authorities by region, 2019-20**

Region	Local authority	Employees' remuneration over £100,000
East Midlands	Lincolnshire	16
East of England	Essex	40
London	Westminster	35
North East	Northumberland	13
North West	Cheshire West and Chester	19
Northern Ireland	Mid and East Antrim	8
Scotland	Edinburgh	28
South East	Kent	29
South West	Dorset	18
Wales	Swansea	17
West Midlands	Birmingham	19
Yorkshire and the Humber	Leeds	18

[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 means that the stated figure of 2,802 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. For

some councils, this could include teachers. Where a council explicitly states that their pay bands include both teachers and council staff – but the pay bands don't disaggregate – then their pay band figures have been excluded. Where councils do not explicitly state whether or not their pay bands include teachers – but also do not disaggregate between teachers and non-teachers – then their pay band figures have 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 salary bands rarely 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 employers' pension contributions (between 14 and 18 per cent on average<sup>6</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 20 per cent or 19.5 per cent of the employee's salary, in line with what each Northern Irish local authority contributes to the Northern Ireland Local Government Officers' Superannuation Committee scheme. A two per cent deficit reduction contribution is also made by employers to the 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.
- Among the annual reports of councils which have employees of council-owned subsidiaries, these are included. These subsidiary employees have been included when receiving over £100,000 in total remuneration.
- Where senior staff are shared between authorities, the individual and their full remuneration has been entered into only one council.
- A higher than usual number of councils have not published audited accounts for the 2019-20 financial year. This is also likely to reduce the total number.

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<sup>6</sup> *Local Government Pension Scheme: an introduction*, UNISON, 2020, [www.unison.org.uk/get-help/knowledge/pensions/local-government-pension-scheme/](http://www.unison.org.uk/get-help/knowledge/pensions/local-government-pension-scheme/), (accessed 26 March 2021).  
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