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Research Note 65

Town Hall Rich List 2010

Since 2007 the TaxPayers' Alliance has provided an annual list of council staff whose total remuneration exceeds £100,000. Now in its fourth edition, the Town Hall Rich List has changed Government policy, with the introduction last year of a statutory instrument that would name all senior officials with details of their full remuneration. Unfortunately the legislation was watered down after a consultation process with local authorities and other public bodies.[1] The Conservatives have recently proposed publishing full details – including the name and position – of any council worker who earns more than the entrance pay of a senior civil servant, or around £58,500.[2]

Many workers in the public and private sectors expect pay freezes or cuts with resources scarce following the recession. Despite this, executive pay in town halls across the UK has continued to be insulated from economic reality. As councils look for savings, salaries have continued to rise for senior staff.

The Town Hall Rich List is still the most comprehensive guide to senior pay in local authorities. councils are not yet obliged to provide a full breakdown of the pay of senior staff in their annual Statement of Accounts. Instead, they provide a list of pay ranges – in bands of £10,000 – and the number of people who fall into these categories. To produce this report, the TaxPayers' Alliance sends Freedom of Information requests to every council in the UK to find out more details of who the staff are and how their remuneration breaks down.

The key findings of this research are:

- There were **at least 1,250 council staff earning £100,000** or more in 2008-09. This is **up from 1,099** in 2007-08, a **14 per cent increase.**
- **31 council staff earned more than the Gordon Brown,** the Prime Minister.[3] This is up from **19 council staff in 2007-08**, a **63 percent increase.**
- **166 council staff earned over £150,000 in 2008-09.** This is up from 135 in 2007-08.

[1] *Transparent Rewards* (2010) TaxPayers' Alliance
[2] David Cameron in a speech to the Conservative Councillors' Association, London, 5th March 2010
[3] House of Commons Fact Sheet M6 (May 2009), Ministerial Salaries

- There was **219 council staff earning more than cabinet ministers in 2008-09.**
- The **average pay rise for the council staff on our list is 5 per cent.** This is compared with a 2.7 per cent pay rise for a nurse and 2.3 per cent pay rise for a teacher.[4]
- The **average remuneration package is £125,745, or £2,418 a week**
- Based on our responses, the **county council with the most staff** earning £100,000 or more **is Kent with 27.** The **metropolitan district with the most is Liverpool with 22.**

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Tackling Town Hall Excess

All of the major political parties now agree that excessive executive pay across the public sector, including in town halls. In response some councils have become more open, with detailed websites outlining the pay and expenses of their senior staff. Most were also willing to provide full and complete responses to our Freedom of Information (FOI) request on for remuneration details.

[4] Royal College of Nursing and National Union of Teachers (using midpoint salary bands and salary ranges).

However, other councils have not been so forthcoming, lagging well behind other public bodies and quangos with regard to reporting remuneration of executives. To combat this, the Department for Communities and Local Government introduced a statutory instrument last year which aimed to increase transparency. Our paper *Transparent Rewards* found that councils and other public bodies fought some of the changes.[5] Still, from April 2010 local authorities will have to report on who their most senior staff are, their final remuneration (in a band of £5,000) and how that final sum breaks down (salary, bonus, termination payments, etc). Unfortunately, after the consultation process the legislation was amended and now only those earning over £150,000 will be named.

Despite the moves towards greater transparency – and clear rulings from the Information Commissioner's Office – some councils still refuse to answer the TPA's FOI request.

Most Common Reasons for Refusal

- **Data Protection:** We acknowledge that – under the provisions of the Data Protection Act – some of the details we request may be considered personal data. But the rules governing when personal data should be released change with the seniority of the individual in question. Official guidance from the Information Commissioner's Office (ICO), along with numerous past decision notices, clearly indicates that the personal data of senior public sector employees – in particular data on pay and remuneration – should not necessarily be shielded from public scrutiny.

  Responding to our FOI for last year's Town Hall Rich List, Kent County council refused to release the names of staff earning £100,000 or more. That decision was upheld on internal appeal, so then the TaxPayers' Alliance appealed to the ICO. In response, the ICO said:

  > *"if the Commissioner is asked to issue a formal Decision Notice it is likely that, in the light of his previous decisions and Guidance, he will invite the council identify the names and job titles of its employees earning more than £100,000 per annum and invite it to disclose the salary bands (as opposed to exact figures) into which their remuneration falls."*[6]

  Clearly, the ICO believed that Kent should have provided the names to us, and we communicated these findings to Kent. Incidentally, Kent has refused to provide the names of their senior staff this year too, which demonstrates a clear disregard for the

[5] *Transparent Rewards* (2010) TaxPayers' Alliance
[6] Information Commissioner's Office response to the TaxPayers' Alliance, 11th February 2009. This was referred to the ICO as Kent County Council to release the names of individuals earning £100,000 or more.

ICO's response. Our paper *Transparent Rewards* also shows some council's attitude to disclosing information on remuneration.

- **Information is already publicly available:** Some councils have very detailed websites, clearly reporting senior staff pay and expenses. Most do not, however. Some councils erroneously believe that the level of data provided in their annual Statement of Accounts is sufficient. But this is not suitable grounds of refusal to answer our Freedom of Information request. Our FOI asks for specific information, and if this information is not publically available to the level of detail requested then councils should not use the availability of *some* information as an excuse to refuse our request for *full* details.

Sources and Methodology

- **Table 1** shows the council executives that earned more than the prime minister in the 2008-09 financial year, in order of size of remuneration package.
- **Table 2** is the full Town Hall Rich List 2010, with councils in alphabetical order.
- The Town Hall Rich List was compiled using responses from Freedom of Information requests submitted in December 2009 to all of the councils in the UK.
- The request asked for the remuneration details of all members of staff whose total remuneration exceeded £100,000 in the 2007-08 and 2008-09 financial years.
- Total remuneration includes, but is not restricted to, performance pay, bonuses, car allowances and redundancy payments as well as salary.
- There are several cases where an individual only worked for the council, or only received more than £100,000, in one of the financial years. This is represented by a dash (-) in the year that they did not receive £100,000. Any details of start/departure dates that were supplied in the Freedom of Information responses are given in the table.
- Some percentage increases in remuneration are inflated by promotions or role changes. Any details of these changes that were supplied in the Freedom of Information responses are given in the table.
- The average pay rise has been calculated by filtering out all of those people on the list who have disproportionately large percentage pay increases (50 per cent or above) to offer a fair figure. This is because some people did not have full year remuneration for 2007-08, as they may have only worked part of the year.
- Many councils still do not provide a full breakdown of staff remuneration; many provide salaries or benefits in bands (for example, £140,000-£150,000). In each of these cases, **the midpoint of the range is used**, and the range is provided in the notes column of the table.

- Where local councils have refused to provide details of an individual's remuneration, either in exact terms or remuneration bands, £100,000 is written in blue.
- Some councils have refused to provide the names or positions of some members of staff. This is indicated by a '?' in the table. There are a variety of reasons why this information has been refused: data protection; the council did not believe the person to be a senior member of staff; or because the staff member only exceeded £100,000 because of a large redundancy package. Any details of these cases that were supplied in the Freedom of Information responses are given in the table.
- Some responses referred us to council websites for names and positions of staff members. We have challenged this where necessary, as our request asked for historical information which is sometimes not available on web profiles.
- Any refusals to provide the level of information initially requested have been challenged, and appeals were lodged where necessary. Most of these appeals have been successful to some extent but some were not. Some are still pending, also.
- Responses varied greatly in speed, clarity and detail. We have tried to document any shortcomings in the 'Quality of Response' column in the table.
- We have not included Head Teachers, many of whom earn over £100,000; our analysis focuses on council officers.
- We are not responsible for the accuracy of information contained within responses to FOIs or referrals to web pages. However, if mistakes have been made we are happy to accept any corrections.

Table 1 – Council staff earning more than Gordon Brown in 2008-09 (more than £194,250)

Council	Name	Position	Total Remuneration		Percentage increase
			2007-08	2008-09	
Kent	?	MD Environment & Regeneration (left in 2008-09)	£105,000	£365,000	247.6%
Kent	?	MD Children, Families & Education (left in 2008-09)	£195,000	£305,000	56.4%
Essex	?	Chief Executive	£255,000	£265,000	3.9%
Wiltshire	Jimmy Doyle	Assistant Director	-	£251,655	
Kent	?	Chief Executive	£255,000	£245,000	-3.9%
Wandsworth	G Jones	Chief Executive & Director of Administration	£212,500	£227,500	7.1%
Kensington and Chelsea	Derek Myers	Town Clerk & Chief Executive	£225,000	£225,000	0.0%
West Sussex	Mark Hammond	Chief Executive	£195,000	£218,000	11.8%
Liverpool	Colin Hilton	Chief Executive, Liverpool City Council	£227,500	£217,500	-4.4%
Norfolk	D White	Chief Executive	£193,900	£212,000	9.3%
Lambeth	Derrick Anderson	Chief Executive	£218,870	£211,323	-3.4%
Islington	John Foster	Chief Executive	-	£210,000	
Suffolk	A Hill	Chief Executive	-	£209,575	
Cardiff	B Davies	Chief Executive	£177,500	£207,500	16.9%
Greater London Authority	Leo Boland	Chief Executive	-	£205,615	
Surrey	Richard Shaw	Chief Executive	£199,000	£205,000	3.0%
Hammersmith and Fulham	Geoff Alltimes	Chief Executive	£185,000	£205,000	10.8%
West Wiltshire	Ian Gallin	Acting Chief Executive	-	£204,795	

Council	Name	Position	Total Remuneration		Percentage increase
			2007-08	2008-09	
Hertfordshire	C Tapster	Chief Executive	£202,626	£204,132	0.7%
Walsall	Paul Sheehan	Chief Executive	-	£202,500	
Cambridgeshire	Mark Lloyd	Chief Executive	-	£200,998	
Wigan	Joyce Redfearn	Chief Executive	£196,268	£200,891	2.4%
Birmingham	?	Chief Executive	£195,638	£200,372	2.4%
Buckinghamshire	Chris Williams	Chief Executive	£196,365	£200,185	1.9%
West Wiltshire	Sharon Larkin	Human Resources & Customer Services Director	-	£197,731	
Liverpool	Kris Donaldson	Marketing and Commercial Director	-	£197,500	
East Staffordshire	Jeanette McGarry	Chief Executive	-	£196,333	
Hull	K Ryley	Chief Executive	£188,584	£196,298	4.1%
Glasgow	K Murray	Assistant Head of Corporate HR	-	£195,118	
Dudley	A Sparke	Chief Executive	£159,452	£194,600	22.0%
Kent	?	Former Co-Director of Regeneration and Economy	-	£194,500	

Table 2 – Town Hall Rich List 2010, by Council

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Aberdeen	Douglas Paterson	Chief Executive	£128,410	-			
	Deirdre Robertson	Corporate Director	£101,985	£104,535	2.5%	Basic pay of £103,897.50; arrears basic pay of £637.41	
	John Tomlinson	Corporate Director	£103,308	£109,718	6.2%	Basic pay of £103,897.50; acting up allowance of £4,361.52; arrears basic pay of £637.41; car lump sum of £822	
	Gordon Edwards	Corporate Director	£103,166	£105,357	2.1%	Basic pay of £103,897.50; arrears basic pay of £637.41; car lump sum of £822	
	Gordon McIntosh	Director	£103,077	£105,357	2.2%	Basic pay of £103,897.50; arrears basic pay of £637.41; car lump sum of £822	
	Peter Leonard	Director	£102,807	£105,357	2.5%	Basic pay of £103,897.50; arrears basic pay of £637.41; car lump sum of £822	
	Abigail Tierney	Corporate Director	-	£103,271		Basic pay of £101,793.35; arrears basic pay of £584.40; car lump sum of £783.18; statutory maternity pay of £109.59	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Aberdeenshire	Charles Armstrong	Director of Finance	£111,003	£117,827	6.1%	Salary of £99,056.03; employer's pension contribution of £17,830.12; car allowance of £822; telephone rental of £102.72; phone calls of £16	
	Neil McDowall	Director of Law & Administration	£111,003	£117,827	6.1%	Salary of £99,056.03; employer's pension contribution of £17,830.12; car allowance of £822; telephone rental of £102.72; phone calls of £16	
	Peter Hay	Director of Personnel & ICT	£111,003	£117,827	6.1%	Salary of £99,056.03; employer's pension contribution of £17,830.12; car allowance of £822; telephone rental of £102.72; phone calls of £16	
	Christine Gore	Director of Planning & Environmental Services	£110,884	£117,708	6.2%	Salary of £99,056.03; employer's pension contribution of £17,830.12; car allowance of £822	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Iain Gabriel	Director of Transportation & Infrastructure	£111,003	£117,827	6.1%	Salary of £99,056.03; employer's pension contribution of £17,830.12; car allowance of £822; telephone rental of £102.72; phone calls of £16	
	Colin Mackenzie	Director of Housing & Social Work	£110,987	£126,609	14.1%	Chief Executive from 18/12/08. Salary of £106,512.40; employer's pension contribution of £19,172.25; car allowance of £822; telephone rental of £102.72	
	Bruce Robertson	Director of Education, Learning & Leisure	£120,246	£124,173	3.3%	Salary of £104,534.91; employer's pension contribution of £18,816.34; car allowance of £822	
	Alan Campbell	Chief Executive	£150,261	£131,429	-12.5%	Chief Executive until 03/02/2009. Salary of £110,650.78; employer's pension contribution of £19,917.15; car allowance of £760.84; telephone rental of £86.96; phone calls of £13.54	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Adur	*Did not respond*					Adur's Chief Executive is a joint position with Worthing Council	
Allerdale	*No staff above £100,000*						
Amber Valley	Peter Carney	Chief Executive	£102,102	£102,253	0.1%	Salary of £95,435.04; election fees of £5,723.25; mileage payment of £1,095	
Angus	D Sawers	Chief Executive	£125,087	£125,096	0.0%	Basic salary of £118,713; leased car benefit of £5,914.70; travel and subsistence expenses of £468.38	
	R Peat	Director of Social Work & Health/Deputy Chief Executive	£101,790	£104,295	2.5%	Basic salary of £102,879; travel and subsistence expenses of £1,415.70	
	J Anderson	Director of Education	-	£102,361		Basic salary of £97,974; leased car benefit of £4,000.92; travel and subsistence expenses of £386.20	
	R Ashton	Director of Neighbourhood Services	-	£101,169		Basic salary of £97,974; leased car benefit of £2,889.68; travel and subsistence expenses of £305.13	
	C McMahon	Director of Corporate Services	-	£100,783		Basic salary of £97,974; leased car benefit of £2,809.20	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Antrim	*No staff above £100,000*						
Ards	*No staff above £100,000*						
Argyll-Bute	*No staff above £100,000*						
Armagh	*No staff above £100,000*						
Arun	Ian Sumnall	Chief Executive and Strategy Director	£116,223	£119,181	2.5%	Salary of £114,030.96; car allowance of £5,149.92	
Ashfield	A Mellor	Chief Executive	-	£101,995		Basic pay of £89,616.64; basic arrears of £920; accrued holiday pay of £5,841.52; returning officer fees of £289.75; VAT other of £7.70; travel allowance of £28.80; subsistence of £73.10; mileage tax and NI of £40.37; mileage of £520; lump sum tax and NI of £2,893; statutory sick pay of £1,764.36	
Ashford	David Hill	Chief Executive	£121,881	£119,851	-1.7%	Salary of £115,120.50; mileage allowance of £450; lease car subsidy of £4,280	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Aylesbury Vale	Andrew Grant	Chief Executive	£127,057	£125,907	-0.9%	Salary of £119,832; bonus of £6,000; expenses of £75	
Babergh	Patricia Rockall	Chief Executive	£125,904	£115,688	-8.1%	Remuneration band of £110,000-£120,000; expenses of £688.10	Salary bands provided
Ballymena	*Did not respond*						
Ballymoney	*No staff above £100,000*						
Banbridge	*No staff above £100,000*						
Barking and Dagenham	Rob Whiteman	Chief Executive	£186,371	£190,943	2.5%	Salary of £189,952; travel of £1,410; returning officer fee of £399	
	Anne Bristow	Corporate Director of Adult and Community Services	£130,513	£133,014	1.9%	Salary of £131,757; travel of £1,257	
	Bill Murphy	Corporate Director of Resources	£131,777	£132,852	0.8%	Salary of £131,757; travel of £1,095	
	David Woods	Corporate Director of Customer Services	£131,651	£135,028	2.6%	Salary of £133,064; travel of £1,084	
	Roger Luxton	Corporate Director of Children's Services	£129,662	£132,855	2.5%	Salary of £131,757; travel of £1,098	
	Jennifer Dearing	Corporate Director of Regeneration	£129,662	£132,885	2.5%	Salary of £131,757; travel of £1,098	
	Tolis Vouyioukas	Divisional Director of Safeguarding and Rights	£107,341	£109,935	2.4%	Salary of £108,661; travel of £1,274	
	Joe Chesterton	Divisional Director of Finance	£107,113	£109,094	1.8%	Salary of £108,661; travel of £1,441	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Sarah Bryant	Head of IT	£102,475	-			
	Stephen Clarke	Divisional Director of Housing	-	£113,761		Salary of £113,599; travel of £162	
	Nina Clark	Divisional Director of Legal and Democratic Services	-	£109,756		Salary of £108,661; travel of £1,095	
	Heather Wills	Head of Community Services, Libraries and Heritage	-	£109,041		Salary of £84,383; salary adjustment of £23,563; travel of £1,095	
Barnet	Brian Reynolds	Executive Director for Environment and Development	£162,500	£172,500	6.2%	Remuneration band of £170,000-£175,000	Refused to provide names for several staff members
	Jill Stansfield	Executive Director for Communities	£152,500	£162,500	6.6%	Remuneration band of £160,000-£165,000	
	Nicholas Walkley	Chief Executive (Executive Director for Resources in 2007-08)	£152,500	£162,500	6.6%	Remuneration band of £160,000-£165,000	
	?	Director for Resources	-	£142,500		Remuneration band of £140,000-£145,000	
	?	Director of Planning, Housing and Regeneration	-	£137,500		Remuneration band of £135,000-£140,000	
	?	Director of Corporate Governance	£127,500	£132,500	3.9%	Remuneration band of £130,000-£135,000	
	?	Acting Director, Children's Services	-	£132,500		Remuneration band of £130,000-£135,000	
	?	Director of Environment and Transport	£122,500	£122,500	0.0%	Remuneration band of £120,000-£125,000	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	?	Director of Strategy	-	£112,500		Remuneration band of £110,000-£115,000	
	?	Deputy Director of Adult Social Services	-	£107,500		Remuneration band of £105,000-£110,000	
	?	Deputy Director of Safeguarding and Social Care	-	£107,500		Remuneration band of £105,000-£110,000	
	Leo Boland	Chief Executive	£167,500	-			
	?	Director of Children's Services	£132,500	-			
	?	Director of Adult Social Services	£132,500	-			
	?	Deputy Director of Resources	£127,500	-			
	?	Director of Planning and Environmental Protection	£117,500	-			
	?	Deputy Director of Corporate Governance	£112,500	-			
Barnsley	*Did not respond*						
Barrow	*No staff above £100,000*						
Basildon	Bala Mahendran	Chief Executive	£178,131	£183,136	2.8%	Basic salary of £151,929; evening meeting allowance of £3,391; performance related pay of £22,925; election fees of £4,891	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Mick Nice	Executive Director	£131,148	£130,317	-0.6%	Basic salary of £117,982; evening meeting allowance of £3,860; performance related pay of £8,475	
	Doug Smith	Executive Director	£126,665	£129,553	2.3%	Basic salary of £117,882; evening meeting allowance of £3,256; performance related pay of £8,475	
Basingstoke and Deane	Tony Curtis	Chief Executive	£114,635	£118,807	3.6%	Salary of £113,034; medical insurance of £566.88; lease car of £5,206	Refused to release some names and positions as the staff members were not senior but received redundancy payments.
	Dorcas Bunton	Corporate Director	£100,000	£104,232	4.2%	Salary of £82,198; medical insurance of £566.88; lease car of £6,273; returning officer fee of £8,650.80; allowance of £6,543	
	?	?	£100,000	-			
	?	?	-	£100,000			
Bassetlaw	David Hunter	Chief Executive	£110,074	£109,153	-0.8%	Salary of £104,866.79; returning officer fees of £4,286	
	Pauline Elliott	Executive Director, Community Services	£115,767	-			
Bath and North East Somerset	John Everitt	Chief Executive	£163,523	£167,529	2.4%	Remuneration band of £156,720-£178,338	Remuneration provided in bands
	Ashley Ayre	Strategic Director, Children's Services	£121,323	£124,296	2.5%	Remuneration band of £118,893-£129,699	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Jean Hinks	Strategic Director for Support Services	£105,500	-		Remuneration band of £102,678-£113,490	
	Peter Rowntree	Strategic Director for Customer Services	£105,500	-			
	Jane Ashman	Strategic Director for Adult and Health	£105,500	£108,084	2.4%		
	Andrew Pate	Strategic Director for Support Services	-	£108,084		Remuneration band of £102,678-£113,490	
	Glen Chipp	Strategic Director for Customer Services	-	£108,084		Remuneration band of £102,678-£113,490	
Bedford	Shaun Field	Chief Executive	£125,000	£185,000	48.0%	Salary band of £180,000-£190,000	Salary bands provided
	Gordon Johnston	Director of Environment and Community Services and Deputy Chief Executive	-	£135,000		Salary band of £130,000-£140,000	
	Philip Simpkins	Executive Director for Finance and Corporate Services	-	£125,000		Salary band of £120,000-£130,000	
Belfast	Peter McNaney	Chief Executive	£117,500	£122,500	4.3%	Remuneration band of £120,000-£125,000	Salary bands provided
	Trevor Salmon	Director of Corporate Services	£102,500	£102,500	0.0%	Remuneration band of £100,000-£102,500	
	Marie-Therese McGivern	Director of Development	-	£100,000		Remuneration band of £95,000-£100,000	
Bexley	Nick Johnson	Chief Executive	-	£177,000		Salary of £168,000; P11D benefit and choices of £9,000	Referred to last year's response for the 2007-08 figures.
	David Berry	Deputy Chief Executive and Director of Finance & Business Services	£186,000	£166,000	-10.8%	Salary of £153,000; bonus of £7,000; P11D benefit and choices of £6,000	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Peter Ellershaw	Director of Environment & Regeneration Services	£165,000	£146,000	-11.5%	Salary only	
	Deborah Absalom	Director of Children's and Young People's Services	£172,000	£150,000	-12.8%	Salary of £143,000; P11D benefit and choices of £7,000	
	Mark Charters	Director of Adult Social Services	-	£140,000		Salary of £130,000; P11D benefit and choices of £10,000	
	Mike Frizoni	Assistant Director of Highways & Amenities	£110,000	£107,000	-2.7%	Salary of £96,000,000; bonus of £8,000; P11D benefit and choices of £3,000	
	Carolyn Unsted	Deputy Director of Schools & Educational Improvement	-	£102,000		Salary of £92,000; bonus of £10,000	
Birmingham	?	Chief Executive	£195,638	£200,372	2.4%		Refused to provide names or exact salary details. Upheld decision on appeal
	?	Director of Scrutiny	£105,000	-			
	?	Director of Housing	£135,000	£145,000	7.4%	Remuneration band of £140,000-£149,999	
	?	Chief Highway Engineer	£105,000	-			
	?	Strategic Director, Children, Young People and Families	£135,000	£145,000	7.4%	Remuneration band of £140,000-£149,999	
	?	Strategic Director, Adults and Communities	£135,000	£145,000	7.4%	Remuneration band of £140,000-£149,999	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	?	Strategic Director, Local Services	£205,000	-			
	?	Acting Strategic Director, Local Services	-	£115,000		Remuneration band of £110,000-£119,999	
	?	Director of Community Safety and Environmental Service	£115,000	£165,000	43.5%	Remuneration band of £160,000-£169,999	
	?	Director of Planning and Regeneration	£115,000	£125,000	8.7%	Remuneration band of £120,000-£129,999	
	?	Director of Leisure, Sport and Culture	£115,000	-			
	?	Corporate Director of Resources	£135,000	£145,000	7.4%	Remuneration band of £140,000-£149,999	
	?	Acting Strategic Director	-	£115,000		Remuneration band of £110,000-£119,999	
	?	Corporate Director of Governance	-	£105,000		Remuneration band of £100,000-£110,000	
	?	Service Director	-	£105,000		Remuneration band of £100,000-£110,000	
	?	Service Director	-	£105,000		Remuneration band of £100,000-£110,000	
Blaby	*No staff above £100,000*						
Blackburn with Darwen	Adam Scott	Strategic Director, Regeneration and Environment	£105,000	£102,063	-2.8%	Salary band of £97,743-£106,383	Salary bands provided
	Stephen Sloss	Director of Adult Social Services	£105,000	£102,063	-2.8%	Salary band of £97,743-£106,383	
	Alan Cotton	Strategic Director, Resources	£115,000	-			

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Andrew Lightfoot	Deputy Chief Executive, Regeneration and Technical	£115,000	£120,741	5.0%	Salary band of £115,485-£125,997	
	Peter Morgan	Strategic Director, Children's Services	£125,000	£120,741	-3.4%	Salary band of £115,485-£125,997	
	Harry Catherall	Deputy Chief Executive, Community and Personal	£125,000	£120,741	-3.4%	Salary band of £115,485-£125,997	
	Max Steinberg	Chief Executive of Elevate East Lancashire	£135,000	-			
	Graham Burgess	Chief Executive	£145,000	£152,076	4.9%	Salary band of £145,740-£158,412	
	David Mallaby	Strategic Director, NHCS	-	£102,063		Salary band of £97,743-£106,383	
	Denise Park	Strategic Director, Resources	-	£114,036		Salary band £109,716-£118,356	
Blackpool	S Pullan	Executive Director, Adult Social Care and Housing	£100,839	£103,318	2.5%	Salary of £102,469; car mileage of £849	
	D Lund	Executive Director of Children's Services	£104,691	£117,151	11.9%	Salary of £115,067; car mileage of £2,002.92; general expenses of £35.95; travel expenses of £45.10	
	J Potter	Executive Director of Tourism and Regeneration/Deputy Chief Executive	£119,738	-			

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	J Kearsley	Executive Director of Business Services/Deputy Chief Executive	£120,665	£124,854	3.5%	Salary of £122,263; car mileage of £2,070.41; phone allowance of £245.46; professional fees of £275	
	S Weaver	Chief Executive	£140,103	£149,289	6.6%	Salary of £140,682; car mileage of £3,203.92; returning fees of £5,403	
	H France	Executive Director of Regeneration and Tourism	-	£107,617		Salary of £107,507.04; car mileage of £68.95; travel expenses of £41	
Blaenau Gwent	R Morrison	Chief Executive	£107,111	£108,959	1.7%	Salary band of £93,309-£100,335; essential car user of £849; fares of £167.80; fees related to company directorship of £10,956 - £11,285	Salary bands provided
	P Hodgson	Corporate Director of Social Services	£100,000	£100,000	0.0%	Salary band of £92,070-£100,144; essential car user of £849; fares of £22; subsistence of £180.99; mileage of £1,222.82	
Bolsover	*No staff above £100,000*						

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Bolton	Alan Eastwood	Director of Chief Executives Department	£100,000	£104,071	4.1%	Salary band of £100,000-£105,000; essential user allowance of £1,570.68	Salary bands provided
	John Rutherford	Director of Adult and Community Services Department	£100,000	£119,071	19.1%	Salary band of £115,000-£120,000; essential user allowance of £1,570.68	
	David Winstanley	Assistant Chief Executive	£100,000	£119,071	19.1%	Salary band of £115,000-£120,000; essential user allowance of £1,570.68	
	Keith Davies	Director of Development and Regeneration	£109,071	£119,071	9.2%	Salary band of £115,000-£120,000; essential user allowance of £1,570.68	
	Margaret Asquith	Director of Children's Services Department	£124,071	£129,071	4.0%	Salary band of £125,000-£130,000; essential user allowance of £1,570.68	
	Steve Amfield	Director of Corporate Resources and Deputy Chief Executive	£129,071	£129,071	0.0%	Salary band of £125,000-£130,000; essential user allowance of £1,570.68	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Sean Harriss	Chief Executive	£159,071	£164,071	3.1%	Salary band of £160,000-£165,000; essential user allowance of £1,570.68	
	Malcolm Cox	Director of Environmental Services	-	£104,071		Salary band of £100,000-£105,000; essential user allowance of £1,570.68	
Boston	*No staff above £100,000*						
Bournemouth	Pam Donnellan	Chief Executive	£124,889	£127,007	1.7%	Basic pay of £124,923.30; telephone allowance of £108; car and mileage allowance of £1,812.65; subsistence of £163.30	
	John Williams	Executive Director	£104,873	£109,915	4.8%	Basic pay of £103,869.04; car and mileage allowance of £1,974.71; subsistence of £1,040.44; relocation of £3,031.17	
	Judith Geddes	Executive Director	£103,175	£106,035	2.8%	Basic pay of £103,850.04; telephone allowance of £1; car and mileage allowance of £1,936.89; subsistence of £247.25	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Jane Portman	Executive Director	£103,325	£106,109	2.7%	Basic pay of £103,915.04; car and mileage allowance of £2,181.64; subsistence of £12.30	
Bracknell Forest	Tim Wheadon	Chief Executive	£157,731	£159,299	1.0%	Basic pay of £144,764-£156,638; essential user allowance/car allowance of £1,095; telephone allowance of £108; expenses of £7,395	Salary bands provided
	Vincent Paliczka	Director of Environment & Leisure	£108,646	£112,504	3.6%	Basic pay of £101,853 - £110,190; essential user allowance/car allowance of £1,095; telephone allowance of £108; expenses of £1,403	
	Tony Eccleston	Director of Education, Children's Services and Libraries	£118,494	-			
	Alison Sanders	Director of Corporate Services	£107,745	£111,225	3.2%	Basic pay of £104,348-£112,890; essential user allowance of £1,095; telephone allowance of £108; expenses of £1,403	
Bradford	?	Chief Executive	£174,208	£182,571	4.8%	Salary of £178,476; other remuneration of £4,095	Refused to release name or breakdown of

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	?	Deputy Chief Executive	£148,590	£152,230	2.4%	Remuneration band of £146,981-£157,479	remuneration
	?	Strategic Director, Corporate Services	£122,970	£137,931	12.2%	Remuneration band of £129,204-£146,657	
	?	Strategic Director, Children and Young People	£122,970	£133,331	8.4%	Remuneration band of £130,181-£136,480	
	?	Strategic Director, Culture, Tourism and Sport	£112,335	£112,335	0.0%	Remuneration band of £107,086-£117,583	
	?	Strategic Director, Customer Services	£112,335	-			
	?	Strategic Director, Environment and Neighbourhoods	£112,335	£112,335	0.0%	Remuneration band of £107,086-£117,583	
	?	Strategic Director, Adults	£112,335	£112,335	0.0%	Remuneration band of £107,086-£117,583	
	?	Strategic Director, Regeneration	£112,335	£118,563	5.5%	Remuneration band of £115,486-£121,639	
Braintree	Allan Reid	Chief Executive	£125,000	£125,000	0.0%	Salary band of £120,000-£129,999	Referred to the Statement of Accounts
Breckland	Tim Leader	Deputy Chief Executive	-	£106,303		Salary of £88,086.20; car allowance of £1,095; expenses of £1,266.03; pension of £15,855.52	
	Trevor Holden	Chief Executive	-	£129,723		Salary of £107,198.59; car allowance of £2,435; expenses of £793.47; pension of £19,295.78	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Brent	Gareth Daniel	Chief Executive	£180,290	£187,037	3.7%	Salary band of £172,935-£194,550; returning officer fees of £3,071.04; mileage of £223.06;	Salary bands provided
	Richard Saunders	Director of Environment and Culture	£126,644	£129,701	2.4%	Salary band of £118,893-£140,508	
	Duncan McLeod	Director of Finance and Resources	£126,718	£129,701	2.4%	Salary band of £118,893-£140,508	
	Philip Newby	Director of Policy and Regeneration	£126,765	£129,701	2.3%	Salary band of £118,893-£140,508	
	John Christie	Director of Children and Families	£126,727	£129,701	2.3%	Salary band of £118,893-£140,508	
	Martin Cheeseman	Director of Housing and Community	£126,693	£129,701	2.4%	Salary band of £118,893-£140,508	
	Valerie Jones	Director of HR and Diversity	£126,863	£172,063	35.6%	Salary band of £118,893-£140,508; redundancy of £27,206.08; severance of £13,603.04; lieu of annual leave of £1,552.93	
	Krutika Pau	AD Strategy and Partnerships	£100,000	£100,161	0.2%	Salary band of £91,869-£108,084; mileage of £184.32	
	Michael Read	AD Policy and Regulation	£100,000	£100,000	0.0%	Salary band of £91,869-£108,084	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Richard Boxer	Deputy Director Children and Families, Assistant Director Achievement and Inclusion	£100,000	£100,000	0.0%	Salary band of £91,869-£108,084	
	Terry Osborne	Borough Solicitor	£100,000	£100,000	0.0%	Salary band of £91,869-£108,084	
	Janet Palmer	AD Social Care	£100,000	-			
	Christabel Shawcross	AD Community Care	£100,000	£100,237	0.2%	Salary band of £91,869-£108,084; mileage of £260.63	
	Irfan Malik	AD Streets and Transportation	£100,000	£100,000	0.0%	Salary band of £91,869-£108,084	
	Peter Stachniewski	Deputy Director Finance	£100,000	£100,000	0.0%	Salary band of £91,869-£108,084	
	Susan Harper	Assistant Director of Leisure and Registration	-	£100,000		Salary band of £91,869-£108,084	
	Tracey Connage	Assistant Director, Human Resources	-	£100,000		Salary band of £91,869-£108,084	
	Mustafa Salih	Assistant Director, Children and Families	-	£100,000		Salary band of £91,869-£108,084	
	Tony Ellis	Assistant Director, Information Technology	-	£100,214		Salary band of £91,869-£108,084; mileage of £237.55	
	Toni McConville	Director of Communications and Diversity	-	£100,000		Salary band of £91,869-£108,084	
Brentwood	R McLintock	Chief Executive	£130,654	-			

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	A Stroulger	Deputy Chief Executive	-	£101,162		Salary of £93,956; car allowance of £6,538; private medical cover of £668	
Bridgend	Jo Farrar	Chief Executive	£123,677	£126,707	2.4%	Total banded remuneration of £122,323-£131,091	2007-08 bands did not have a midpoint of over £100,000
	Gareth Moss	Executive Director, Resources	£100,000	£100,752	0.8%	Total banded remuneration of £97,435-£104,068	
	Rhodri-Gwynn Jones	Executive Director, Environmental and Planning Services	£100,000	-			
	Tony Garthwaite	Executive Director, Strategic Change	-	£100,752		Total banded remuneration of £97,435-£104,068	
Bridgnorth	*No staff above £100,000*						
Brighton and Hove	John Barradell	Chief Executive	-	£172,470		Salary only	
	Joy Hollister	Director of Adult Social Care and Housing	-	£122,940		Salary only	
	Di Smith	Director of Children's Services	-	£122,940		Salary only	
	Alex Bailey	Director of Strategy and Governance	-	£115,315		Basic salary of £107,297.11 (includes payment for covering Chief Executive vacancy); ex-gratia payment of £8,000; car mileage of £17.80	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Jenny Rowlands	Director of Environment	£107,288	£110,144	2.7%	Basic salary of £100,143.96; ex-gratia payment of £10,000	
Bristol	*Data supplied for one year only; follow request up pending*						The data supplied covered one unspecified year
Broadland	Colin Bland	Chief Executive	£110,086	£108,359	-1.6%	Salary of £99,695.50; bonus of £1,926.66; lease car of £4,492; private health of £760..41; expenses of £751.58; returning officer fees of £733.50	
Bromley	Charles Obazuaye	Assistant Chief Executive	-	£102,500		Remuneration band of £100,000-£105,000	
	Nigel Davies	Director of Environment	-	£107,500		Remuneration band of £105,000-£110,000	
	?	Director of Environment and Leisure	£122,500	-		Did not provide name as this staff member is no longer employed by the Council	
	Gillian Pearson	Director of Children & Young People's Services	£122,500	£127,500	4.1%	Remuneration band of £125,000-£130,000	
	Mark Bowen	Director of Legal, Democratic and Customer Services	-	£122,500		Remuneration band of £120,000-£125,000	
	Paul Dale	Director of Resources	£127,500	£132,500		Remuneration band of £130,000-£135,000	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Terry Rich	Director of Adult and Community Services	£127,500	£132,500	3.9%	Remuneration band of £130,000-£135,000	
	Doug Patterson	Chief Executive (part year in 2007-08)	£112,500	£172,500	53.3%	Remuneration band of £170,000-£175,000	
Bromsgrove (shared with Redditch)	Kevin Dicks	Chief Executive	£115,032	£120,568	4.8%	Basic pay of £118,332; expenses including fares, mileage, and subsistence of £2,236.27	
Broxbourne	*Did not respond*						
Broxtowe	*No staff above £100,000*						
Buckinghamshire	Chris Williams	Chief Executive	£196,365	£200,185	1.9%	Salary range of £188,370-£207,000; benefits range of £0-£2,500	Information provided in calendar years
	Neil Gibson	Strategic Director	£138,206	£138,206	0.0%	Salary range of £129,311-£142,100; benefits range of £0-£5,000	
	Rita Lally	Strategic Director	£138,206	£138,206	0.0%	Salary range of £129,311-£142,100; benefits range of £0-£5,000	
	Sue Imbriano	Strategic Director	£138,206	£138,206	0.0%	Salary range of £129,311-£142,100; benefits range of £0-£5,000	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Dean Taylor	Strategic Director	£138,206	£138,206	0.0%	Salary range of £129,311-£142,100; benefits range of £0-£5,000	
	Gillian Hibberd	Corporate Director	£132,390	£132,390	0.0%	Salary range of £123,769-£136,010; benefits range of £0-£5,000	
Burnley	Steve Rumbelow	Chief Executive	£135,286	£137,984	2.0%	Salary of £110,204; elections payment of £2,250; car mileage of £3,041; employer's pension contribution of £22,041	No detailed remuneration breakdown given
Bury	?	?	£105,000	-			Did not supply names, positions or broken down remuneration details. In 2007-08 Bury complied in full, but refused to release more details this year on appeal.
	?	?	£135,000	-			
	?	?	-	£105,000		Remuneration band of £100,000-£109,999	
	?	?	-	£115,000		Remuneration band of £100,000-£109,999	
	?	?	-	£145,000		Remuneration band of £100,000-£109,999	
Caeprhilly	S Rosser	Chief Executive	£121,736	£132,674	9.0%		
	N Barnett	Director of Corporate Services	-	£100,856			

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Calderdale	Catherine Parkinson	Director of Corporate Services	£101,413	£103,974	2.5%	Salary of £101,257.32; back pay of £1,640.64; phone rent of £160.50; phone calls of £9.45; miscellaneous of £28.22; lump sum of £849; VAT of £28.94	
	Jonathan Phillips	Director of Health and Social Care	£110,477	£115,699	4.7%	Salary of £112,505.32; back pay of £1,822.64; miscellaneous of £19.35; lump sum of £849; mileage of £482.91; VAT of £19.29	
	Carol White	Group Director Children & Young Peoples Services	£112,960	-			
	Owen Williams	Deputy Chief Executive/Chief Executive in 2007-08, and Chief Executive in 2008-09	£119,976	£144,064	20.1%	Salary of £135,415.09; back pay of £1,354.87; election fee of £5,636.56; miscellaneous of £7.73; lump sum of £849; mileage of £771.63; VAT of £29.47	
	Kersten England	Group Director of Community Services	-	£100,888		Salary of £98,444.32; back pay of £1,594.64; lump sum of £849	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Cambridge	Robert Hammond	Chief Executive	£120,061	£134,706	12.2%	Salary band of £125,000-£130,000; travel allowances and expenses of £833; payments for returning officer duties of £6,373	
Cambridgeshire	?	Deputy Chief Executive	£154,245	£158,630	2.8%		Salary bands provided. It was unclear which member of staff received which remuneration package given in the response.
	?	Deputy Chief Executive	£100,000	£100,000	0.0%		
	?	Deputy Chief Executive	£100,000	£100,000	0.0%		
	?	Deputy Chief Executive	£100,000	£100,000	0.0%		
	?	Director of Finance, Performance and Property	£103,770	£113,411	9.3%	Salary band of £110,000-£114,999; expenses of £910.53	
	?	Chief Executive	-	£200,998		Salary band of £195,000-£199,999; expenses of £3,497.92	
	?	Service Director, Strategy and Commissioning (Children and Young People's Service)	-	£104,059		Salary band of £100,000-£104,999; expenses of £1,558.75	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Camden	*Refused to answer*						Refused to provide the names, positions or salary details of any staff on £100,000 or more. Decision upheld on appeal
Cannock Chase	Stephen Brown	Chief Executive	£112,781	£115,463	2.4%	Salary of £112,281.64; PC allowance of £1,350; mileage of £927.63; expenses of £54.40; car allowance of £849	
Canterbury	Colin Carmichael	Chief Executive	£128,655	£135,956	5.7%	Salary band of £130,000-£140,000; deputy returning officer payments of £954.58	
Cardiff	B Davies	Chief Executive	£177,500	£207,500	16.9%	Salary band of £175,000-£179,999; one off back payment band of £15,000-£19,999; returning officer fees of £10,000-£14,999	Salary bands provided
	N Bhardwaja	Corporate Director, Social	£117,500	£127,500	8.5%	Remuneration band of £125,000-£129,999	
	E Evans	Corporate Director, Sustainable	£117,500	-			
	T Morgan	Corporate Director, Major Projects	£117,500	£127,500	8.5%	Remuneration band of £125,000-£129,999	
	S Phillips	Corporate Director, Environment	£117,500	£127,500	8.5%	Remuneration band of £125,000-£129,999	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	C Salter	City and County Treasurer	-	£107,500		Remuneration band of £105,000-£109,999	
	K Berry	City and County Solicitor	-	£103,000		Remuneration band of £100,000-£105,999	
Carlisle	Maggie Mooney	Town Clerk and Chief Executive	£110,927	£125,268	12.9%	Salary of £104,462.04; honoraria of £12,000; car allowance of £8,082.96; non taxable mileage of £478.09; public transport expenses of £113.30; subsistence expenses of £69.15; miscellaneous non taxable expenses of £48.40; hotel expenses of £14.25. Honoraria payment for the period when shared chief executive arrangements were in place with Allerdale Borough Council.	
Carmarthenshire	Vernon Morgan	Director of Education & Children's Services	£117,962	£122,146	3.5%	Total salary of £118,405; travelling/business expenses of £3,741.15	
	Dave Gilbert	Director of Regeneration & Leisure (Deputy Chief Executive)	£125,950	£131,658	4.5%	Total salary of £129,415.56; travelling/business expenses of £2,242.18	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Richard Workman	Director Of Technical Services	£119,480	£122,350	2.4%	Total salary of £118,410; travelling/business expenses of £3,940.30	
	Paul Thomas	Assistant Chief Executive (People Management & Performance)	-	£104,388		Total salary of £103,292.89; travelling/business expenses of £1,095	
	Mark James	Chief Executive	£165,702	£169,005	2.0%	Total salary of £164,847.04; travelling/business expenses of £4,157.89	
	Bruce McLernon	Director of Social Care, Health and Housing	£118,364	£121,031	2.3%	Total salary of £118,410; travelling/business expenses of £2,621.14	
	Roger Jones	Director of Resources	£118,079	£121,532	2.9%	Total salary of £118,410; travelling/business expenses of £3,122.20	
Carrickfergus	*No staff above £100,000*						
Castle Point	David Marchant	Chief Executive	£145,000	£155,000	6.9%	Remuneration band of £150,000-£160,000	Salary band provided. Referred to the website for names
	Devinia Board	Strategic Director Improving the Borough	-	£105,000		Remuneration band of £100,000-£110,000	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Andrew Smith	Strategic Director Improving the Council	-	£105,000		Remuneration band of £100,000-£110,000	
	Alan Longford	Director of Health and Housing	-	£115,000		Remuneration band of £110,000-£120,000	
Castlereagh	*No staff above £100,000*						
Ceredigion	E Bronwen Morgan	Chief Executive	£101,480	£106,059	4.5%	Taxable pay of £100,119.12; returning officer of £4,804.20; p11D benefits of £1,136	
Charnwood	Brian Hayes	Chief Executive	£127,006	£118,149	-7.0%	Salary of £114,327; essential fees of £1,095; user mileage of £2,143.40; returning officer fees of £564.11; parking expenses of £19.60	
Chelmsford	N Eveleigh	Director of Financial Services	£105,000	£119,000	13.3%	Gross pay of £113,000; non taxable benefits of £1,000; taxable benefits of £5,000	
	D Green	Director of Sustainable Communities	£107,000	£120,000	12.1%	Gross pay of £113,000; non taxable benefits of £1,000; taxable benefits of £6,000	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	J Clare	Deputy Chief Executive	£127,000	£136,000	7.1%	Gross pay of £130,000; non taxable benefits of £1,000; taxable benefits of £5,000	
	S Packham	Chief Executive	£156,000	£170,000	9.0%	Gross pay of £169,000; non taxable benefits of £1,000	
	L Goodwin	Director of Corporate Services	-	£119,000		Gross pay of £113,000; non taxable benefits of £1,000; taxable benefits of £5,000	
	?	?	£101,000	-			
	?	?	£113,000	-			
Cheltenham	Michael North	Chief Executive	£109,842	£111,100	1.1%	Salary of £108,082.84; car mileage of £1,309.37; essential car user allowance of £1,095; attendance allowance of £432; expenses of £180.50	
Cherwell	Mary Harpley	Chief Executive	£128,064	£107,643	-15.9%	Salary of £99,729; car allowance of £7,781.59; other allowances of £132	Refused to provide names or positions of staff in 2007-08 as they received redundancy payments
	?	?	£129,722	-			
	?	?	£127,613	-			
	?	?	£115,780	-			
	?	?	£101,665	-			

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Cheshire	Charles Taylor	Chief Executive	£169,083	£173,226	2.5%		
	Joan Feenan	Director of Children's Services	£111,595	£114,329	2.4%		
	John Weeks	Director of Social Services	£111,595	£130,000	16.5%		
	Thomas McCabe	Director of Environment	£111,595	-			
	Paul Heath	Director of Policy and Resources	£106,019	£108,616	2.4%	The 2008-09 figure is as a member of staff in the new unitary authority, Cheshire West and Chester. A shadow Council was set up in the year prior its formal establishment in April 2009.	
	Janet Burns	Director of People and Partnerships	£106,019	£108,616	2.4%		
	Linda Brown	Director of Children's Services	-	£114,329			
	John Nicholson	Strategic Director, Places	-	£114,329		The 2008-09 figure is as a member of staff in the new unitary authority, Cheshire East. A shadow Council was set up in the year prior its formal establishment in April 2009.	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Cheshire East 'shadow' Council	Erika Wenzel	Chief Executive	-	£175,000		Salary band of £170,000-£180,000. Appointed head of Cheshire East in the year prior to its formal establishment	
Chesterfield	*No staff above £100,000*						
Chichester	J Marsland	Chief Executive	£122,683	£121,986	-0.6%	Basic pay of £115,488; car allowance of £5,664; long service of £68; phone rental of £237.52; travel and subs of £93.52; election fees of £435.39	
	R Benny	Deputy Chief Executive	£103,388	£110,356	6.7%	Basic pay of £103,941; car allowance of £5,664; long service of £101; phone rental of £202.40; travel and subs of £217.02; election fees of £231	
	S Howes	Deputy Chief Executive	£104,080	£111,616	7.2%	Basic pay of £103,941; car allowance of £5,664; long service of £68; phone rental of £1,785.08; travel and subs of £217.02	
Chiltern	Alan Goodrum	Chief Executive	£102,706	£104,286	1.5%		No detailed remuneration breakdown given

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Chorley	Donna Hall	Chief Executive	£126,198	£132,712	5.2%	Salary of £127,456.67; employer's lease car contribution of £4,682.43; expenses of £572.65	
Christchurch	*Did not respond*						
City of London	C Duffield	Town Clerk	£116,525	£125,375	7.6%	Salary band of £123,900-£126,850	Salary bands provided
	P Everett	Director of Environmental Services	£116,025	£125,125	7.8%	Salary band of £122,850-£127,400	
	J Goodall	Director of Community and Children's Services	£117,500	£122,500	4.3%	Salary band of £123,900-£126,850	
	P Rees	City Planning Officer	£122,500	£122,500	0.0%	Salary band of £120,000-£125,000	
	G Sheffield	Arts Director, Barbican	£117,500	£127,500	8.5%	Salary band of £125,000-£130,000	
	N Kenyon	Managing Director, Barbican	-	£167,500		Salary band of £165,000-£170,000	
	M Taylor	Commercial and Buildings Director, Barbican	-	£107,500		Salary band of £105,000-£110,000	
Clackmannanshire	*No staff above £100,000*						
Colchester	Adrian Pritchard	Chief Executive	£118,507	£118,339	-0.1%	Salary of £112,306.79; returning officer fees of £3,000	No figure for Mike Crouch provided for 2007-08

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Mike Crouch	Executive Director	-	£169,310		Salary of £91,760.63; termination payments of £77,549.64	remuneration.
Coleraine	*No staff above £100,000*						
Congleton	Chief Executive	?	-	£105,000		Salary band of £105,000-£110,000	Refused to provide name as Macclesfield is now part of the Cheshire East unitary authority, and the person is no longer in post
Conwy	?	Head of Service Property Services	£117,353	-			All members of staff in 2007-08 included a payment of discretionary compensation, except Chief Executive
	?	Chief Executive	£113,633	£174,577	53.6%	Salary of £41,931.11; discretionary compensation of £132,040; travel and expenses of £605.94	
	?	Head of Administration and Democratic Services	£128,046	-			
	?	Head of Public Protection	£120,338	-			
	?	Head of Highways and Transport	£138,125	-			
	?	Head Of Service Professional Development and Standards	£152,822	-			

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	?	Head of Planning	£159,977	-			
	?	Head of Leisure and Community Development	£143,411	-			
Cookstown	*Did not respond*						
Copeland	*Did not respond*						
Corby	*No staff above £100,000*						
Cornwall	*Did not respond*						After several attempts and reminders to provide a response to our request, Cornwall has still not responded, nearly 4 months on. A clear breach of the FOI Act.
Cotswold	*Did not respond*						
Coventry	John McGuigan	Director of City Development	£106,300	£125,108	17.7%	Received an honorarium payment for covering the joint Chief Executive position. Salary of £107,756.04; honorarium of £15,767.66; expenses of £1,584.79	
	Stella Manzie	Chief Executive	£145,770	-			

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Colin Green	Director of Children, Learning & Young People	£111,126	£120,488	8.4%	Salary of £120,208.22; expenses of £279.63	
	Stephen Pickering	Director of City Services	£101,988	£107,951	5.8%	Salary of £107,756.04; expenses of £194.60	
	C West	Director of Finance & ICT	-	£102,931			
	BM Messinger	Director of Children, Learning & Young People	-	£119,975		Received an honorarium payment for covering the joint Chief Executive position. Salary of £101,772.36; honorarium of £17,711.60; expenses of £490.74	
	LD Bull	Head of Adult Services	-	£113,488		Received an honorarium payment for covering the Director of Community Services position. Salary of £83,549.04; honorarium of £29,939.04	
Craigavon	*Did not respond*						
Craven	*No staff above £100,000*						
Crawley	*Did not respond*						
Crewe and Nantwich	*No staff above £100,000*						

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Croydon	*Did not respond*						After several attempts and reminders to provide a response to our request, Croydon have still not responded, nearly 4 months on. A clear breach of the FOI Act.
Cumbria	Jill Stannard	Corporate Director Adults (acting Chief Executive in 2008-09)	£105,000	£135,000	28.6%	Salary band of £130,000-£140,000	Salary bands provided
	Clive Pickering	Corporate Director Client Services	£105,000	-			
	Anthony Gardner	Corporate Director Strategy and Performance	£105,000	-			
	Moira Swann	Corporate Director Children's Services	£115,000	£135,000	17.4%	Salary band of £130,000-£140,000	
	Bob Mather	Corporate Director Finance and Central Services	£135,000	-			
	Peter Stybelski	Chief Executive	£165,000	-		Salary band of £160,000-£170,000	
	Dominic Harrison	Corporate Director Safer & Stronger Communities	-	£115,000		Salary band of £115,000-£120,000	
	Jim Savege	Corporate Director Organisational Development	-	£125,000		Salary band of £120,000-£130,000	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Dacorum	Daniel Zammit	Chief Executive	£122,963	£129,394	5.2%	Basic pay of £123,620; car allowance of £4,800; mileage and parking of £553; subscription of £390; sport pass of £31	
Darlington	Ada Burns	Chief Executive	£155,760	£159,194	2.2%	Salary of £156,720; essential car user payments of £2,473.95	
	Murray Rose	Director of Children's Services	£107,054	£109,297	2.1%	Salary band of £97,920-£115,725; essential car user payments of £2,473.95	
	Cliff Brown	Director of Community Services	£112,347	£121,603	8.2%	Salary band of £97,920-£115,725; honoraria of £4,000; internet connection of £215.88; expenses of £12.00; personal allowance of £8,000; essential car user payments of £2,473.95; telephone rental of £78.00	
	Paul Wildsmith	Director of Corporate Services	£107,610	£109,575	1.8%	Salary band of £97,920-£115,725; essential car user payments of £2,592.55; telephone rental of £161.04	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Dartford	Graham Harris	Managing Director	£114,374	£117,248	2.5%	Basic salary of £103,586; travel allowance of £12,948; benefit in kind of £714	
	Chris Oliver	Executive Director	£101,576	£104,230	2.6%	Basic salary of £92,014; travel allowance of £11,502; benefit in kind of £714	
Daventry	*No staff above £100,000*						
Denbighshire	I Miller	Chief Executive	£120,149	-		Basic pay of £104,607; benefits in kind of £443.34; car allowances/expenses of £3,108.40; returning officer fees of £5,474; fire service of £6,516.72	
Derby	R Cowlishaw	Chief Executive	£143,649	£147,216	2.5%	Salary range of £140,508-£151,314; essential car user allowance of £1,095; telephone allowance of £210	
	Don McLure	Corporate Director, Resources	£111,589	£114,336	2.5%	Salary range of £108,084-£118,890; essential car user allowance of £849	
	A Flack	Corporate Director, Children and Young People	£111,825	£114,582	2.5%	Salary range of £108,084-£118,890; essential car user allowance of £1,095	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	M Foote	Corporate Director, Corporate & Adult Services & Deputy Chief Executive	£117,546	£120,467	2.5%	Salary range of £113,490-£124,233; essential car user allowance of £1,095; telephone allowance of £210; returning officer fees of £300	
	J Guest	Corporate Director, Regeneration and Community	£111,999	£114,792	2.5%	Salary range of £108,084-£118,890; essential car user allowance of £1,095; telephone allowance of £210	
	P Robinson	Corporate Director, Environmental Services	-	£114,582		Salary range of £108,084-£118,890; essential car user allowance of £1,095	
Derbyshire	N Hodgson	Chief Executive	£143,584	£147,517	2.7%	Salary band of £129,927-£142,923; plusage of £8,133; car mileage allowance of £1,683.16; lump sum car allowance of £1,003.75; subsistence of £123.20; telephone allowance of £148.56	Salary bands provided
	B Buckley	Deputy Chief Executive and Strategic Director for Children and Younger Adults Services	£117,511	£125,703	7.0%	Salary band of £117,832-£129,616; car mileage of £818.09; lump sum car allowance of £1,056; telephone allowance of £148.56	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	W Robertson	Strategic Director for Adult Social Services	£112,919	£116,132	2.8%	Salary band of £108,087-£118,895; car mileage allowance of £1,347.89; lump sum car allowance of £1,095; subsistence of £50; telephone allowance of £148.56	
	I Stephenson	Strategic Director for Environmental Services	-	£116,031		Salary band of £108,087-£118,895; car mileage allowance of £1,272.79; lump sum car allowance of £1,095; subsistence of £23.50; telephone allowance of £148.56	
Derbyshire Dales	David Wheatcroft	Chief Executive	£124,375	£123,390	-0.8%	Basic pay of £117,834.96; telephone allowance of £164.56; LGA conference of £1,209.64; car parking of £9.60; mileage of £102.77; lease car of £4,046.83; public transport of £22.10	
Derry	*No staff above £100,000*						
Devon	P Norrey	Chief Executive	£154,530	£157,477	1.9%		

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	E Chorlton	Deputy Chief Executive and Executive Director of Environment, Economy and Culture	£141,780	£141,046	0.5%		
	A Whiteley	Director of Children and Young People's Services	£130,921	£129,700	-0.9%		
	D Johnstone	Director of Adult and Community Services	£127,338	£129,700	1.9%		
	J Mills	Director of Finance, IT and Trading	£126,598	£129,700	2.5%		
	H Barnes	Director of Personnel and Performance	£126,631	£129,700	2.4%		
	R Gash	County Solicitor	£126,601	£129,700	2.4%		
	D Magill	Deputy Director, Children and Young People's Services	£110,721	-			
	?	Coroner	£105,000	-			
	?	Head of Finance Services	-	£115,000		Remuneration band of £110,000-£120,000	
	?	Director of Learning and Services	-	£105,000		Remuneration band of £100,000-£110,000	
Doncaster	P Hart	Chief Executive	£176,113	£180,539	2.5%		Refused to release name of one staff member, as the Council considered them to be junior
	P Dale	Director of Development	£132,404	£131,925	-0.4%	Salary of £113,558.96; benefits allowance of £3,300; performance related pay of £15,065.94	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	P Evans	Director of Legal and Acting Strategic Director of Corporate Services	£117,624	£133,805	13.8%	Salary as Director of Legal of £18,614.28; salary as Acting Strategic Director of Corporate Services of £98,622.59; benefits allowance of £2,500; performance related pay of £14,068.38	
	J Wright	Director of Finance and Acting Community Director	£114,307	£121,165	6.0%	Salary as Director of Finance of £47,069.42; benefits allowance of £1,458.33; performance related pay of £11,077.50; redundancy of £52,594.11; salary as Acting Community Director of £8,965.74	
	T Michael	Strategic Director of Policy, Partnerships and Governance	£110,378	-			
	J Miller	Director of Neighbourhoods and Communities	-	£138,313		Salary of £122,793.14; benefits allowance of £2,500; performance related pay of £13,019.57	
	J Beck	Director of Adult Services	-	£126,562		Salary of £111,958.07; benefits allowance of £2,500; performance related pay of £12,103.43	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	?	?	-	£100,000		A member of staff received over £100,000, including a redundancy payment	
	K Leigh	Director of People and Performance Improvement	-	£110,463		Salary of £96,885.34; benefits allowance of £2,500; performance related pay of £11,077.50	
	S Chew	Assistant Director of School and Learning Engagement	-	£103,840		Salary of £92,900.65; benefits allowance of £2,500; performance related pay of £8,439.76	
Dorset	David Jenkins	Chief Executive	£165,955	£170,081	2.5%	Salary of £164,306; lease car subsidy of £4,500; private medical insurance of £1,275	
	Elaine Taylor	Director of Corporate Resources	£126,442	£132,598	4.9%	Salary of £126,961; lease car subsidy of £4,500; private medical insurance of £1,137	
	Stephen Pitt	Director of Adult and Community Services	£116,921	£122,548	4.8%	Salary of £118,048; lease car subsidy of £4,500	
	Miles Butler	Director for Environment	£120,694	£126,558	4.9%	Salary of £120,921; lease car subsidy of £4,500; private medical insurance of £1,137	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Stephen Prewett	Director for Children's Services	£116,921	£122,548	4.8%	Salary of £118,048; lease car subsidy of £4,500	
	John Nash	Director for Children's Services	-	£109,430		Salary only	
	Paul Kent	Chief Financial Officer	£101,876	£106,630	4.7%	Salary of £102,130; lease car subsidy of £4,500	
Dover	Nadeem Aziz	Chief Executive	£111,421	£113,980	2.3%	Salary of £104,945; car allowance of £9,035	
Down	*No staff above £100,000*						
Dudley	A Sparke	Chief Executive	£159,452	£194,600	22.0%	Salary of £88,033.75; honorarium of £3,713.50; additional duties of £2,333.31; mileage of £725.53; travel of £21.75; subsistence of £4.05; expenses of £595.55; holiday pay of £13,191.24; redundancy of £85,981	
	J Freeman	Director of Children's Services	£113,984	-			
	J Polychronakis	Director of Law & Property	£128,468	£143,325	11.6%	Salary of £123,642.97; honorarium of £5,718.20; additional duties of £13,963.33	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	M Williams	Director of Finance, ICT & Procurement	£130,798	£136,102	4.1%	Salary of £104,604; additional duties of £28,320; mileage of £1,091.75; subsistence of £80; holiday pay of £2,006.11	
	L Sanders	Director of Adult, Community & Housing Services	£103,155	£106,019	2.8%	Salary of £104,604; mileage of £1,042.27; travel of £12.40	
	J Millar	Director of the Urban Environment	£103,155	£105,696	2.5%	Salary of £104,604; mileage of £1,091.75	
	C Wrigley	Assistant Director Children's Services	£146,264	-			
	P Hinkley	?	£108,779	-			
Dumfries and Galloway	Phil Jones	Chief Executive	£126,435	£129,455	2.4%	Gross taxable benefit of £129,370.57; expenses of £84.60	
Dundee	David Dorward	Chief Executive	£126,345	£129,504	2.5%		
Dungannon	*No staff above £100,000*						
Durham	*Did not respond*						
Ealing	?	Director of Built Environment	£100,000	£100,000	0.0%		Refused to provide full salary details for some staff. Salary in bands and no remuneration details; salary alone was below
	?	Group Services Head, Planning and Comm.	£100,000	£100,000	0.0%		
	?	Director of Business Services	£100,000	£100,000	0.0%		
	?	Director of Policy and Performance	£100,000	£100,000	0.0%		

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	?	Director of Corporate Finance and Audit	£100,000	£100,000	0.0%		£100,000.
	?	Director of Schools Service	£100,000	£100,000	0.0%		
	?	Executive Director of Regeneration and Housing	£123,695	£126,728	2.5%	Salary band of £120,444-£133,011	
	?	Executive Director of Environment and Customer Service	£123,695	£126,728	2.5%	Salary band of £120,444-£133,011	
	?	Executive Director of Corporate Resources	£123,695	£126,728	2.5%	Salary band of £120,444-£133,011	
	?	Chief Executive	£168,800	£172,937	2.5%	Salary band of £167,532-£178,341	
	?	Director of Adult Services	-	£100,000			
	?	Director of Human Resources and Organisational Development	-	£100,000			
	?	Director of Legal and Democratic Services	-	£100,000			
	?	Director of Housing	-	£100,000			
	?	Director of Children and Families	-	£100,000			
East Ayrshire	F Lees	Chief Executive	£115,818	£118,713	2.5%		
	G Short	Executive Director of Educational and Social Services	£101,985	£104,535	2.5%		

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
East Cambridgeshire	J Hill	Chief Executive	£114,755	£123,789	7.9%	Salary of £114,993.75; car benefit of £8,189; other benefit of £606.21	
East Devon	?	Chief Executive	£100,000	£100,000	0.0%		Refused to provide any remuneration details or the name of the staff member. Appeal still pending
East Dorset	Alan Breakwell	Chief Executive	£107,991	£102,095	-5.5%	Salary of £93,357; telephone allowance of £156.56; mileage expenses of £149.93; benefits in kind of £7,363; election fees of £1,068.50	
East Dunbartonshire	*Did not respond*						
East Hampshire	Will Godfrey	Chief Executive	£119,247	£113,927	-4.5%	Salary of £112,598; expenses of £1,329.07	
East Hertfordshire	Anne Freimanis	Chief Executive	£130,267	£131,794	1.2%	Salary of £125,267; car allowance of £5,000; expenses of £261.36; returning officer of £212.36; bupa payment of £1,053	Name and breakdown not provided for the Head of Leisure for 2007-08 as it included a redundancy payment
	?	Head of Leisure	£127,156	-			
East Lindsey	*Did not respond*						

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
East Lothian	Alexander McCrorie	Acting Chief Executive	£102,172	-			
	Alan Blackie	Chief Executive	-	£108,150		Salary of £106,125; car and mileage expenses and allowances of £1,999.06; subsistence of £25.49	
East Northamptonshire	David Oliver	Chief Executive	£101,670	£104,632	2.9%	Basic pay of £97,942; travel claims of £244.82; subsistence of £3.00; broadband of £214.73; returning officer fees of £560.30; car allowance of £5,413.80, private health insurance £252.89	
East Renfrewshire	Lorraine McMillan	Chief Executive	£106,125	£108,777	2.5%		No breakdown of total remuneration given
East Riding	B Adams	Director of Policy Partnerships and Improvement	£116,120	£135,870	17.0%	Salary of £130,836.08; car allowance of £4,669.01; mileage and expenses of £365.07	
	S Lockwood	Director of Corporate Resources	£115,767	£135,646	17.2%	Salary of £130,836.08; car allowance of £4,668.96; mileage and expenses of £141.38	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	A Menzies	Director of Planning and Economic Regeneration	£105,780	£128,731	21.7%	Salary of £123,687.26; car allowance of £4,668.96; mileage and expenses of £374.66	
	N Pearson	Chief Executive	£160,359	£176,374	10.0%	Salary of £169,631.17; car allowance of £6,251.04; mileage and expenses of £492.11	
	M Buckley	Head of Legal and Democratic Services	-	£102,088		Salary of £98,352; car allowance of £3,735.98	
	S Button	Head of Finance	-	£104,468		Salary of £98,270.06; responsibility allowance of £6,027.31; mileage and expenses of £170.72	
	P Holmes	Assistant Director of Children and Young People	-	£102,464		Salary of £98,352; car allowance of £3,735.98; mileage and expenses of £376.41	
	N Leighton	Director of Environment and Neighbourhood Services	-	£100,350		Salary of £96,303; car allowance of £4,046.98	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	A Michalska	Director of Children Family and Adult Services	-	£130,987		Salary of £125,765.41; car allowance of £4,668.96; mileage and expenses of £552.27	
	H Roberts	Director of Energy from Waste	£116,087	£135,809	17.0%	Salary of £130,836.08; car allowance of £4,668.96; mileage and expenses of £303.46	
East Staffordshire	Jeanette McGarry	Chief Executive	-	£196,333		Salary band of £70,000-£80,000; redundancy of £121,333.33	
East Sussex	Cheryl Miller	Chief Executive	£156,803	£170,016	8.4%		No detailed remuneration breakdown given. Midpoint of some 2007-08 remuneration bands fell below £100,000
	Sean Nolan	Deputy Chief Executive and Director of Corporate Resources	£133,281	£144,513	8.4%		
	Matt Dunkley	Director of Children's Services	£124,620	£127,362	2.2%		
	Andrew Ogden	Director of Law and Personnel	£106,118	£120,579	13.6%		
	Keith Hinkley	Director of Adult Social Care	£106,118	£120,579	13.6%		
	Becky Shaw	Director of Policy and Communications	£106,118	£120,579	13.6%		
	Helen Davies	Deputy Director of Children's Services	£100,000	£101,891	1.9%		

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Penny Gaunt	Deputy Director of Children's Services	£100,000	£101,891	1.9%		
	Rupert Clubb	Director of Transport and Environment	-	£120,579			
	Richard Hemsley	Deputy Director	-	£100,000			
Eastbourne	Martin Ray	Chief Executive	£101,246	£101,687	0.4%	Total remuneration	
Eastleigh	*Refused to answer*						Council refused to provide any personal information. Appeal still pending
Eden	*No staff above £100,000*						
Edinburgh	Thomas Aitchison	Chief Executive	£150,963	£154,798	2.5%	Basic pay of £154,686; car mileage and expenses of £112.40	Refused to release some names, as the Council considered them to be a junior staff member.
	Mark Turley	Director of Services for Communities	£115,279	£119,240	3.4%	Basic pay of £117,573; car mileage and expenses of £1,667.42	
	Andrew Holmes	Director of City Development	£114,792	-			
	James Inch	Director of Corporate Services	£115,439	£117,311	1.6%		
	Donald McGougan	Director of Finance	£113,926	£117,229	2.9%	Basic pay of £117,088.04; car mileage and expenses of £141.30	
	Gillian Tee	Director of Children and Families	£109,911	£133,896	21.8%		

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	David Anderson	Director of City Development	-	£117,573			
	?	?	-	£103,006		Includes an unspecified leave payment	
	?	?	-	£101,476		Includes an unspecified leave payment	
Eilean Siar	Malcolm Burr	Chief Executive	£124,082	£126,328	1.8%	Salary of £123,488.40; telephone charges of £187.46; travel and subsistence of £2,652.51	
	Murdo Macleod	Director of Education	-	£128,211		Salary of £125,677.75; telephone charges of £104.52; travel and subsistence of £2,428.72	
Ellesmere Port	B Harvey	Chief Executive	£105,732	£108,322	2.4%		

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Elmbridge	Rob Moran	Chief Executive	£111,701	£123,497	10.6%	Salary of £112,168; committee attendance allowance of £1,541; sell annual leave of £2,163; elections of £2,505; leased car of £4,638; mileage of £125; travel reimbursement of £28; professional subscription of £306; bank allowance of £3	
	David Wiltshire	Strategic Director, Resources	£104,084	£106,589	2.4%	Salary of £98,445; leased car of £5,675; mileage of £855; professional subscription of £306; medical insurance of £1,305; bank allowance of £3	
Enfield	*Refused to answer*						Refused to provide the names, positions and salary details of officers. Appeal still pending
Epping Forest	Peter Haywood	Chief Executive (Joint Chief Executive in 2007-08)	£139,206	£150,463	8.1%		
	John Scott	Joint Chief Executive	£133,844	-			

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Epsom and Ewell	David Smith	Chief Executive	£115,121	£119,496	3.8%	Salary of £104,731.13; car allowance of £7,773; subsistence allowance of £4,444.04; bonus of £2,548	
Erewash	?	Chief Executive	£100,000	£100,000	0.0%		Provided salary bands of £50,000
Essex	?	Chief Executive	£255,000	£265,000	3.9%	Remuneration band of £260,000-£270,000	Refused to release name or breakdown of remuneration
	?	Director for External Relations & Partnerships	£205,000	-			
	?	Service Director for Adult Social Care	£165,000	£165,000	0.0%	Remuneration band of £160,000-£170,000	
	?	Director for Corporate Resources	£165,000	-			
	?	Director for Children's Services	£155,000	£145,000	-6.5%	Remuneration band of £140,000-£150,000	
	?	Service Director for Environment and Commerce (became Director of Children's Services part-way through 2008-09)	£135,000	£165,000	22.2%	Remuneration band of £160,000-£170,000	
	?	Director for Development, Highways and Transportation	£135,000	-			
	?	Head of Information Services	£115,000	-			

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	?	Executive Director for IS, Performance and Programmes	£115,000	£135,000	17.4%	Remuneration band of £130,000-£140,000	
	?	Director for Adult Mental Health Services	£115,000	-			
	?	Head of Community Social Work	£115,000	-			
	?	Service Director for Vulnerable Children and Young People	£115,000	-			
	?	County Solicitor	£105,000	£105,000	0.0%	Remuneration band of £100,000-£110,000	
	?	Commissioning and Procurement Manager	£105,000	-			
	?	Head of Procurement and Direct Services	£105,000	-			
	?	Assistant Chief Executive	-	£135,000		Remuneration band of £130,000-£140,000	
	?	Executive Director for Finance	-	£135,000		Remuneration band of £130,000-£140,000	
	?	Coroner	-	£125,000		Remuneration band of £120,000-£130,000	
	?	Assistant Director, School Improvement and Early Years	-	£125,000		Remuneration band of £120,000-£130,000	
	?	Head of Finance	-	£125,000		Remuneration band of £120,000-£130,000	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	?	Executive Director, Environment, Sustainability & Highways	-	£115,000		Remuneration band of £110,000-£120,000	
	?	Director of Human Resource and Customer Excellence	-	£115,000		Remuneration band of £110,000-£120,000	
	?	Deputy Director for Vulnerable Children and Young People	-	£115,000		Remuneration band of £110,000-£120,000	
	?	Head of Corporate Finance	-	£105,000		Remuneration band of £100,000-£110,000	
	?	Head of Quality and Organisational Development	-	£105,000		Remuneration band of £100,000-£110,000	
	?	Head of Care	-	£105,000		Remuneration band of £100,000-£110,000	
	?	Service Manager, Emergency Duty Service	-	£105,000		Remuneration band of £100,000-£110,000	
	?	Assistant Director, Strategy & Business	-	£105,000		Remuneration band of £100,000-£110,000	
Exeter	Philip Bostock	Chief Executive	£105,000	£115,000	9.5%		No detailed remuneration breakdown given
Falkirk	Mary Pitcaithly	Chief Executive	£122,963	£125,975	2.4%		
	Stuart Ritchie	Director of Corporate & Neighbourhood Services	-	£101,120			
Fareham	Alan Davies	Chief Executive	-	£113,073		No bonuses or other payments	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Fenland	Tim Pilsbury	Chief Executive	£155,000	£165,000	6.5%	Remuneration band of £160,000-£169,999; includes salary and car allowance	Salary bands provided
	Sandra Claxton	Deputy Chief Executive	£105,000	£105,000	0.0%	Remuneration band of £100,000-£109,999; includes salary and car allowance	
	Matthew Taylor	Executive Director, Finance	£105,000	-		Remuneration band of £100,000-£109,999; includes salary and car allowance	
	Paul Medd	Executive Director	-	£105,000		Remuneration band of £100,000-£109,999; includes salary and car allowance	
Fermanagh	*No staff above £100,000*						
Fife	Ronnie Hinds	Chief Executive	£142,660	£146,402	2.6%	Salary of £145,805.99; mileage expenses of £337.20; public transport costs of £258.50	
	Kenneth Greer	Executive Director Education	£103,198	£105,799	2.5%	Salary only	
	Stephen Moore	Executive Director Social Work	£103,696	£106,510	2.7%	Salary of £105,799; mileage expenses of £666.80; public transport costs of £44.15	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Eric Byiers	Executive Director Local Community and Housing	£103,562	£106,047	2.4%	Salary of £105,799; mileage expenses of £231.20; public transport costs of £16.40	
	Ernest B Lawrie	Executive Director Finance and Resources	£103,823	£106,355	2.4%	Salary of £105,799; mileage expenses of £236; public transport costs of £320.20	
	Mike Enston	Executive Director Performance and Organisational Support	£105,573	£105,858	0.3%	Salary of £105,799; mileage expenses of £21; public transport costs of £14.80; subsistence of £22.92	
	Stuart Nichol	Executive Director Environment & Developments Services	£104,120	£106,891	2.7%	Salary of £105,799; mileage expenses of £635.60; public transport costs of £341.75; subsistence of £114.28	
	?	Forensic Medical Examiner	£127,084	£121,583	-4.3%	Salary of £79,415.86; mileage expenses of £1,093.58; public transport of £45; subsistence of £6.36; on-call costs of £41,022	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Flintshire	Colin Everett	Chief Executive	-	£146,522		Basic pay of £121,282.20; telephone allowance of £159.96; honorarium of £6,000; arrears of £1,203.35; business casual of £1,146.40; returning officer fees of £225; pay adjustment of £16,505	
Forest Heath	*No staff above £100,000*						
Forest of Dean	Tim Perrin	Chief Executive	-	£100,466		Salary of £98,725; expenses of £69; meeting allowances of £577; car allowance of £1,095	
Fylde	Philip Woodward	Chief Executive	-	£101,676		No bonuses or other payments	
Gateshead	R Kelly	Chief Executive	£175,239	£180,899	3.2%	Salary band of £150,000-£159,999; telephone allowance of £108.64; lease car of £13,435; fixed term contract of £5,276.64; returning officer allowance of £7,079	Refused to release the names of any staff except the Chief Executive. Salary provided in bands

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	?	Group Director, Finance	£114,921	£126,159	9.8%	Salary band of £110,000-£120,000; telephone allowance of £108.64; lease car of £11,050	
	?	Group Director, Culture and Learning	£110,657	£120,949	9.3%	Salary band of £110,000-£120,000; telephone allowance of £108.64; lease car of £5,840	
	?	Group Director, D and E	£117,696	£128,077	8.8%	Salary band of £110,000-£120,000; telephone allowance of £108.64; lease car of £12,968	
	?	Group Director, L.E.S	£103,073	£114,803	11.4%	Salary band of £100,000-£110,000; telephone allowance of £108.64; lease car of £9,694	
	?	Strategic Director, Legal and Corporate	£103,536	-			
Gedling	*No staff above £100,000*						
Glamorgan, Vale of	*Did not respond*						

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Glasgow	F A Chambers	Executive Director Direct & Care Services	£120,293	£131,822	9.6%	Basic pay of £125,096.89; other of £34.80; subsistence of £1,094.98; telephone and ICT of £669.96; travel and car mileage of £4,925.39	
	I Tully	Head of Shared Services	£105,793	£188,585	78.3%	Basic pay of £108,605.60; redundancy of £79,926.20; travel and car mileage of £53.30	
	S Inch	Executive Director Development Regeneration Services	£118,107	£127,320	7.8%	Basic pay of £125,096.90; subsistence of £844.01; telephone and ICT of £317.22; travel and car mileage of £1,061.40	
	N Aird	Head of Corporate HR	£103,653	£110,655	6.8%	Basic pay of £30,728.87; redundancy of £79,926.21	
	M Doran	Executive Director Children & Families	£110,617	£120,676	9.1%	Basic pay of £120,270.87; telephone and ICT of £257.14; travel and car mileage of £147.98	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	W G Black	Chief Executive	£160,318	£170,950	6.6%	Basic pay of £162,693.81; other of £73.73; subsistence of £3,377.81; telephone and ICT of £436.72; travel and car mileage of £4,367.98	
	I Drummond	Executive Director of Corporate Services	£118,126	£125,384	6.1%	Basic pay of £125,096.89; telephone and ICT of £220.99; travel and car mileage of £65.92	
	R Booth	Executive Director Land & Environmental Services	£121,816	£126,337	3.7%	Basic pay of £125,096.89; subsistence of £305.71; telephone and ICT of £393.06; travel and car mileage of £541.35	
	E Murray	Head of Organisational Change & HR	£105,310	£107,394	2.0%	Basic pay of £106,556.21; other of £2.20; subsistence of £89.36; telephone and ICT of £224.58; travel and car mileage of £521.48	
	D Comley	Executive Director - Social Care	£119,311	-			

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	L Brown	Executive Director Financial Services	£126,419	£129,482	2.4%	Basic pay of £128,815.57; other of £0.70; subsistence of £240; telephone and ICT of £221.52; travel and car mileage of £203.78	
	R O'Connor	Director of Education	£118,183	-			
	R Murray	Deputy Director Social Work (Service Delivery)	£122,749	-			
	D Crawford	Executive Director - Social Care	-	£109,315		Basic pay of £108,806.60; telephone and ICT of £287.04; travel and car mileage of £221.81	
	M Dobie	Head Of Service - Pre-Five/Childcare	£110,061	-			
	J McDonald	Head Of Service - Secondary Schools	£100,621	-			
	K Murray	Assistant Head of Corporate HR	-	£195,118		Basic pay of £74,755.85; redundancy of £120,362.33	
	K McKeag	Head of Business Review	-	£129,592		Basic pay of £62,845.42; redundancy of £66,740.44; travel and car mileage of £6.30	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Gloucester	J Wain	Chief Executive	£108,118	£113,653	5.1%	Salary of £110,376; attendance allowance at Council meetings of £2,851; mileage expenses of £426	
	J Birtles	Director of Resources	-	£110,234		Salary of £22,686; attendance allowance at Council meetings of £1,330; redundancy payment of £86,218	
Gloucestershire	Peter Bungard	Chief Executive	£157,380	£161,235	2.4%		Salary bands provided
	Jo Davidson	Group Director, Children & Young People	£112,908	£115,674	2.4%	Salary band of £104,178-£121,638	
	Terry Standing	Group Director, Community Safety and Chief Fire Officer	£112,908	£115,674	2.4%	Salary band of £104,178-£121,638	
	Duncan Jordan	Group Director, Environment	£112,908	£115,674	2.4%	Salary band of £104,178-£121,638	
	Stephen Wood	Group Director, Business Management	£112,908	£115,674	2.4%	Salary band of £104,178-£121,638	
	Margaret Sheather	Group Director, Community and Adult Care	£112,908	£115,674	2.4%	Salary band of £104,178-£121,638	
Gosport	*No staff above £100,000*						

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Gravesham	Glyn Thomson	Chief Executive (Acting Managing Director in 2007-08)	£103,833	£115,094	10.8%	Salary of £107,474; market forces allowance of £1,640; leased car allowance of £5,431; healthcare allowance of £549	
Great Yarmouth	Richard Packham	Managing Director	£101,731	£106,979	5.2%	Salary of £104,439; mileage of £1,351.96; essential car user allowance of £1,095; expenses of £66.64; subsistence of £12.51; VATI of £13.85	
Greater London Authority	Anthony Ralph Mayer	Chief Executive	£186,544	-		Salary only	
	Martin Clarke	Executive Director, Resources	£130,581	£134,172	2.8%	Salary only	
	Simon Fletcher	Chief of Staff	£130,581	-		Salary only	
	Janet Worth	Executive Director, Corporate Services	£130,581	-		Salary only	
	David Lunts	Executive Director, Development Planning	£130,581	-		Salary only	
	Neale Coleman	Mayoral Director, Bus Plan and Regeneration (Mayor's Adviser to the Olympics in 2008-09)	£124,364	£127,784	2.7%	Salary only	
	John Duffy	Mayoral Director, Environment	£124,364	-		Salary only	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Redmond O'Neill	Mayoral Director, Public Affairs and Transport	£124,364	-		Salary only	
	Mark Roberts	Director of Secretariat	£124,364	£127,784	2.7%	Salary only	
	John Ross	Mayoral Director, Economic Policy	£124,364	-		Salary only	
	Murziline Parchment	Mayoral Director, Service Delivery	£124,364	-		Salary only	
	Fiona Ledden	Head of Legal	£110,000	£113,025	2.8%	Salary only	
	Janet Hughes	Head of Scrutiny and Investigation	£100,830	£105,675	4.8%	Salary only	
	Henry Abraham	Head of Economic Development and Transport	£100,830	£105,675	4.8%	Salary only	
	Leo Boland	Chief Executive	-	£205,615		Salary only	
	Jeffrey Jacobs	Executive Director, Communities and Intelligence	-	£134,172		Salary only	
	Shirley Rodrigues	Interim Director, Development Planning	-	£134,172		Salary only	
	Ian Clement	Deputy Mayor, Government Relations	-	£127,784		Salary only	
	Guto Harri	Director of Communications	-	£127,784		Salary only	
	Daniel Ritterband	Director of Marketing	-	£127,784		Salary only	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Simon Milton	Deputy Mayor, Policy and Planning	-	£127,784		Salary only	
	Anthony Browne	Policy Director	-	£127,784		Salary only	
	Kulveer Ranger	Director for Transport Policy	-	£102,750		Salary only	
Greenwich	Mary Ney	Chief Executive	£182,819	£188,957	3.4%		
	David McCollum	Deputy to Chief Executive	£159,860	£167,925	5.0%		
	Christopher Perry	Director of Finance & Customer Services	£138,021	£150,096	8.7%		
	Frances Dolan	Director of Strategic Planning (Director of Culture and Community Services in 2008-09)	£120,594	£124,516	3.3%		
	Gurmel Singh-Kandola	Director of Culture & Community Services (Director of Trading Services in 2008-09)	£120,593	£124,516	3.3%		
	John Nawrockyi	Director, Adults & Older People	£120,593	£124,516	3.3%		
	John Comber	Director of HR & Organisational Improvement (Director of Enterprise, Regeneration and Skills in 2008-09)	£120,593	£137,849	14.3%		
	Russell Power	Head of Legal Services	£112,722	£115,828	2.8%		

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Andrew O'Sullivan	Assistant Director, Children & Families	£105,415	-			
	Gillian Palmer	Director of Children's Services	-	£144,583			
	James Wintour	Director of Neighbourhood Services	-	£124,516			
	Mark Baigent	Project Director Waterfront Regeneration	-	£120,828			
	Debra Warren	Deputy Director of Finance	-	£115,728			
	Brenda Young	Senior Assistant Director, Modernisation Office	-	£104,671			
	Raymond Collingham	Assistant Director, Neighbourhood Services	-	£103,934			
	Neil Kirby	Woolwich Regeneration Agency Director	-	£113,456			
Guildford	David Hill	Chief Executive	£118,296	£131,242	10.9%	Salary band of £115,803-£128,430; Chief Officer's lump sum of £1,634; car benefit of £6,935; medical insurance of £556	Salary bands provided

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Gwynedd	Harry Thomas	Chief Executive	£105,404	£107,579	2.1%	Salary band of £100, 536 - £108,264; expenses of £634.61; mileage claims of £2,153.89; professional subscriptions of £390	
Hackney	Tim Shields	Chief Executive	£117,956	£117,956	0.0%		Remuneration provided in bands, which were the same for both years
	Kim Wright	Corporate Director, Community Services	£131,698	£131,698	0.0%	Remuneration band of £118,396-£145,000	
	Fiona Fletcher-Smith	Corporate Director, Neighbourhood and Regeneration	£131,698	£131,698	0.0%	Remuneration band of £118,396-£145,000	
	Gifty Edila	Corporate Director, Legal and Democratic Services	-	£131,698		Remuneration band of £118,396-£145,000	
	Belinda Black	Corporate Director of Customer and Corporate Services	-	£131,698		Remuneration band of £118,396-£145,000	
	Ian Williams	Corporate Director of Finance and Resources	-	£131,698		Remuneration band of £118,396-£145,000	
	Steve Goodman	Deputy Director of Children and Young People	£107,469	£107,469	0.0%	Remuneration band of £100,773-£114,164	
	Hazel Simmonds	Deputy Director, Neighbourhood and Regeneration (Acting)	£107,469	£107,469	0.0%	Remuneration band of £100,773-£114,164	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Tom McCourt	Deputy Director, Neighbourhood and Regeneration (Acting)	£107,469	£107,469	0.0%	Remuneration band of £100,773-£114,164	
	Deirdre Worrell	Deputy Director of Community Services (Acting)	£107,469	£107,469	0.0%	Remuneration band of £100,773-£114,164	
	Amanda Kelly	Corporate Director, Legal and Democratic Services	£131,698	-			
	Tim Hannan	Corporate Director of Finance and Resources	£131,698	-			
	Chris Hudson	Corporate Director of Customer and Corporate Services	£131,698	-			
Halton	David Parr	Chief Executive	£162,213	£168,319	3.8%	Basic pay of £141,730; additional payment of £15,371.25; lease car contribution of £4,000; benefit in kind £7,218	
	Dwayne Johnson	Strategic Director Health & Community	£103,925	£107,486	3.4%	Basic pay of £103,486; car allowance of £4,000	
	Richard Tregea	Strategic Director Environment	£109,430	£113,695	3.9%	Basic pay of £105,769; lease car contribution of £4,000; benefit in kind £3,926	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Ian Leivesley	Strategic Director Corporate & Policy	-	£107,486		Basic pay of £103,486; car allowance of £4,000	
	Gerald Meehan	Strategic Director Children & Young People	-	£105,255		Basic pay of £101,255; car allowance of £4,000	
Hambleton	Peter Simpson	Chief Executive, shared with Richmondshire	£105,891	£111,112	4.9%	Salary of £106,753; bonus of £2,101; mileage of £2,169; subsistence of £89	Salary bands provided
Hammersmith and Fulham	Geoff Alltimes	Chief Executive	£185,000	£205,000	10.8%	Total banded remuneration of £200,000-£210,000	Referred to last year's response for the 2007-08 figures. Remuneration provided in bands
	James Reilly	Director of Community Services	£135,000	£145,000	7.4%	Total banded remuneration of £140,000-£150,000	
	Jane West	Director of Finance and Corporate Services	£135,000	£145,000	7.4%	Total banded remuneration of £140,000-£150,000	
	Andrew Christie	Director of Children's Services	£125,000	£145,000	16.0%	Total banded remuneration of £140,000-£150,000	
	Nigel Pallace	Director of Environment	£125,000	£145,000	16.0%	Total banded remuneration of £140,000-£150,000	
	Lesley Courcouf	Assistant Chief Executive	£105,000	-			
	Andrew Rennison	Building Schools for the Future programme Director	-	£105,000		Total banded remuneration of £100,000-£110,000	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Hampshire	*Refused to answer*						Refused to provide names and salary details - referred to Statement of Accounts. Upheld their decision on appeal.
Harborough	*No staff above £100,000*						
Haringey	I O'Donovan	Chief Executive	£167,215	£177,252	6.0%	Salary band of £156,084-£180,096; annual allowances of £2,489; returning officer fee of £6,673.05	
	S Shoesmith	Director of Children's Services	£125,636	£130,388	3.8%	Salary band of £121,749-£134,049; annual allowances of £2,489	
	N P Bolger	Director of Urban Environment	£125,636	£130,388	3.8%	Salary band of £121,749-£134,049; annual allowances of £2,489	
	M T Phung	Director of Adult, Culture & Community	£125,636	£130,388	3.8%	Salary band of £121,749-£134,049; annual allowances of £2,489	
	G M Almeroth	Chief Finance Officer	£111,914	£116,708	4.3%	Salary band of £110,180-£118,257; annual allowances of £2,489	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	S P Young	Assistant Chief Executive (People & OD)	£100,000	£102,068	2.1%	Salary band of £93,633-£105,933; annual allowances of £2,285	
	J Parker	Director of Corporate Resources	-	£144,431		Salary band of £135,804-£148,080; annual allowances of £2,489	
	B Taylor	Assistant Director Frontline Services	-	£102,068		Salary band of £93,633-£105,933; annual allowances of £2,285	
Harlow	Malcolm Morley	Chief Executive	£119,661	£121,096	1.2%	Salary of £109,044; car allowance of £4,475; expenses of £1,827.27; returning officer fees of £5,750	No detailed remuneration breakdown given
Harrogate	PM Walsh	Chief Executive	£106,918	-		New Chief Executive started part way through 2008	
Harrow	Andrew Trehern	Corporate Director, Place Shaping (Corporate Director, Community and Environment in 2007-08)	£130,455	£137,667	5.5%	Salary only	
	Hugh Peart	Director, Legal & Governance Services	£113,533	£120,462	6.1%	Salary of £118,739.56; returning officer fee of £627.46; car allowance of £1,095	
	Carole Cutler	Director, Business Transformation and Customer	£105,130	£115,733	10.1%	Salary only	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Michael Lockwood	Chief Executive	£161,076	£170,527	5.9%	Salary of £169,432; car allowance of £1,095	
	Heather Clements	Director, Schools and Children's Services	-	£104,739		Salary only	
	Paul Clark	Corporate Director, Children's Service	£121,169	£133,653	10.3%	Salary only	
	Javed Khan	Director, Community and Cultural Services	£111,060	£121,135	9.1%	Salary only	
	Myfanwy Barrett	Corporate Director	£118,393	£129,858	9.7%	Salary only	
	Paul Najsarek	Corporate Director, Adults & Housing	£114,488	£129,858	13.4%	Salary only	
	Graham Jones	Director, Planning, Development and Enterprise	£105,303	-			
	Jill Rothwell	Corporate Director, Strategy and Business	£140,668	-			
Hart	Geoff Bonner	Chief Executive	£101,902	£103,404	1.5%	Salary of £98,840; car allowance of £3,159; mileage of £31; professional subs of £350; professional training of £1,024	
Hartlepool	Paul Walker	Chief Executive	£155,256	£159,336	2.6%	Salary of £157,204.97; car allowance of £2,131	
	Adrienne Simcock	Director of Children's Services	£109,836	£113,334	3.2%	Salary of £112,114.29; car allowance of £1,219.70	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Nicola Bailey	Director of Adult and Community Services	£106,246	£111,795	5.2%	Salary of £110,358.44; car allowance of £1,436.76	
	Peter Scott	Director of Regeneration and Planning	-	£102,700		Salary of £101,850.82; car allowance of £849	
Hastings	Roy Mawford	Chief Executive	-	£106,765		Salary of £98,553; telephone allowance of £186; returning officer fees of £3,286; value of lease car of £4,740	
Havant	Sandy Hopkins	Managing Director	-	£103,954		Salary of £102,849; travel allowance of £211.11; subsistence reimbursement of £894.33	
Havering	Cheryl Coppell	Chief Executive	£160,000	£163,920	2.5%	Salary only	Salary bands provided
	Rita Greenwood	Group Director	£106,370	£127,500	19.9%	Salary band of £125,500-£130,000	
	Cynthia Griffin	Group Director	£106,370	£127,500	19.9%	Salary band of £125,500-£130,000	
	Andrew Ireland	Group Director	£122,664	£142,500	16.2%	Salary band of £140,000-£145,000	
	Christine Dooley	Assistant Chief Executive	-	£102,500		Salary band of £100,000-£105,000	
Herefordshire	S McLurg	Head of Safeguarding & Vulnerable Children	-	£123,420		Salary of £76,764.70; redundancy of £46,655.38	
	SL Menghini	Director of Children and Young People	£107,400	£118,693	10.5%		

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	J Jones	Director of Corporate & Customer Services	£105,553	£118,078	11.9%	Salary of £12,402.42; redundancy of £53,265; P11d benefits of £7; total PILON of £52,403.50	
	JM Hainge	Director of Environment & Culture	£102,052	£108,395	6.2%		
	GJ Hughes	Director of Regeneration/Director of Adult and Community	£107,363	£107,829	0.4%	Salary of £107,538.54; P11d benefits of £290	
	G Cole	Acting Head of ICT & Customer Services	-	£102,803		Salary of £39,546.24; redundancy of £62,887.95; P11d benefits of £369	
	N Pringle	Chief Executive	£130,251	-			
	S Rees	Director of Resources	£104,807	-			
Hertfordshire	C Tapster	Chief Executive	£202,626	£204,132	0.7%	Basic salary of £203,427; mileage/fares/charges of £704.55	Large salary bands provided, and some names refused as payments included redundancies
	J Harris	Director of Children Schools and Families	£136,499	£145,211	6.4%	Salary range of £113,630-£162,850; total other remuneration of £6,971.15	
	J Wood	Director of Environment	£134,183	£169,167	26.1%	Basic salary of £165,000; total other remuneration of £4,167.06	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	A Warner	Corporate Director	£131,612	£134,843	2.5%	Salary range of £113,630-£155,290; total other remuneration of £382.90	
	S Pickup	Director of Adult Care Services	£131,859	£135,553	2.8%	Salary range of £113,630-£155,290; total other remuneration of £1,092.92	
	C Sweeney	Finance Director	£132,607	£136,323	2.8%	Salary range of £113,630-£155,290; total other remuneration of £1,863.46	
	A Laycock	County Secretary	£131,180	£134,460	2.5%	Salary range of £113,630-£155,290	
	J Donavan	Deputy Director - Children Schools and Families, Learning and School Effectiveness	£104,527	£108,350	3.7%	Salary range of £113,630-£155,290; total other remuneration of £1,427.10	
	A Domeney	Deputy Director - Children Schools and Families, Social Care	£106,085	£109,554	3.3%	Salary range of £101,290-£112,555; total other remuneration of £2,631.57	
	J Sellgren	Communications Director	£103,197	£107,817	4.5%	Salary range of £101,290-£112,555; total other remuneration of £894.93	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	W Dinning	Deputy Director - ICS	£106,103	£109,674	3.4%	Salary range of £101,290-£112,555; total other remuneration of £2,631.57	
	?	Children's Services Manager	£124,892	-			
	W Comer	County Property Officer	-	£109,225		Salary range of £101,290-£112,555; total other remuneration of £2,302.76	
	?	Assistant Director, Environment	-	£107,173		Salary range of £101,290-£112,555; total other remuneration of £250.03	
	?	Special Education Needs, Team Manager	-	£115,180		Salary range of £101,290-£112,555; total other remuneration of £8,257.86	
	?	Project Director	-	£100,000		Salary range of £74,270-£100,155; total other remuneration of £2,212.60	
	?	Assistant Director, Environment	-	£100,000		Salary range of £74,270-£100,155; total other remuneration of £2,264.17	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	A Simmons	Head of Integrated Youth Support Service	-	£100,000		Salary range of £74,270-£100,155; total other remuneration of £614.65	
Hertsmere	Donald Graham	Chief Executive	£122,976	£132,842	8.0%	Salary band of £120,000-£135,000; car allowance of £5,342	Salary band provided
High Peak	Pat Wilson	Assistant Chief Executive	-	£101,526		Basic salary of £90,159; performance related pay of £8,071; ex-leased car allowance of £999.96; mileage of £992.88; lump sum allowance of £849; expenses of £38.30; broadband and telephone allowance of £109.83; professional fees of £306	The Chief Executive is a joint appointment between High Peak Borough Council and Staffordshire Moorlands District Council, with all costs being split equally between the two authorities.

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Simon Baker	Chief Executive	-	£162,568		Basic salary of £143,861.80; performance related pay of £11,550.06; ex-leased car allowance of £5,346.33; mileage of £545.44; expenses of £615.80; broadband and telephone allowance of £153; professional fees of £215; returning officer fees of £280.53	
Highland	A Dodds	Chief Executive	£128,954	£138,346	7.3%	Salary of £136,695; travel of £1,589; subsistence of £62	
	A Geddes	Director of Finance and Deputy Chief Executive	£107,910	£114,098	5.7%	Salary of £113,116; travel of £914; subsistence of £18	
	S Black	Director of Planning and Development	£124,471	£102,337	-17.8%	Salary of £100,961; travel of £1,267; subsistence of £109	
	H Dempster	Director of Social Work	£102,056	£104,762	2.7%	Salary of £102,879; travel of £1,883	
	N Gillies	Director of Transport, Environment and Community	£101,537	£104,377	2.8%	Salary of £102,879; travel of £1,208; subsistence of £290	
	H Fraser	Director of Education, Culture and Sport	£101,761	£104,879	3.1%	Salary of £102,879; travel of £2,000	
	M Morris	Assistant Chief Executive	-	£103,354		Salary of £102,879; travel of £396; subsistence of £79	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	S Barron	Director of Housing and Property	-	£105,047		Salary of £102,879; travel of £1,919; subsistence of £62	
Hillingdon	Hugh Dunnachie	Chief Executive	£172,500	£177,500	2.9%	Salary band of £175,000-£180,000	Salary bands provided
	Christopher Neale	Director of Finance	£137,500	£142,500	3.6%	Salary band of £140,000-£145,000	
	Jean Palmer	Group Director, Planning and Community Services	£132,500	£137,500	3.8%	Salary band of £135,000-£140,000	
	Frances Beasley	Deputy Chief Executive	-	£137,500		Salary band of £135,000-£140,000	
	Christopher Spencer	Corporate Director, Early Years Learning	£127,500	£137,500	7.8%	Salary band of £135,000-£140,000	
	Jeffrey Maslen	Corporate Director, Adult Social Care	£112,500	£122,500	8.9%	Salary band of £120,000-£125,000	
	?	Deputy Director, Children and Families	£112,500	£122,500	8.9%	Salary band of £120,000-£125,000	
	Philomena Bach	Corporate Director, Environment and Consumer Protection	£112,500	£117,500	4.4%	Salary band of £115,000-£120,000	
	?	Deputy Director, Planning and Community Services	-	£117,500		Salary band of £115,000-£120,000	
	?	Head of Accounting	£102,500	£112,500	9.8%	Salary band of £110,000-£115,000	
	?	Borough Solicitor	£102,500	£107,500	4.9%	Salary band of £105,000-£110,000	
	?	Deputy Director, Learning and Schools	£102,500	£107,500	4.9%	Salary band of £105,000-£110,000	
	?	Deputy Director, Adult Social Care	-	£102,500		Salary band of £100,000-£105,000	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Hinckley and Bosworth	Steve Atkinson	Chief Executive	£131,490	£132,080	0.4%	Salary of £125,764.22; car allowance of £5,231.16; returning officer fees of £1,084.72	
Horsham	Tom Crowley	Chief Executive	£105,000	£115,000	9.5%	Salary band of £110,000-£120,000	Salary bands provided
	Tony Higgins	Director of Corporate Resources	-	£105,000		Salary band of £100,000-£110,000	
	Chris Dier	Director of Community Services	-	£105,000		Salary band of £100,000-£110,000	
Hounslow	Mark Gilks	Chief Executive	£153,149	£164,828	7.6%		No breakdown of total remuneration given
	Howard Simmons	Assistant Chief Executive	£105,600	-			
	Judith Pettersen	Director of Children's Services and Lifelong Learning	£115,200	£126,771	10.0%		
	Terry Welsh	Director of Legal Services	£121,579	£141,851	16.7%		
	Lee Dawson	Director of Corporate Property and Project Co-ordination	£105,600	£105,600	0.0%		
	Michael Jordan	Director of Planning	£105,600	£112,270	6.3%		
	Suresh Kamath	Director of Street Management and Public Protection in 2007-08, Divisional Head of Public Realm in 2008-09	£118,409	£128,871	8.8%		

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Stephen Fitzgerald	Director of Finance	-	£121,259			
	Willie Griffin	Director of Corporate Services	-	£110,918			
Hull	D Gibson	Corporate Director, Community Services	£125,836	£127,321	1.2%	Salary of £121,098; additional allowances of £2,307.36; taxable benefit of £3,915.48	
	K Ryley	Chief Executive	£188,584	£196,298	4.1%	Salary of £190,575.27; additional allowances of £5,722.94	
	J Ormondroyd	Deputy Chief Executive	£125,323	-			
	N Richardson	Corporate Director, Children and Young People's Services	£126,667	£125,317	-1.1%	Salary of £122,312.68; additional allowances of £3,004.70	
	D Martin	Building Schools for the Future Programme Director	£103,096	£113,865	10.4%	Salary of £85,694.32; additional allowances of £28,170.93	
	N Yates	Deputy Chief Executive	-	£101,548		Salary of £93,496.74; additional allowances of £8,051.73	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Huntingdonshire	David Monks	Chief Executive	£143,744	£145,447	1.2%	Salary band of £98,514-£147,768; appraisal bonus of £1,204; honorarium of £401.68; LGPS ex gratia payment of £1,412.64; open contact allowance of £294; car mileage of £154.66; car parking of £4; taxi fare of £77.20; other subsistence of £8.29; back pay arrears of £574.63; company car benefit in kind of £11,039; returning officer fees of £7,136.27	Large salary band given
Hyndburn	Dave Welsby	Managing Director	£110,000	£112,868	2.6%		
Inverclyde	*Did not respond*						
Ipswich	James Hehir	Chief Executive	£115,501	£123,026	6.5%	Salary of £114,101.64; car allowance of £4,473.56; returning officer fees of £3,976.04; mileage of £199.10; taxi fares of £103.80; accommodation of £81.00; fares of £54.00; meals of £37.05	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Isle of Anglesey	*Refused to answer*						Refused on Data Protection grounds. Appeal still pending
Isle of Wight	Joe Duckworth	Chief Executive	£170,468	-		Gross pay only	
	Steve Beynon	Director of Children & Young People Services (Chief Executive in 2008-09)	£132,970	£148,865	12.0%	Gross pay only	
	Stuart Love	Director of Environment & Neighbourhoods	£113,204	£110,235	-2.6%	Gross pay only	
	Sarah Mitchell	Director of Community Services	£108,998	£124,300	14.0%	Gross pay only	
	Davina Fiore	Director of Legal & Democratic Services	-	£100,786		Gross pay only	
Isles of Scilly	*No staff above £100,000*						
Islington	?	Chief Executive	£152,500	-			Referred to website for names, which had no historical information. Did not provide full breakdown of remuneration
	Eleanor Schooling	Director of Children's Services	£131,324	£134,541	2.4%	Salary band of £129,675-£139,407	
	?	Director of Adult Social Services	£115,961	£118,852	2.5%	Salary band of £107,862-£129,841	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	?	Director of Customer Focus	£115,961	-			
	Mike Curtis	Director of Finance	£115,961	£118,852	2.5%	Salary band of £107,862-£129,841	
	Louise Round	Director of Corporate Resources	£115,961	£118,852	2.5%	Salary band of £107,862-£129,841	
	Kevin O'Leary	Director of Environment & Regeneration	£115,961	£118,852	2.5%	Salary band of £107,862-£129,841	
	?	Head of Technology Solutions	£100,631	£103,097	2.5%	Salary band of £95,742-£110,451	
	?	Director Public Realm	£100,631	£103,097	2.5%	Salary band of £95,742-£110,451	
	John Foster	Chief Executive	-	£210,000			
	Sean McLaughlin	Corporate Director Housing & Adult Social Services	-	£118,852		Salary band of £107,862-£129,841	
	?	Assistant Director Public Protection & Development Management	-	£103,097		Salary band of £95,742-£110,451	
Kennet	Howes	Planning Services Manager	-	£100,337		Salary band of £65,000-£69,000; taxable benefit of £1,837; non taxable redundancy payment band of £22,000-£26,000; taxable redundancy payment band of £5,000-£10,000	Remuneration provided in bands; did not provide first name or initials for staff

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Bowden	Chief Executive	£107,974	£120,933	12.0%	Salary band of £112,000-£116,000; taxable benefit of £6,933	
	Ratcliff	Head of Information Technology	-	£177,058		Salary band of £67,000-£71,000; taxable benefit of £2,558; non taxable redundancy payment band of £16,000-£20,000; taxable redundancy payment band of £85,000-£90,000	
	Hart	Acting Chief Financial Officer	-	£191,000		Salary band of £80,000-£85,000; non taxable redundancy payment band of £19,000-£23,000; taxable redundancy payment band of £85,000-£90,000	
Kensington and Chelsea	Derek Myers	Town Clerk & Chief Executive	£225,000	£225,000	0.0%	Salary band of £220,000-£230,000	Salary bands provided
	Sue Beauchamp	Executive Director of Finance, IS & Property	£165,000	-			
	Anne Marie Carrie	Executive Director of Education, Libraries & Arts (Executive Director of Family and Children's Services in 2008-09)	£145,000	£155,000	6.9%	Salary band of £150,000-£160,000	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Jean Daintith	Executive Director of Housing & Social Services	£135,000	£135,000	0.0%	Salary band of £130,000-£140,000	
	George Bishop	Director of Personnel & General Services	£115,000	£125,000	8.7%	Salary band of £120,000-£130,000	
	Gifty Edila	Director of Law & Administration	£115,000	£115,000	0.0%	Salary band of £110,000-£120,000	
	Tot Brill	Executive Director of Transport, Environment & Leisure Services	£115,000	£125,000	8.7%	Salary band of £120,000-£130,000	
	David Prout	Executive Director of Planning and Borough Development	£105,000	£125,000	19.0%	Salary band of £120,000-£130,000	
	Libby Blake	Director for Family Services	-	£105,000		Salary band of £100,000-£110,000	
	Norman Cook	Director of Waste Management and Leisure	-	£105,000		Salary band of £100,000-£110,000	
	Steven Evans	Head of Customer Service and Revenues/Interim Executive Director of Finance and Property	-	£115,000		Salary band of £110,000-£120,000	
	Paul Kidd	Head of Financial Services/Interim Chief Finance Officer	-	£115,000		Salary band of £110,000-£120,000	
	Rebecca Matthews	Director for Schools Quality and Standards	-	£105,000		Salary band of £100,000-£110,000	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Graeme Swinburne	Director of Transportation and Highways and Engineering (joint appointment with Hammersmith and Fulham)	-	£125,000		Salary band of £120,000-£130,000	
Kent	?	Chief Executive	£255,000	£245,000	-3.9%	Remuneration band of £240,000-£245,000	Refused to release names or breakdown of remuneration. This is despite an ICO judgement in our favour over Kent's refusal for last year's Town Hall Rich List
	?	MD Children, Families & Education (left in 2008-09)	£195,000	£305,000	56.4%	Remuneration band of £300,000-£310,000. Assumed that this remuneration package includes a redundancy payment	
	?	MD Kent Adult Social Services	£175,000	£175,000	0.0%	Remuneration band of £170,000-£179,999	
	?	MD Communities	£155,000	£175,000	12.9%	Remuneration band of £170,000-£179,999	
	?	Director Business Solutions & Policy	£135,000	£165,000	22.2%	Remuneration band of £160,000-£169,999	
	?	Director Law & Governance	£135,000	£135,000	0.0%	Remuneration band of £130,000-£139,999	
	?	Director of Finance	£135,000	£155,000	14.8%	Remuneration band of £150,000-£159,999	
	?	Director of Property	£125,000	£145,000	16.0%	Remuneration band of £140,000-£149,999	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	?	Director of Operations, Kent Adult Social Services	£115,000	£125,000	8.7%	Remuneration band of £120,000-£129,999	
	?	Assistant to Chief Executive	£115,000	-			
	?	Director of Commissioning (Specialist Services), Children & Families	£105,000	-			
	?	Director of Kent Highways Services	£105,000	£105,000	0.0%	Remuneration band of £100,000-£109,999	
	?	Director, ASK	£105,000	-			
	?	Director, Strategy, Policy and Performance (left in 2008-09)	£105,000	£145,000	38.1%	Remuneration band of £140,000-£149,999. Assumed that this remuneration package includes a redundancy payment	
	?	Director of Finance and Corporate Services, Children and Families	£105,000	-			
	?	Director of Children's Social Services	£105,000	£105,000	0.0%	Remuneration band of £100,000-£109,999	
	?	Director of Operations, Children and Families	£105,000	-			
	?	Director of Resources, Children & Families	£105,000	£105,000	0.0%	Remuneration band of £100,000-£109,999	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	?	Director of Resources, Kent Adult Social Services	£105,000	£105,000	0.0%	Remuneration band of £100,000-£109,999	
	?	Director of Policy, Performance & Quality Assurance, Kent Adult Social Service	£105,000	£105,000	0.0%		
	?	Director of Commissioning & Provision, East Kent Adult Social Services	£105,000	£105,000	0.0%	Remuneration band of £100,000-£109,999	
	?	Director of Commissioning & Provision, West Kent Adult Social Services	£105,000	£115,000	9.5%	Remuneration band of £110,000-£119,999	
	?	Director, Commercial Services	£105,000	£115,000	9.5%	Remuneration band of £110,000-£119,999	
	?	Director of Personnel & Development	£105,000	£105,000	0.0%	Remuneration band of £100,000-£109,999	
	?	Director of Community Safety & Regulatory Services	£105,000	-			
	?	Head of Financial Services & Acting Director of Finance	£105,000	-			
	?	Head of Financial Management & Acting Director of Finance	£105,000	-			

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	?	MD Environment & Regeneration (left in 2008-09)	£105,000	£365,000	247.6%	Remuneration band of £360,000-£369,999. Assumed that this remuneration package includes a redundancy payment	
	?	Former Co-Director of Regeneration and Economy	-	£194,500		Remuneration band of £190,000-£198,999	
	?	Former County Planning Officer	-	£145,000		Remuneration band of £140,000-£149,999. Assumed that this remuneration package includes a redundancy payment	
	?	Former Director, Standards and Achievement	-	£135,000		Remuneration band of £130,000-£139,999. Assumed that this remuneration package includes a redundancy payment	
	?	Interim Managing Director, Children, Families and Education	-	£115,000		Remuneration band of £110,000-£119,999	
	?	Interim Managing Director, Children, Families and Education	-	£115,000		Remuneration band of £110,000-£119,999	
	?	Divisional Director, Regulatory Services	-	£105,000		Remuneration band of £100,000-£109,999	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	?	Assistant Chief Executive, Locate in Kent	-	£105,000	#VALUE!	Remuneration band of £100,000-£109,999	
Kettering	David Cook	Chief Executive	£145,000	£145,000	0.0%	Salary band of £140,000-£149,999	Referred to Statement of Accounts
King's Lynn and West Norfolk	Ray Harding	Chief Executive	£119,490	£115,223	-3.6%	Salary of £110,347.75; election fees of £276.90; expenses and benefits of £4,598.73	
Kingston-upon-Thames	B McDonald	Chief Executive	£164,345	£164,375	0.0%	Salary band of £152,976-£174,075; car allowance of £849	Remuneration provided in bands
	P Leeson	Strategic Director of Learning & Children's Services	£124,784	£124,814	0.0%	Salary band of £116,052-£131,877; car allowance of £849	
	R Taylor	Strategic Director of Community Services	£124,784	£124,814	0.0%	Salary band of £116,052-£131,877; car allowance of £849	
	T Evans	Strategic Director of Finance	£124,784	£124,814	0.0%	Salary band of £116,052-£131,877; car allowance of £849	
	R Thompson	Service Director-Planning & Transportation	-	£100,000		Includes a car allowance of £849	
	R Dickson	Service Director - Environment & Sustainability	-	£100,000		Includes a car allowance of £849	
	G Sevenoaks	Head Of Strategic Services	-	£100,000		Includes a car allowance of £849	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	D Clark	Head Of Prevention And Safeguarding Services	-	£100,000		Includes a car allowance of £849	Remuneration provided in bands
Kirlklees	?	Chief Executive	£147,073	£155,044	5.4%	Base salary of £153,430.37; car lump sum of £1,094.24; commuted miles of £517.66; bank charges of £1.43	Refused to release names. Appeal still pending
	?	Director of Environment, Transport and Property	£111,198	£116,329	4.6%	Base salary of £114,826.50; car lump sum of £1,089.01; travel allowance of £133.50; bank charges of £0.11; salary sacrifice of £280.15	
	?	Director of Children and Young People's Service	£127,039	£130,165	2.5%	Base salary of £128,956.33; car lump sum of £1,094.24; bank charges of £1.43; general expenses of £112.50	
	?	Director of Adults and Communities	£110,910	£146,715	32.3%	Base salary of £82,994.43; car lump sum of £794.24; bank charges of £1.10; salary sacrifices of £313.60; discretionary payment of £32,611.28; discretionary lump sum of £30,000	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	?	Director of Finance	£110,502	£115,922	4.9%	Base salary of £114,826.50; car lump sum of £1,094.25; bank charges of £1.43	
	?	Director of Corporate Services	£110,502	£115,922	4.9%	Base salary of £114,826.50; car lump sum of £1,094.25; bank charges of £1.43	
	?	Director of Regeneration	£111,221	£116,786	5.0%	Base salary of £114,826.50; car lump sum of £1,094.24; essential miles of £140.15; travel allowance of £145.20; meal allowance of £15; bank charges of £1.43; car parking of £21; general expenses of £306.53; give as you earn of £130; salary sacrifice of £106.16	
	?	Head of Learning	£106,258	£119,317	12.3%	Base salary of £103,888.18; market supplement of £14,333.58; car lump sum of £1,094.24; bank charges of £1.43	
	?	Director of HR/Organisational Development	£104,102	£101,232	-2.8%	Base salary of £100,137.85; acr lump sum of £1.43	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	?	Head of Young People's Service	-	£116,009		Base salary of £25,373.66; car lump sum of £488.44; bank charges of £0.66; salary sacrifice of £146.29; discretionary lump sum of £60,000; discretionary lump sum of £30,000	
Knowsley	*Did not respond*						
Lambeth	Derrick Anderson	Chief Executive	£218,870	£211,323	-3.4%	Salary of £197,805; expenses of £19; travel allowance of £2,334; returning officer payments of £11,165	
	Eric Bohl	Executive Director, Corporate Services	£142,068	-			
	Phyllis Dunipace	Executive Director, Children and Young People's Services	£153,348	£157,224	2.5%	Salary of £154,890; travel allowance of £2,334	
	Mark Hynes	Director, Legal and Democratic Services	£117,411	£122,426	4.3%	Salary of £119,695; expenses of £397; travel allowance of £2,334	
	Chris Lee	Executive Director, Regeneration and Housing	£152,623	£157,248	3.0%	Salary of £154,890; expenses of £24; travel allowance of £2,334	
	Robert Overall	Executive Director, Environment, Culture and Community Safety	£151,638	-			

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Jo Cleary	Executive Director, Adults and Community Services	£126,020	£157,260	24.8%	Salary of £154,890; expenses of £24; travel allowance of £2,334	
	Mike Suarez	Executive Director, Finance and Resources	£151,807	£157,224	3.6%	Salary of £154,890; travel allowance of £2,334	
	Mike Pocock	Divisional Director, Building Schools for the Future	-	£107,591		Salary of £105,257; travel allowance of ££2,334	
	George Marshman	Divisional Director, Adult Social Care	-	£103,098		Salary of £100,764; travel allowance of £2,334	
	Jonathan Williams	Divisional Director, Corporate Finance	£103,324	£101,162	-2.1%	Salary of £98,828; travel allowance of £2,334	
	Chris Ashton	Divisional Director, Inclusion & Standards	-	£100,085		Salary of £97,751; travel allowance of £2,334	
Lancashire	?	Chief Executive	£192,342	-			Refused to provide names
	Ged Fitzgerald	Chief Executive (from 01/06/2008	-	£171,701		Salary of £162,212; car allowance of £9,489	
	?	Executive Director for Children and Young People	£123,886	-			
	?	Executive Director for Children and Young People (from 01/06/2008)	-	£113,107		Salary of £107,667; car allowance of £5,440	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	?	Executive Director for Resources	£123,049	£129,196	5.0%	Salary of £124,044; car allowance of £5,152	
	?	Executive Director for Adult and Community Services	£131,718	£135,075	2.5%	Salary of £129,201; car allowance of £5,874	
	?	County Secretary and Solicitor	£123,907	£130,092	5.0%	Salary of £124,044; car allowance of £6,048	
	?	Executive Director for Policy	£122,564	£128,985	5.2%	Salary of £124,044; car allowance of £4,941	
	?	Executive Director for Environment	£130,694	-			
Lancaster	Mark Cullinan	Chief Executive	£111,241	£108,943	-2.1%	Salary of £107,059; essential car user allowance of £1,095; subsistence of £91.25; travel expenses of £697.44	
Larne	*Unusable information returned*						Larne directed us to their Statement of Accounts and we followed up for more details. Larne have not responded to this follow up.
Leeds	Paul Rogerson	Chief Executive	£188,967	£193,658	2.5%	Salary band of £191,158-£196,158	No detailed remuneration breakdown

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Dave Page	Deputy Chief Executive	£154,775	£158,628	2.5%	Salary band of £156,128-£161,128	given. Salary bands provided.
	Rosemary Archer	Director of Children's Services	£134,500	£138,500	3.0%	Salary band of £136,000-£141,000	
	Randal Brown	Director City Services	£121,448	-			
	Jean Dent	Director of City Development	£134,500	£138,500	3.0%	Salary band of £136,000-£141,000	
	Alan Gay	Director of Resources	£134,500	£138,500	3.0%	Salary band of £136,000-£141,000	
	Richard Evans	Director of Environments and Neighbourhoods	£134,500	£138,500	3.0%	Salary band of £136,000-£141,000	
	Sandra Keene	Director Adult Social Services	£134,500	£138,500	3.0%	Salary band of £136,000-£141,000	
	Nicole Jackson	Director of Legal and Democratic Services	£118,683	£121,500	2.4%	Salary band of £119,000-£124,000	
	Mary Brooks	Deputy Director Resources & Chief ICT	£100,000	-			
	James Rogers	Assistant Chief Executive	-	£119,500		Salary band of £117,000-£122,000	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Keith Burton	Deputy Director Children's Services	-	£101,397		Salary band of £98,897-£103,897	
	David Outram	Chief Officer – Public Private Partnership	-	£100,164		Salary band of £97,664-£102,664	
Leicester	R Green	Chief Executive	£154,968	-			
	T Stephenson	Town Clerk and Corporate Director	£126,786	-			
	S Lock	Corporate Director, then Chief Executive	£125,277	£165,848	32.4%	Salary only	
	A Keeling	Corporate Director, Regeneration and Culture, then Chief Operating Officer	£102,402	£137,943	34.7%	Basic pay as Corporate Director of £67,303.88; basic pay as Chief Operating Officer of £63,742.50; responsibility allowance as Corporate Director £2,886.18; responsibility allowance as Chief Operating Officer of £3,161.74;	
	A Bunyan	Corporate Director, Children and Young People's Services	-	£115,370		Basic pay of £113,603.69; phone rental of £119.88; subsistence of £80.80; General Social Care Council registration of £30	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	A Reid	Corporate Director, Adult and Housing	-	£113,162		Basic pay of £112,774.82; subsistence of £59.70; overnight accommodation of £327	
Leicestershire	Liz Clark	Head of Organisational Development	-	£101,196		Salary of £101,193; expenses including car allowance of £3	
	Elizabeth McCalla	County Solicitor	£109,157	£115,817	6.1%	Salary of £112,003; expenses including car allowance of £3,814	
	Alan Morrison	Director, Community Services	£113,959	£118,420	3.9%	Salary of £115,104; expenses including car allowance of £3,316	
	Matthew Lugg	Director, Highways, Transportation & Waste Management	£117,212	£125,188	6.8%	Salary of £122,200; expenses including car allowance of £2,988	
	Mick Connell	Director, Adult Social Care Services	£115,000	£125,339	9.0%	Salary of £122,226; expenses including car allowance of £3,113	
	Gareth Williams	Director, Children & Young People's Services	£127,488	£131,373	3.0%	Salary of £126,912; expenses including car allowance of £4,461	
	Brian Roberts	Director, Corporate Resources	£132,814	£145,252	9.4%	Salary of £142,719; expenses including car allowance of £2,533	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	John Sinnott	Chief Executive	£199,958	£191,105	-4.4%	Salary of £185,623; expenses including car allowance of £5,482	
Lewes	*Did not respond*						
Lewisham	Barry Quirk	Chief Executive	£188,348	£192,999	2.5%	Salary of £192,387; returning officer payment of £612.44	
	Frankie Sulke	Executive Director of Children and Young People	£132,618	£138,495	4.4%		
	Lesley Seary	Executive Director for Customer Services	£132,618	£138,495	4.4%		
	Aileen Buckton	Executive Director for Community Services	£127,488	£133,239	4.5%		
	Janet Senior	Executive Director for Resources	£130,053	£135,867	4.5%		
	Alistair Pettigrew	Director of Children's Social Care	£102,597	£109,538	6.8%		
	Steve Gough	Director of Programme Management	£104,597	£109,538	4.7%		
	Kath Nicholson	Head of Legal	£102,597	£107,538	4.8%		
Lichfield	Nina Dawes	Chief Executive	£105,587	£108,353	2.6%	Basic pay of £96,906.43; car lump sum allowance of £1,095; mileage of £661.35; performance related pay of £9,690.64	
Limavady	*No staff above £100,000*						

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Lincoln	Andrew Taylor	Chief Executive	£118,191	£116,524	-1.4%	Salary of £111,471; returning officer fee of £2,904; car mileage payment of £2,149.36	
Lincolnshire	Tony McArdle	Chief Executive	£172,500	£172,500	0.0%	Salary band of £170,000-£175,000	£5,000 salary bands and names provided on appeal
	Peter Duxbury	Director of Children's Services	£122,500	£127,500	4.1%	Salary band of £125,000-£130,000	
	Ian Anderson	Director for Communities	£122,500	£127,500	4.1%	Salary band of £125,000-£130,000	
	Richard Wills	Director of Development	£122,500	£127,500	4.1%	Salary band of £125,000-£130,000	
	Pete Moore	Director of Resources	£122,500	£127,500	4.1%	Salary band of £125,000-£130,000	
	Mike Thomas	Assistant Director, Fire and Emergency Planning	£107,500	£107,500	0.0%	Salary band of £105,000-£110,000	
	David O'Connor	Assistant Chief Executive	£102,500	£102,500	0.0%	Salary band of £100,000-£105,000	
	Marcus Coleman	Assistant Chief Executive	£102,500	£102,500	0.0%	Salary band of £100,000-£105,000	
Lisburn	*No staff above £100,000*						
Liverpool	Colin Hilton	Chief Executive, Liverpool City Council	£227,500	£217,500	-4.4%	Remuneration band of £215,000-£220,000	After initial refusal and subsequent appeal, Liverpool Council decided that only the names of people

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Robert Prattey	Chief Executive, Waterfront	£172,500	£177,500	2.9%	Remuneration band of £175,000-£180,000	earning over £150,000 should be published
	Stuart Smith	Executive Director	£182,500	£177,500	-2.7%	Remuneration band of £175,000-£180,000	
	John Kelly	Executive Director	£167,500	£177,500	6.0%	Remuneration band of £175,000-£180,000	
	Phillip Halsall	Executive Director	£182,500	-			
	Anthony Hunter	Executive Director	£182,500	-			
	James Gill	Chief Executive, Liverpool Vision	£167,500	-			
	Kris Donaldson	Marketing and Commercial Director	-	£197,500		Remuneration band of £195,000-£200,000	
	?	Marketing and Commercial Director	£147,500	-			
	?	?	£100,000	-			
	?	?	-	£100,000			
	?	Assistant Chief Executive	£122,500	£117,500	-4.1%	Remuneration band of £115,000-£120,000	
	?	City Treasurer	£107,500	£117,500	9.3%	Remuneration band of £115,000-£120,000	
	?	Assistant Executive Director, Strategy and Resources	£102,500	£112,500	9.8%	Remuneration band of £110,000-£115,000	
	?	Assistant Executive Director, Children's Services	£107,500	£112,500	4.7%	Remuneration band of £110,000-£115,000	
	?	Assistant Executive Director, Education Support	£107,500	£112,500	4.7%	Remuneration band of £110,000-£115,000	
	?	Chief Executive	£127,500	-			
	?	Divisional Manager	£112,500	-			

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	?	Assistant Executive Director	£107,500	-			
	?	Assistant Executive Director	£107,500	-			
	?	Assistant Executive Director	£107,500	-			
	?	Assistant Executive Director, City Solicitor	£107,500	-			
	?	Interim Assistant Executive Director (Chief Executive)	£107,500	£112,500	4.7%	Remuneration band of £110,000-£115,000	
	?	Assistant Executive Director, School Effectiveness	£102,500	-			
	?	Director of Finance and Administration	-	£147,500		Remuneration band of £145,000-£150,000	
	?	Executive Director	-	£142,500		Remuneration band of £140,000-£145,000	
	?	Assistant Executive Director	-	£112,500		Remuneration band of £110,000-£115,000	
	?	Assistant Executive Director, Sport, Recreation and Libraries	-	£112,500		Remuneration band of £110,000-£115,000	
	?	Director of Adult Health and Social Care Commissioning	-	£107,500		Remuneration band of £105,000-£110,000	
	?	Assistant Executive Director, Adult Care and Learning Services	-	£107,500		Remuneration band of £105,000-£110,000	
	?	Prinicipal Effectiveness Officer	-	£107,500		Remuneration band of £105,000-£110,000	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	?	Creative Communities Manager	-	£102,500		Remuneration band of £100,000-£105,000	
	?	HM Coroner	-	£102,500		Remuneration band of £100,000-£105,000	
	?	General Manager, Artistic Programme	-	£102,500		Remuneration band of £100,000-£105,000	
Luton	*Did not respond*						After several attempts and reminders to provide a response to our request, Luton has still not responded, nearly 4 months on. A clear breach of the FOI Act.
Macclesfield	Chief Executive	?	£105,000	£105,000	0.0%	Salary band of £105,000-£110,000	Refused to provide name as Macclesfield is now part of the Cheshire East unitary authority, and the person is no longer in post
Magherafelt	*No staff above £100,000*						
Maidstone	David Petford	Chief Executive	£108,700	£108,530	-0.2%	Salary band of £101,311-£115,748	
Maldon	*No staff above £100,000*						

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Malvern Hills	Chris Bocock	Chief Executive	£104,316	£105,722	1.3%	Salary band of £94,487-£100,786; returning officer fee of £130; other expenses and allowances of £7,955	
Manchester	*Did not respond*						After several attempts and reminders to provide a response to our request, Manchester has still not responded, nearly 4 months on. A clear breach of the FOI Act.
Mansfield	Ruth Marlow	Managing Director	£117,184	£108,787	-7.2%	Salary of £106,982.25; essential car user allowance of £1,000.50; telephone allowance of £116.88; mileage of £596.05; travelling expenses of £90.90	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Medway	Neil Davies	Chief Executive	£140,316	£140,640	0.2%	Basic pay of £132,145; special allowance of £8,314; electoral fee of £150; reimbursement of fares and parking of £15.40; reimbursement of business mileage of £15.73	
	Rose Collison	Director of Children and Adults	£104,033	£123,166	18.4%	Basic pay of £110,111; special allowance of £7,455; additional duty payment of £5,600	
	Robin Cooper	Director of Regeneration, Community and Environment	£100,068	£119,155	19.1%	Basic pay of £105,871; special allowance of £7,455; reimbursement of fares and parking of £228.94; additional duty payment of £5,600	
Melton	*No staff above £100,000*						
Mendip	*No staff above £100,000*						
Merthyr Tydfil	Alistair Neill	Chief Executive	£134,859	£138,139	2.4%	Salary of £137,195.02; car user allowance of £849; telephone allowance of £94.50	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Merton	Gerard Curran	Chief Executive	£168,550	£178,480	5.9%	Salary band of £170,000-£175,000; gold team payment of £1,400; electoral duties of £4,580.25	
	Caroline Holland	Director of Corporate Services	£117,850	£123,345	4.7%	Salary band of £120,000-£125,000; gold team payment of £700; electoral duties of £145	
	Simon Williams	Director of Community & Housing	£112,500	£127,500	13.3%	Salary band of £125,000-£130,000	
	David Hill	Director of Children Schools & Families	£108,200	-			
	Lyn Carpenter	Director of Environment & Regeneration	£102,500	-			
	David Atkinson	Head of Civic & Legal Services	-	£112,500		Salary band of £110,000-£115,000	
Mid Devon	?	?	-	£165,000		Remuneration band of £160,000-£169,999	Refused to provide name, position or breakdown of salary as the employee has now left the Council. Mid Devon upheld the decision on appeal.

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Mid Suffolk	Andrew Good	Chief Executive	£104,713	£107,125	2.3%	Basic pay of £101,755; mileage of £5,345; expenses of £25	
Mid Sussex	John Jory	Chief Executive	£147,540	£153,853	4.3%	Salary of £125,888.67; performance bonus of £24,594; BUPA emolument of £1,189.91; returning officer payment of £2,180	
Middlesbrough	Jan Richmond	Chief Executive	£147,681	£139,088	-5.8%	Salary band of £127,962-£150,213	More detailed remuneration breakdown was provided for the 2007-08 financial year
	Janis Douglas	Director of Social Care	£116,283	£108,083	-7.1%	Salary band of £102,681-£113,484	
	Timothy White	Director of Regeneration	£111,831	£108,083	-3.4%	Salary band of £102,681-£113,484	
	Ian Parker	Director of Environment	£111,507	£108,083	-3.1%	Salary band of £102,681-£113,484	
	Gill Rollings	Director of Children, Families and Learning	-	£108,083		Salary band of £102,681-£113,484	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Midlothian	Trevor Muir	Chief Executive	£111,913	£109,697	-2.0%	Salary of £101,925; car lease allowance of £7,771.76	
Milton Keynes	David Moore	Corporate Director	£100,000	-			Salary bands provided
	Kate Page	Chief Executive	£139,601	-			
	John Best	Chief Executive	£140,656	-			
	Brian Sandom	Corporate Director	£100,000	£122,725	22.7%	Salary band of £100,000-£145,000; subsistence of £26.40; professional fees/subs of £199	
	Ian Frost	Director of Finance	-	£122,569		Salary band of £100,000-£145,000; corporate reimbursement of £26.40; travel expense of £43	
Mole Valley	Darren Mapham	Chief Executive	£102,684	£109,783	6.9%	Salary of £100,677.96; Chief Executive's allowances of £6,138; committee attendance fee of £2,967.48	
Monmouthshire	Colin Berg	Chief Executive	£105,475	£107,579	2.0%	Salary of £105,756; essential car user of £1,095; mileage of £728.08	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Moray	Alastair Keddie	Chief Executive	-	£100,488		Salary of £99,525; car allowance of £822; phone allowance of £141	
Moyle	*No staff above £100,000*						
Neath Port Talbot	Ken Sawyers	Chief Executive	£139,901	£144,774	3.5%	Base salary of £134,253; election allowance of £8,842; car allowance of £1,239.06; expenses of £440.16	
	Derek Davies	Director of Finance & Corporate Services	£107,094	£111,663	4.3%	Base salary of £108,918; election allowance of £822; car allowance of £659.68; expenses of £1,263.43	
	Will Watson	Director of Environment	£105,747	£109,477	3.5%	Base salary of £108,918; car allowance of £525.15; expenses of £33.80	
	Karl Napieralla	Director of Education, Leisure & Lifelong Learning	£107,115	£113,546	6.0%	Base salary of £108,618; car allowance of £3,383.62; expenses of £1,543.90	
	Colin Preece	Director of Social Services, Health & Housing	£105,074	£108,768	3.5%	Base salary of £108,618; expenses of £150	
New Forest	Dave Yates	Chief Executive	£115,214	£123,250	7.0%	Basic salary of £113,450; bonus of £5,000; car allowance of £4,800	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Newark and Sherwood	Andrew Muter	Chief Executive	£101,598	£104,088	2.5%	Salary band of £94,686-£113,490	Salary bands provided
Newcastle	Ian Stratford	Chief Executive	£178,075	-			Salary bands provided
	Barry Rowland	Deputy Chief Executive in 2007-08 and Acting Chief Executive/Chief Executive in 2008-09	£128,455	£148,349	15.5%	Salary band of £145,000-£149,999; car allowance of £849	
	Catherine Fitt	Executive Director of Children's Services	£123,296	£128,251	4.0%	Salary band of £125,000-£129,999; car allowance of £690; other expenses of £61.46	
	Nigel Hails	Director of Neighbourhood Services	£108,426	£108,369	-0.1%	Salary band of £100,000-£114,999; car allowance of £849; other expenses of £20.15	
	Paul Woods	City Treasurer	-	£107,500		Salary band of £100,000-£114,999	
	David Slater	Executive Director of Environment and Regeneration	-	£107,776		Salary band of £100,000-£114,999; other expenses of £276.01	
	Ewen Weir	Director of Adult Services	-	£107,933		Salary band of £100,000-£114,999; other expenses of £3.75; petrol expenses of £429.21	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Ray Ward	Head of City Service	-	£107,641		Salary band of £100,000-£114,999; other expenses of £22; petrol expenses of £118.54	
Newcastle-under-Lyme	Mark Barrow	Chief Executive	-	£101,986		Salary of £99,736; lease car allowance of £2,250	
Newham	*Did not respond*						After several attempts and reminders to provide a response to our request, Newham have still not responded, nearly 4 months on. A clear breach of the FOI Act.
Newport	Christopher Freeguard	Managing Director	£124,262	£125,737	1.2%	Salary band of £116,836-£134,638; car Allowance of £1,270.08; mileage, travel and subsistence of £307.51	
	Robert Bingham	Corporate Director	£100,157	£110,560	10.4%	Salary band of £96,188-£106,875; car Allowance of £706.90; relocation of £8,000; mileage of £321.42	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Newry and Mourne	*Did not respond*						
Newtownabbey	Did not respond						
Norfolk	D White	Chief Executive	£193,900	£212,000	9.3%	Salary of £205,300; performance related pay of £6,000; taxable expenses of £700	Detailed remuneration reports in Statement of Accounts
	P Adams	Director of Corporate Resources & Cultural Services	£122,800	£139,900	13.9%	Salary of £132,800; performance related pay of £7,100	
	L Christensen	Director of Children's Services	£141,900	£144,100	1.6%	Salary of £135,500; performance related pay of £7,900; taxable expenses of £700	
	H Bodmer	Director of Adult Social Services	£114,700	£123,900	8.0%		
	M Jackson	Director of Planning and Transportation	£111,600	£120,800	8.2%		
	R Elliott	Chief Fire Officer & Director of Community Protection	£105,000	£119,600	13.9%	Salary of £113,600; performance related pay of £6,000	
North Ayrshire	Ian Snodgrass	Chief Executive	£122,197	£125,187	2.4%	Salary of £123,510; travel and subsistence expenses of £1,677	
North Devon	John Sunderland	Chief Executive	£119,011	-			

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Mike Mansell	Chief Executive	-	£101,822		Salary of £82,703; superannuation of £14,347; travel expenses (inc leased car) of £4,695; other of £77	
North Dorset	*No staff above £100,000*						
North Down	*No staff above £100,000*						
North East Derbyshire	Lee Adams	Chief Executive	£103,383	-			
	Mike Goodwin	Chief Executive	-	£106,183		Salary of £103,291.90; lump sum payment of £854.50; mileage of £541.96; back pay of £1,072.08; broadband of £158.94; travel expenses of £31; VAT of £3.16; telephone expenses of £146.44; parking fees £24.04; meal allowance of £59.40	
North East Lincolnshire	J Krawiec	Chief Executive	£162,163	-			
	A Samson	Executive Director, Children's Services	£116,048	-			

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	E Jones	Deputy Chief Executive	£113,178	£126,838	12.1%	Was Head of Paid Service for the period May 2009 to September 2009. Gross pay of £122,027.69; car allowances £4,810.67	
	J Ogley	Executive Director, Community Care	£109,668	-			
	A Madin	Executive Director, Corporate Services	£102,475	£102,560	0.1%	Salary only	
	R Oxby	Executive Director, Environmental Services	£100,080	£131,283	31.2%	Gross pay of £97,181.04; car allowances of £3,786.02; expenses of £316.28; redundancy £30,000	
North Hertfordshire	John Campbell	Chief Executive	£119,909	£125,086	4.3%	Basic pay of £113,205; lease car of £3,999.96; returning officer fees of £7,829.22; travel expenses £51.00	
North Kesteven	Ian Fytche	Chief Executive	£105,258	£101,806	-3.3%	Salary of £98,592; car allowances of £2,856.93; private medical of £220.97; returning officer of £136.38	
North Lanarkshire	Gavin Whitefield	Chief Executive	£144,747	£148,109	2.3%	Salary of £133,509; expenses of £1,820.43; performance related pay of £12,780	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Paul Jukes	Executive Director Environmental Services	£114,772	£117,864	2.7%	Salary of £107,793; expenses of £290.78; performance related pay of £9,780	
	John O'Hagan	Executive Director Corporate Services	£114,847	£117,839	2.6%	Salary of £107,793; expenses of £265.57; performance related pay of £9,780	
	Alistair Crichton	Executive Director Finance & Customer Services	£114,907	£117,573	2.3%	Salary of £107,793; performance related pay of £9,780	
	Mary Castles	Executive Director Housing and Social Work	£114,705	£117,772	2.7%	Salary of £107,793; expenses of £198.70; performance related pay of £9,780	
	Christine Pollock	Executive Director Learning & Leisure Service	£115,963	£118,298	2.0%	Salary of £107,793; expenses of £724.89; performance related pay of £9,780	
North Lincolnshire	S Driver	Chief Executive	£132,588	£135,935	2.5%	Salary of £131,191.42; car benefit of £4,744	
	R Stiff	Deputy Chief Executive	£112,527	£114,506	1.8%	Salary only	
North Norfolk	Philip Burton	Chief Executive	£112,303	£115,956	3.3%	Salary of £107,882; car alternative allowance of £8,073	
North Shropshire	*No staff above £100,000*						
North Somerset	Graham Turner	Chief Executive	£133,976	£137,258	2.4%	Salary band of £129,699-£144,817	Referred to website for names, although it is not clear

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	?	Director	£108,663	£111,661	2.8%	Salary band of £104,082-£119,240	which Director got which salary
	?	Director	£100,000	£100,000	0.0%	Salary band of £94,423-£103,865	
	?	Director	£100,000	£100,000	0.0%	Salary band of £94,423-£103,865	
	?	Director	£100,000	£100,000	0.0%	Salary band of £94,423-£103,865	
North Tyneside	A Kerr	Chief Executive	£160,793	£165,386	2.9%	Basic pay of £161,633.31; arrears of £2,286.69; car mileage of £619; lump sum car allowance of £846.50	Refused to release name and positions of some members of staff as they were not senior but received redundancy payments.
	D Wright	Executive Director	£110,963	-			
	G Alexander	Strategic Director, Children, Young People and Learning	£122,904	£124,846	1.6%	Basic pay of £122,877.30; job evaluation arrears payment of £1,122.66; lump sum car allowance of £846.50	
	K Huggins Cooper	Strategic Director, Organisational Improvement	£107,679	£116,873	8.5%	Basic pay of £111,290.96; car mileage of £253.50; job evaluation arrears payment of £4,459; lump sum car allowance of £846.50; taxable mileage of £22.88	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	?	EBP Manager General Inspector	£100,000	-			
	M Swales	Strategic Director, Development	£110,618	£122,141	10.4%	Basic pay of £112,254.68; car mileage of £544.33; job evaluation arrears payment of £3,495.28; lump sum car allowance of £846.50; market supplement of £5,000.04	
	P Hanson	Strategic Director, Community Services	£107,403	£117,096	9.0%	Basic pay of £111,290.96; car mileage of £500; job evaluation arrears payment of £4,459; lump sum car allowance of £846.50	
	?	ICT Services Manager	£100,000	-			
	?	Head of Planning Commissioning and Quality Assurance	-	£100,000			

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
North Warwickshire	Jerry Hutchinson	Chief Executive	£102,697	£102,892	0.2%	Basic pay of £97,181; telephone allowance of £119.88; car allowance of £5,428.92; returning officer fee of £162.15	
North West Leicestershire	Christine Fisher	Chief Executive	£116,736	£119,395	2.3%	Salary band of £112,695-£120,651; car allowance of £2,722	Refused to release name or position of one staff member as this included redundancy payment
	?	?	£100,000	-			
North Wiltshire	Cogswell	Community Partnership Team Leader	-	£109,500		Salary band of £57,000-£61,000; non taxable redundancy payment band of £28,000-£32,000; taxable redundancy payment band of £18,000-£23,000	Remuneration provided in bands; did not provide first name or initial
	McGregor	Acting Head of Paid Services	-	£113,500		Salary band of £74,000-£78,000; non taxable redundancy payment band of £28,000-£32,000; taxable redundancy payment band of £5,000-£10,000	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Burbidge	Chief Executive	-	£137,500		Salary band of £83,000-£87,000; non taxable redundancy payment band of £28,000-£32,000; taxable redundancy payment band of £20,000-£25,000	
	Robertson	Head of Spatial Planning Team	-	£139,500		Salary band of £48,000-£52,000; non taxable redundancy payment band of £28,000-£32,000; taxable redundancy payment band of £57,000-£62,000	
North Yorkshire	John Marsden	Chief Executive	£174,845	£179,125	2.4%		
	Derek Law	Director, Adult and Community Services	£115,899	£118,739	2.5%		
	John Moore	Director, Finance and Central Services	£108,606	£136,032	25.3%		
	Cynthia Welbourn	Director, Children and Young People's Services	£120,063	£125,563	4.6%		
	Gordon Gresty	Director, Business and Environmental Services	£115,899	-			
	Richard Flinton	Director, Business and Environmental Services	-	£107,479			

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Northampton	?	?	-	£105,000		Remuneration band of £100,000-£109,999	Refused to release names, positions or salary breakdown.
	?	?	-	£135,000		Remuneration band of £130,000-£139,999	
Northamptonshire	D Brennan	Director for Community Leadership	£117,177	-			Remuneration provided in bands
	R Borealis	Director for Customers and Strategy	£117,177	-			
	M Reid	Commercial Director	£117,177	-			
	J Neilson	Director for Business Support	£117,177	-			
	K Kerswell	Chief Executive	£174,927	£179,213	2.5%	Remuneration band of £161,289-£197,136	
	P Blantern	Corporate Director of Customer and Community Services	-	£127,358		Remuneration band of £122,067-£132,648	
	P Burnett	Corporate Director of Children and Young People's Services	-	£127,358		Remuneration band of £122,067-£132,648	
Northumberland	Mark Henderson	Chief Executive	£173,535	-			
	Trevor Doughty	Executive Director of People	£141,759	£151,528	6.9%	Salary band of £145,000-£150,000; car allowance of £4,028	
	Jill Dixon	Executive Director of Performance	£131,720	£141,408	7.4%	Salary band of £135,000-£140,000; car allowance of £3,908	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	John Nicholson	Executive Director of Community and Environmental Services	£116,830	-			
	Steven Mason	Director of Resources	£115,193	£124,745	8.3%	Salary band of £120,000-£125,000; car allowance of £2,245	
	Daljit Lally	Executive Director of Adult Services	£113,758	£124,399	9.4%	Salary band of £115,000-£120,000; car allowance of £6,899	
	Nicholas Cook	Director of Corporate Services	£107,036	£112,252	4.9%	Salary band of £105,000-£110,000; car allowance of £4,752	
	Brian Hesler	Director of Community Safety	-	£107,500		Salary band of £105,000-£110,000	
	Thomas Stewart	Chief Executive - part year only	-	£102,500		Salary band of £100,000-£105,000	
Norwich	Laura McGillivray	Chief Executive	£124,646	£130,101	4.4%	Basic pay of £129,699; expenses of £402.44	
Nottingham	Jane Todd	Chief Executive	-	£165,045		Salary of £165,000; general expenses of £17.60; subsistence of £27.16	Salary for Adrienne Roberts was worked out by an FOI officer through a separate response, 2008-09 salary did not exceed £100,000
	Carole Mills-Evans	Deputy Chief Executive/Corporate Director, Resources	£141,654	£147,582	4.2%	Salary of £144,653; accommodation of £182.08; honorarium of £2,741.48; subsistence of £5	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Ian Curryer	Corporate Director, Children's Services	-	£145,887		Salary of £144,653; mileage of £33.77; performance pay of £1,200	
	Michael Williams	Corporate Director, Community and Culture	£141,308	£144,663	2.4%	Salary of £144,653; mileage of £10.33	
	Barry Horne	Corporate Director, Environment and Regeneration	£141,194	£144,653	2.4%	Salary only	
	Sally-Anne Johnson	Corporate Director, Adult Services	£141,194	£144,653	2.4%	Salary only	
	Adrienne Roberts	Acting Chief Executive/Chief Executive	£150,377	-			
	Michael Frater	Chief Executive	£190,827	-			
	Edwina Grant	Corporate Director, Children's Services	£141,382	-			
Nottinghamshire	R Latham	Chief Executive	£160,540	-			Salary bands provided
	A Deakin	Strategic Director	£122,815	£142,737	16.2%	Remuneration band of £140,000-£145,999; expenses of £237	
	D Pearson	Strategic Director	£117,667	£122,611	4.2%	Remuneration band of £120,000-£125,999; expenses of £111	
	M Burrows	Strategic Director in 2007-08, Chief Executive in 2008-09	£118,209	£178,921	51.4%	Remuneration band of £175,000-£179,999; expenses of £1,421	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	R Garnett	Strategic Director	£157,064	-			
	A May	Strategic Director	-	£133,891		Remuneration band of £130,000-£134,999; expenses of 1,391	
	S Calvert		-	£117,957		Remuneration band of £115,000-£120,000; expenses of £457	
Nuneaton and Bedworth	*No staff above £100,000*						
Oadby and Wigston	*No staff above £100,000*						
Oldham	*Unusable information returned*						Response was vague about salary details and had no names or positions. It also said that there was no guarantee that all senior staff earned £100,000 in a year, as they may not have worked a full year.
Omagh	*No staff above £100,000*						
Orkney Islands	*No staff above £100,000*						

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Oswestry	*No staff above £100,000*						
Oxford	?	Chief Executive	£100,000	£100,000	0.0%		Referred to website for details of management pay but this did not hold historical data. Follow up request still pending.
Oxfordshire	Stephen Capaldi	Assistant Chief Executive (Strategy)	£105,000	£105,000	0.0%		Referred to statement of accounts, with positions given for the bands within them. Refused to release name of one officer, as the Council considered them to be a junior staff member and remuneration included a redundancy payment
	Sue Scane	Assistant Chief Executive (Chief Financial Officer)	£105,000	£105,000	0.0%		
	Huw Jones	Director of Environment and Economy	£125,000	£125,000	0.0%		
	John Jackson	Director for Social and Community Services	£125,000	£125,000	0.0%		
	Jonathan McWilliam	Director of Public Health	£125,000	£125,000	0.0%		
	?	?	£165,000	-			
	Joanna Simons	Chief Executive	£175,000	£185,000	5.7%		
Pembrokeshire	G Davies	Director of Education & Children's Services	£107,500	£107,500	0.0%	Remuneration band of £105,000-£109,999	Remuneration provided in bands
	M Lewis	Director of Finance and Leisure	£107,500	£112,500	4.7%	Remuneration band of £110,000-£114,999	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	I Westley	Director of Transportation and Environment	£107,500	£112,500	4.7%	Remuneration band of £110,000-£114,999	
	J Skone	Director of Social Care and Housing	£107,500	£112,500	4.7%	Remuneration band of £110,000-£114,999	
	B Parry-Jones	Chief Executive	£162,500	£172,500	6.2%	Remuneration band of £170,000-£174,999	
	S Jones	Director of Development	-	£107,500		Remuneration band of £105,000-£109,999	
Pendle	Stephen Barnes	Chief Executive	£125,770	£130,201	3.5%	Salary band of £115,206-£120,726; car allowance of £8,550; returning officer fees of £3,685.36	
Perth and Kinross	Bernadette Malone	Chief Executive	£125,602	£118,713	-5.5%	No bonuses or other payments	
	Gavin Stevenson	Executive Director (Corporate Services)	-	£101,253		No bonuses or other payments	
	John Fyffe	Executive Director (Education and Children's Services)	-	£101,709		Salary of £101,253; car mileage of £418.50; public transport of £37.20	
	Jim Irons	Executive Director (Environment Service)	-	£101,762		Salary of £101,253; car mileage of £350; public transport of £159.30	
	David Burke	Executive Director (Housing and Community Care)	-	£101,253		No bonuses or other payments	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Peterborough	Refused to answer						Request refused on the grounds of future publication
Plymouth	Bronwen Lacey	Director for Children and Young People	£126,597	£129,699	2.5%		
	Carole Burgoyne	Director for Community Services	£111,896	£114,637	2.4%		
	Adam Broome	Director for Corporate Support	£111,896	£114,637	2.4%		
	Barry Keel	Chief Executive	£167,397	£171,498	2.4%		
	Anthony Payne	Director for Development & Regeneration	£111,896	£114,637	2.4%		
	?	Assistant Chief Executive	-	£114,637			
Poole	?	Chief Executive	£122,336	£125,817	2.8%	Salary of £124,941; taxable benefits of £876	No name provided in FOI response.
	?	Strategic Director	-	£101,888		Salary of £101,823; taxable benefits of £65	
Portsmouth	David Williams	Chief Executive	£139,509	£142,929	2.5%		No detailed remuneration breakdown given
	Roger Ching	Strategic Director	£100,449	£102,912	2.5%		
	Lynda Fisher	Strategic Director	£100,449	£103,538	3.1%	Includes an unspecified leave payment	
	Margaret Geary	Strategic Director	-	£102,912			

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Kathy Wadsworth	Strategic Director	-	£102,912			
Powys	Mark Kerr	Chief Executive	£113,567	£113,588	0.0%	Salary of £110,000-£115,000; election fees of £100.23; expenses of £987.79	No detailed remuneration breakdown given
	Jeremy Patterson	Executive Director	-	£110,249		Salary band of £105,000-£110,000; expenses of £2749.30	
	Phil Robson	Executive Director	-	£110,332		Salary band of £105,000-£110,000; expenses of £2,831.63	
Preston	James Carr	Chief Executive	£128,976	£131,270	1.8%	Basic pay of £111,270; car benefit of £14,936.42; returning officer fee of £5,063.50	
Purbeck	*No staff above £100,000*						
Reading	?	Chief Executive	£140,944	£145,305	3.1%	Salary band of £136,500-£154,101; taxable expenses of £4.30	Refused to provide names
	?	Director of Education & Children's Services	£105,446	£107,815	2.2%	Salary band of £90,651-£114,979; market supplement of £5,000.04	
	?	Director of Environment, Culture and Sport	£101,082	£105,427	4.3%	Salary band of £90,651-£114,979; taxable expenses of £3; p11D benefit of £109; honorarium of £2,500	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	?	Director of Housing & Social Services	£100,981	£105,315	4.3%	Salary band of £90,651-£114,979; honorarium of £2,500	
	?	Director of Resources	£100,356	£107,248	6.9%	Salary band of £90,651-£114,979; honorarium of £4,433.44	
	?	Head of Housing Strategy	£137,073	-			
Redbridge	Roger Hampson	Chief Executive	£175,602	£185,933	5.9%	Salary band of £165,150-£194,658; returning officer fees of £6,029	No detailed remuneration breakdown given
	Pat Reynolds	Director of Children's Services	£126,113	£129,203	2.5%	Salary band of £121,191-£137,214	
	John Drew	Director of Housing and Community Services	£128,186	£130,860	2.1%	Salary band of £121,191-£137,214; life/health insurance of £1,657.98	
	Steve Johnson	Director of Customer Services and Performance	£127,051	-			
	Geoff Pearce	Director of Finance and Resources	£128,186	£131,414	2.5%	Salary band of £121,191-£137,214; life/health insurance of £2,210.67	
	Len Norton	Director of Environment, Regeneration and Community Safety	£127,771	£130,971	2.5%	Salary band of £121,191-£137,214; life/health insurance of £1,768.54	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Heidi Chottin	Borough Solicitor and Secretary	£112,167	£114,971	2.5%	Salary band of £105,798-£121,347; life/health insurance of £1,398.22	
	Simon Barry	Director of Community Services	-	£130,674		Salary band of £121,191-£137,214; life/health insurance of £1,471.68	
	John Powell	Director of Adult Social Services	-	£131,769		Salary band of £121,191-£137,214; life/health insurance of £1,471.68; lease car allowance of £1,095	
Redcar and Cleveland	Colin Moore	Chief Executive	£106,816	-			
	Amanda Skelton	Chief Executive	-	£146,078		Base salary of £143,791.9; car allowance of £1,095; mileage of £1,191.55	
	Maurice Bates	Director of Health & Social Care	£131,973	-			
	Mike Dillon	Director of Adults & Children's Services	-	£103,568		Base salary of £102,004.36; car allowance of £667.98; mileage of £895.22	
	Ray Richardson	Director of Finance Performance and Procurement	£113,005	-			
	Ian Wardle	Director of Regeneration Services	-	£108,920		Base salary of £108,122.92; car allowance of £753; car park repayment of £44.03	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Simon Dale	Director of Area Management	£114,899	£117,335	2.1%	Base salary of £114,868.32; car allowance of £1,095; mileage of £1,371.21	
	Richard Frankland	Director of Corporate Resources	£112,475	£116,226	3.3%	Base salary of £114,868.32; car allowance of £1,095; mileage of £35.42; car park repayment of £226.98	
Redditch	*1 member of staff, shared with Bromsgrove - see Bromsgrove for details*						
Reigate and Banstead	Nigel Clifford	Chief Executive	£111,875	£114,724	2.5%	Salary band of £107,337-£121,443; expenses of £334.33	No detailed remuneration breakdown given
Renfrewshire	David Martin	Chief Executive	£139,904	£130,609	-6.6%		
Rhondda Cynon Taf	Keith Griffiths	Chief Executive	£143,962	£155,873	8.3%	Salary of £141,729.96; returning officer fees of £13,065; expenses of £1,077.93	
	George Jones	Group Director – Environmental Services	£113,377	£116,430	2.7%	Salary of £113,384.04; expenses of £3,046.33	
	Steve Merritt	Group Director – Corporate Services	£111,639	£114,691	2.7%	Salary of £113,384.04; expenses of £1,306.73	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Ellis Williams	Group Director – Community & Children's Services	£111,102	£113,384	2.1%	Salary only	
Ribble Valley	*Did not respond*						
Richmond upon Thames	Gillian Norton	Chief Executive	£100,000	£100,000	0.0%		Refused to provide a breakdown of remuneration. Appeal decision still pending
	Angie Philips	Director of Education and Children's Services	£100,000	-			
	Jeff Jerome (until 26/09/2008)	Director of Adult and Community Services	£100,000	-			
	Mark Maidment	Director of Finance	£100,000	£100,000	0.0%		
	Trevor Pugh	Director of Environment	£100,000	£100,000	0.0%		
	David Neaves	Head of Operations	£100,000	-			
	Nick Whitfield	Director of Children's Services and Culture	-	£100,000			
	Phil Lomax	Assistant Director of Children's Services	-	£100,000			
Richmondshire	*No staff above £100,000*						
Rochdale	Roger Ellis	Chief Executive	£138,237	£142,172	2.8%	Basic pay of £140,508; expenses of £1,664.01	
	Margaret Carney	Executive Director, Resources	£118,266	-			
	John Patterson	Executive Director, Environment	£113,353	£116,186	2.5%	Basic pay of £114,330; expenses of £1,855.67	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Terry Piggott	Executive Director, Children's Services	£119,247	£121,711	2.1%	Basic pay of £120,051; expenses of £1,660.20	
	Andy Zuntz	Executive Director, Community Services	£112,792	£115,990	2.8%	Basic pay of £114,330; expenses of £1,660.20	
Rochford	Paul Warren	Chief Executive	£116,124	£116,658	0.5%	Basic salary of £109,679.85; backdated annual increase of £1,104.15; mileage of £933.72; lump sum of £1,091.75; evening meeting allowance of £341.21; expenses of £166.19; contractual payment of £3,243; telephone allowance of £98.40	
Rossendale	*No staff above £100,000*						
Rother	*No staff above £100,000*						
Rotherham	Mike Cuff	Chief Executive	£159,183	£163,083	2.5%		
	Andrew Bedford	Strategic Director Finance	£110,673	£113,384	2.4%		
	Tom Cray	Strategic Director Neighbourhood & Adult Services	£110,673	£113,384	2.4%		
	Sonia Sharp	Strategic Director Children and Young People Service	£110,673	-			

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Joyce Thacker	Strategic Director Children and Young People's Service	-	£113,384			
	Karl Battersby	Strategic Director Environment Development Services	-	£113,384			
Rugby	Simon Warren	Chief Executive	£101,077	£103,098	2.0%	Salary of £99,139.02; telephone allowance of £116.20; returning officer of £3,843	Refused to release name of Strategic Director as remuneration included a redundancy payment
	?	Strategic Director	-	£105,186		Salary of £67,113.19; mileage allowance of £448.06; telephone allowance of £116.20; redundancy of £37,508.97	
Runnymede	T Williams	Chief Executive	£121,374	£144,645	19.2%	Salary of £106,557; bonus/merit payments of £30,035; car benefit of £4,560; returning officer fees of £3,493	
Rushcliffe	Graham Allen	Chief Executive	£105,000	£105,000	0.0%	Salary band of £100,000-£105,000	
Rushmoor	Andrew Lloyd	Chief Executive	£107,227	£112,415	4.8%	Salary of £105,483; car allowance of £400 per month; medical cover of £700; returning officer fees of £5,831.85	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Rutland	Helen Briggs	Chief Executive	£103,790	£108,892	4.9%	Basic pay of £107,085.36; car allowance of £849; mileage of £612.98; subsistence of £344.95	
Ryedale	J Waggott	Chief Executive	£110,785	£108,924	-1.7%	Salary of £103,420; car allowance of £5,504	
	J Davison	Corporate Director	£107,305	-			
Salford	Barbara Spicer	Chief Executive	£141,823	£143,437	1.1%	Basic salary of £141,000; car allowance of £821.04; car mileage of £687.64; travel expenses of £767.07; sundry expenses of £161.34	
	Anne Williams	Strategic Director of Community, Health and Social Care	£110,792	-			
	Jill Baker	Strategic Director of Children's Services	£111,130	£112,123	0.9%	Salary of £111,000; car allowance of £821.04; car mileage of £296.86; travel expenses of £5	
	Alan Westwood	Strategic Director of Customer and Support Services	£101,668	£103,531	1.8%	Salary of £102,000; car allowance of £821.04; car mileage of £271.77; travel expenses of £86.90; sundry expenses of £26.50; election expenses of £325	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Salisbury	E Teagle	Head of Forward Planning & Transportation	-	£102,092		Packages included redundancy payments. Remuneration band of £99,000-£103,000; essential car user allowance of £1,091.75	Remuneration provided in bands
	M Gill	Interim Chief Executive	-	£133,592		Packages included redundancy payments. Remuneration band of £130,000-£135,000; essential car user allowance of £1,091.75	
	A Reynolds	Head of Strategic Housing	-	£151,092		Packages included redundancy payments. Remuneration band of £148,000-£152,000; essential car user allowance of £1,091.75	
	A Osborne	Head of Finance	-	£194,000		Packages included redundancy payments. Remuneration band of £193,000-£197,000	
Sandwell	Mary Fraser	Chief Executive	£137,500	£137,500	0.0%	Salary band of £135,000-£140,000	Salary bands provided
	Lynda Bateman	Executive Director	£127,500	-			
	Steve Gregory	Executive Director	£107,500	-			
	Robert Lee	Director	£102,500	-			

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Andrea Pope-Smith	Director	£102,500	-			
	Roger Crouch	Executive Director	-	£122,500		Salary band of £120,000-£125,000	
	John Garrett	Executive Director	-	£102,500		Salary band of £100,000-£105,000	
Scarborough	*Did not respond*						
Scottish Borders	David Hume	Chief Executive	£119,151	£119,753	0.5%	Salary of £116,193.93; car lump sum of £822; mileage expenses of £2,270.62; phone rent of £126.16; other expense of £340.55	Refused to release name of two staff members as this included redundancy payment
	?	Director	-	£176,003		Salary of £96,237.97; car lump sum of £822; mileage expenses of £1,002.46; subsistence of £44.73; other expense of £84; severance pay of £77,812.27	
	?	Head of Service	-	£102,337		Salary of £52,170.68; mileage expenses of £107.30; phone rent of £106.46; severance pay of £49,952.60	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Sedgemoor	*Kerry Rickards*	Chief Executive	-	£109,402		Salary band of £99,735-£110,235; expenses of £1.095; mileage of £3,064.16; telephone allowance of £159; miscellaneous of £52; public transport of £45; parking of £2.10	No name provided in FOI response.
Sefton	B Marsh	Strategic Director, Children's Services	£107,440	£110,670	3.0%	Salary of £109,581; car allowance of £1,088.50	
	A Moore	Strategic Director, Regeneration and Environmental Services	£112,590	£115,882	2.9%	Salary of £114,561; car allowance of £1,181.7; telephone allowance of £139.56	
	G Haywood	Chief Executive Officer	£154,450	£116,978	-24.3%	Left in December 2008. Salary of £113,456.30; car allowance of £3,416.79; telephone allowance of £104.67	
	C Barker	Strategic Director, Health & Social Care	£102,810	£107,471	4.5%	Salary of £104,601; car allowance of £2,730.32; telephone allowance of £139.56	
Selby	*No staff above £100,000*						
Sevenoaks	Robin Hales	Chief Executive	£123,462	£126,536	2.5%	Salary including election payment	
	Pav Ramewal, Dr	Corporate Director, Resources and Deputy Chief Executive	-	£103,341		Salary of £98,895; cash equivalent lease car of £4,446	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Sheffield	P Makin	Director	£106,918	-			
	J Roney	Executive Director	£138,182	-			
	R Kerslake	Chief Executive	£190,167	-			
	J Mothersole	Executive Director	£138,311	£185,492	34.1%	Basic pay of £182,748.81; arrears pay of £2,743.28	
	L Manley	Director, Corporate Resources	£113,350	£120,288	6.1%	Basic pay of £114,275.64; honorarium of £4,161.24; arrears of £1,851.36	
	L Quigley	Manager	-	£101,689		Basic pay of £47,322.65; honorarium of £50,228; mileage of £125.60; other allowances of £3,214.52; arrears of £797.92	
	E Bashforth	Director	-	£118,989		Basic pay of £88,399.04; honorarium of £13,022.72; arrears of £1,432; returning officer fees of £16,135	
	C Roff	Manager	-	£111,133		Basic pay of £106,836.31; mileage of £346.80; parking fees of £10; arrears of £3,939.67	
Shepway	*Did not respond*						
Shetland	*No staff above £100,000*						

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Shrewsbury and Atcham	Robin Hooper	Chief Executive	£335,848	-			
Shropshire	Carolyn Downs	Chief Executive	£164,453	-			
	Michael Phillips	Managing Director-West Mercia Supplies	£120,152	£122,815	2.2%	Salary band of £115,000-£120,000; car user allowance of £849; travel and expenses of £4,466	
	Elizabeth Nicholson	Corporate Director Children and Young People Services	£119,518	£124,749	4.4%	Salary band of £120,000-£125,000; car user allowance of £1,095; travel and expenses of £1,154.12	
	Laura Rowley	Director of Resources	£118,881	£126,415	6.3%	Salary of band £120,000-£125,000; car user allowance of £1,095; travel and expenses of £41.66; honorarium of £2,778.66	
	Penny Spencer	Corporate Director (Assistant Chief Executive, Performance and Partnerships in 2008-09)	£113,790	£123,718	8.7%	Salary band of£120,000-£125,000; car user allowance of £1,095; travel and expenses of £123.33	
	Sheila Healy	Interim Chief Executive	-	£167,113		Salary band of £160,000-£165,000; car user allowance of £1,095; travel and expenses of £1,018.48	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Thomas McCabe	Director of Development Services	-	£128,595		Salary band of £125,000-£130,000; car user allowance of £1,095	
	Valerie Beint	Director of Community Services	-	£118,943		Salary band of £115,000-£120,000; car user allowance of £1,095; travel and expenses of £348.08	
Slough	Ruth Bagley	Chief Executive	£146,611	£144,528	-1.4%	Salary band of £131,232-£157,479; expenses (conference - hotel 2 nights) of £172	Salary bands provided
	Andrew Blake-Herbert	Strategic Director of Resources	£119,056	£118,156	-0.8%	Salary band of £108,014-£125,983; other allowances of £592; expenses (mileage) of £565.50	
	Denise Alder	Strategic Director of the Green and Built Environment	£115,889	£117,483	1.4%	Salary band of £108,014-£125,983; other allowances of £484	
	Clair Pyper	Strategic Director Education and Children's Services	-	£121,914		Salary band of £108,014-£125,983; expenses (relocation) of £3,900; expenses (travel, parking) of £243.60; expenses (mileage) of £772	
Solihull	Mark Rogers	Acting Chief Executive/Chief Executive	£112,585	£119,897	6.5%	Salary band of £117,397-£122,397	Refused to provide breakdown of

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Clive Whereat	Resources Director	£102,671	£107,309	4.5%	Salary band of £104,809-£109,809	remuneration for two staff members as they contained a redundancy payment
	David Hingley	?	-	£100,000		Salary of £83,498-£88,498, plus an unspecified redundancy payment	
	Richard Honeysett	?	-	£100,000		Salary of £77,789-£82,789, plus an unspecified redundancy payment	
	Jeanette McGarry	Community Services Director	£100,599	-			
Somerset	Alan Jones	Chief Executive	£145,230	£148,806	2.5%	Salary band of £136,086-£161,286; mileage allowance of £120.30	Salary bands provided
	Roger Kershaw	Corporate Director of the Resources Directorate	£113,082	£115,902	2.5%	Salary band of £106,824-£124,680; mileage allowance of £150.02	
	Miriam Maddison	Corporate Director of the Community Directorate	£112,980	£115,752	2.5%	Salary band of £106,824-£124,680	
	Sonia Davidson-Grant	Corporate Director of the Environment Directorate	£112,980	£115,752	2.5%	Salary band of £106,824-£124,680; mileage allowance of £19.76	
	David Taylor	Corporate Director of the Children and Young People Directorate	£113,530	£116,302	2.4%	Salary band of £106,824-£124,680; mileage allowance of £550.20	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
South Ayrshire	D Anderson	Chief Executive	-	£105,680		Basic pay of £104,103.69; pay arrears of £623.95; subsistence, travel and mileage of £227.03; essential car user allowance of £725.16	Did not provide a breakdown of several remuneration packages as they included a redundancy payment
	T Cairns	Chief Executive	£106,201	-			
	G Peterkin	Deputy Chief Executive & Executive Director of Development & Environment	£110,440	£104,106	-5.7%	Basic pay of £102,436.74; pay arrears of £746.29; subsistence, travel and mileage of £101; essential car user allowance of £822	
	J Thompson	Director of Social Work, Housing & Health	£103,538	-			
	M McCabe	Director of Education, Culture & Lifelong Learning	-	£159,024		Total remuneration	
	P Whelan	Head of Lifelong Learning	-	£109,899		Total remuneration	
	K Hamilton	Head of Regeneration and Housing	-	£119,338		Total remuneration	
	I McLarty	Head of Planning and Transportation	-	£119,431		Total remuneration	
South Bucks	*No staff above £100,000*						

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
South Cambridgeshire	Greg Harlock	Chief Executive	£127,317	£137,537	8.0%	Salary of £119,546; returning officer payment of £9,234; car allowance of £7,002; other expenses of £1,755	
	Steve Hampson	Executive Director	-	£108,237		Salary of £102,033; car allowance of £4,634; other expenses of £1,570	
South Derbyshire	Frank McArdle	Chief Executive	-	£103,673		Salary band of £97,110-£110,235	Salary band provided
South Gloucestershire	?	Chief Executive	£144,984	£159,589	10.1%	Salary of £157,090; ECU lump sum of £753; mileage of £986.48; car parking of £122.90; misc expenses of £636.14	No names provided in FOI response.
	?	Director of Children and Young People	£112,942	£119,596	5.9%	Salary of £119,525; ECU lump sum of £70.75	
	?	Director of Community Services	£104,431	£110,793	6.1%	Salary of £108,597; ECU lump sum of £849; mileage of £1,010.88; car parking of £143.50; misc expenses of £192.20	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	?	Director of Planning, Transport and Strategic Environment	£105,188	£111,748	6.2%	Salary of £108,597; ECU lump sum of £849; mileage of £1,430.56; car parking of £186.20; misc expenses of £685.40	
	?	Director of Community Care and Housing	£103,164	£110,980	7.6%	Salary of £108,597; ECU lump sum of £849; mileage of £1,501.31; car parking of £32.40	
	?	Deputy Chief Executive and Director of Corporate Resources	£102,631	£126,033	22.8%	Salary of £124,349.53; ECU lump sum of £753; mileage of £744.18; car parking of £22.70; misc expenses of £163.50	
South Hams	*Refused to answer*						
South Holland	Terry Huggins	Chief Executive	£115,390	£118,696	2.9%	Salary of £109,512; medical of £662.76; election fees of £106; mileage of £684.62; car allowance of £5,542; other travel of £864.33; subsistence of £1,124.66; entertainment of £199.78	
South Kesteven	Duncan Kerr	Chief Executive	£106,575	£108,708	2.0%		

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
South Lakeland	*No staff above £100,000*						
South Lanarkshire	Archie Strang	Chief Executive	£143,097	£146,502	2.4%	Salary band of £143,802-£148,802; expenses of £200	Salary bands provided
	Linda Hardie	Executive Director, Finance and Information Technology Resources and Deputy Chief Executive	£122,206	£125,432	2.6%	Salary band of £121,611-£126,611; essential car user allowance of £820; expenses of £501	
	Robert McIIwain	Executive Director, Corporate Resources	£115,733	£118,678	2.5%	Salary band of £115,078-£120,078; essential car user allowance of £820; expenses of £280	
	Norman Anderson	Executive Director, Community Resources	£115,826	£118,643	2.4%	Salary band of £115,078-£120,078; essential car user allowance of £820; expenses of £245	
	Jim Hayton	Executive Director, Housing and Technical Resources	£115,972	£118,802	2.4%	Salary band of £115,078-£120,078; essential car user allowance of £820; expenses of £404	
	Harry Stevenson	Executive Director, Social Work Resources	£116,517	£119,192	2.3%	Salary band of £115,078-£120,078; essential car user allowance of £820; expenses of £794	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Iain Urquhart	Executive Director, Enterprise Resources	£116,271	£118,773	2.2%	Salary band of £115,078-£120,078; essential car user allowance of £820; expenses of £375	
	Larry Forde	Executive Director, Education Resources	£113,946	£116,774	2.5%	Salary band of £113,454-£118,454; essential car user allowance of £820	
South Norfolk	G Rivers	Chief Executive	£113,226	-			
South Northamptonshire	*Did not respond*						
South Oxfordshire	David Buckle	Chief Executive	£110,810	£115,349	4.1%	Salary of £114,254; car allowance of £1,095	
South Ribble	Jean Hunter	Chief Executive	£101,080	£106,655	5.5%	Basic pay of £103,468; mileage of £822.85; essential user lump sum of £1,095; other expenses of £1,269.14	No name provided in FOI response.
South Shropshire	*No staff above £100,000*						
South Somerset	Philip Dolan	Chief Executive	£131,355	£140,615	7.0%	Salary of £135,037.08; travel of £281.13; car benefit of £5,297	No detailed remuneration breakdown given
	Ranjana Singh	Corporate Director, Communities	-	£104,475		Salary of £99,651; travel of £443.27; car benefit of £4,381	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
South Staffordshire	Rolf Levesley	Chief Executive	£116,592	£108,575	-6.9%	Salary of £95,153; pension payment of £12,377; professional fees paid of £1,045	
South Tyneside	Irene Lucas	Chief Executive	£132,327	£143,994	8.8%	Salary of £143,799; phone allowance of £195.24	
	David Slater	Executive Director Regeneration & Resources	£103,742	-			
	Helen Watson	Executive Director Children & Young People	-	£104,911		Salary of £103,429.25; car allowance of £846.50; mileage of £634.91	
	Fiona Brown	Executive Director Neighbourhood	-	£103,342		Salary of £101,895; car allowance of £778.25; mileage of £668.64	
	Sylvia Brown	Head of Community Services	-	£152,624		Salary of £78,351; car allowance of £846.50; phone allowance of £495.24; mileage of £275.32; pay in lieu of £19,328.76; redundancy of £53,327.66	
Southampton	Heath	Solicitor to the Council	-	£102,661		Salary band of £100,000-£105,000; telephone allowance of £122; professional fees of £39	Salary bands provided. Did not provide a first name or initial for staff.

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Webster	Executive Director, Children's Services & Learning	£108,362	£118,805	9.6%	Salary band of £116,000-£120,000; telephone allowance of £122; mileage of £683	
	Murphy	Executive Director, Neighbourhoods	£109,454	£119,494	9.2%	Salary band of £116,000-£120,000; telephone allowance of £122; first aid of £193; mileage of £1,179	
	Brown	Executive Director, Environment	£113,122	£118,122	4.4%	Salary band of £116,000-£120,000; telephone allowance of £122	
	Williamson	Executive Director, Resources	£121,968	£124,080	1.7%	Salary band of £121,000-£125,000; telephone allowance of £122; mileage of £375; expenses of £14; mortgage assistance of £569	
	Beer	Executive Director, Health and Adult Social Care	£121,842	£126,650	3.5%	Salary band of £121,000-£125,000; telephone allowance of £122; car allowance of £3,528	
	Roynon	Chief Executive	£159,177	£170,193	6.9%	Salary band of £166,000-£170,000; telephone allowance of £122; mileage of £2,071	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Southend-on-Sea	*Refused to answer*						Refused to respond on the grounds of Data Protection. Appeal still pending
Southwark	*Unusable information returned*						Refused to provide any information in December 2009. Released a pay scale chart on appeal in February 2010 but it was unclear which member of staff matched which level of pay.
Spelthorne	Roberto Tambini	Chief Executive	£103,852	£109,447	5.4%	Salary of £103,043.04; returning officer of £325.18; car allowance of £6,048.96; election expenses of £30	No name provided for one member of staff as he/she received a redundancy payment
	?	Business Review Manager	-	£111,434		Salary of £37,043.44; leased car of £1.26; medical refund of £71.01; redundancy of £70,635.88; P11d value (car) of £3,682	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
St Albans	Daniel Goodwin	Chief Executive	£136,403	£141,469	3.7%	Salary of £104,985.36; employers pension contributions of £28,765.96; lease car of £7,718	
St Edmundsbury	Deborah Cadman	Chief Executive	£109,992	-			
St Helens	I Roberts	Assistant Chief Executive	£101,291	£103,241	1.9%	Salary of £102,702; car mileage of £451.47; car parking of £62.20; tunnel fees of £25.60	
	P Sanderson	Director of Environmental Protection	£109,572	£112,257	2.5%		
	S Lightup	Director of Adult Social Care and Health	£110,696	£104,509	-5.6%	Salary of £103,204; travel of £1,201.74; telephone rental of £103.48	
	S Richardson	Director of Children and Young People's Services	£111,112	£114,013	2.6%	Salary of £112,257; travel of £1,654.09; telephone rental of £102.72	
	R Hepworth	Director of Urban Regeneration and Housing	£112,816	£115,421	2.3%	Salary of £114,648; travel of £773.02	
	C Hudson	Chief Executive	£156,630	£159,735	2.0%	Salary of £159,365.48; travel of £267.56; telephone rental of £102.72	
Stafford	David Rawlings	Chief Executive	£109,844	-			

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Ian Thompson	Chief Executive	-	£105,980		Salary of £94,012.08; performance pay of £5,509.94; car allowance of £6,457.84	
Staffordshire	N Pursey	Chief Executive	£154,306	-			
	R Hilton	Chief Executive	£198,359	£192,617	-2.9%	Salary of £190,899.94; P11D of £1,717	
	P Traves	Corporate Director	£134,112	£128,710	-4.0%	Salary of £122,343.24; P11D of £6,367	
	R Higgs	Corporate Director	£122,121	£127,861	4.7%	Salary of £122,343.24; P11D of £5,518	
	E Robinson	Director of Social Services	-	£125,753		Salary of £122,343.24; P11D of £3,410	
	K Cackett	Deputy Corporate Director, Quality Assurance	-	£112,337		Salary of £107,340.90; P11D of £4,996	
	S Rees	Deputy Corporate Director, Vulnerable Children	-	£100,846		Salary of £96,901.80; P11D of £3,944	
Staffordshire Moorlands	*Unusable information returned*						Referred to a webpage but we were not sure if this was related to the correct financial years.

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Stevenage	?	Chief Executive	£116,007	£119,832	3.3%	Salary of £114,732; returning officer fees of £5,100	Refused to release name as staff member has left the Council
Stirling	Keith Yates	Chief Executive	£104,730	£106,715	1.9%	Salary of £106,016.95; mileage of £672.70; expenses of £25.30	
Stockport	John Schultz	Chief Executive	£149,417	£176,946	18.4%	Basic salary of £152,481; employer pension contribution of £19,823; vehicle allowance of £2,230; other benefits of £134; expenses of £2,278	Response referred to last year's Rich List for 07-08 figures. These provided salary bands and included no employer's pension contributions.
	Ged Lucas	Corporate Director & Deputy Chief Executive	£115,005	£137,364	19.4%	Basic salary of £119,172; employer pension contribution of £15,596; vehicle allowance of £2,325; other benefits of £254; expenses of £17	
	Andrew Webb	Corporate Director	£109,763	£129,225	17.7%	Basic salary of £111,421; employer pension contribution of £14,484; vehicle allowance of £2,325; other benefits of £134; expenses of £861	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Steve Houston	Corporate Director	£107,854	£129,686	20.2%	Basic salary of £111,602; employer pension contribution of £14,508; vehicle allowance of £3,159; other benefits of £533; expenses of £66	
	E McClean	Corporate Director	£102,720	-			
Stockton	George Garlick	Chief Executive	£153,244	-			
	Elizabeth Ann Baxter	Corporate Director (Children, Education & Social Care)	£107,471	-			
	Neil Schneider	Chief Executive 2008-09, Corporate Director (Development and Neighbourhood Services) 2007-08	£107,281	£151,362	41.1%	Promoted to Chief Executive in 2008-09. Salary of £144,263.39; performance related pay of £5,101.55; car allowances of £1,996.80	
	Julie Danks	Corporate Director (Resources)	£106,625	£128,879	20.9%	Salary of £121,936.64; performance related pay of £5,101.55; car allowances of £1,840.56	
	Jane Humphries	Corporate Director (Children, Education & Social Care)	-	£113,640		Salary of £111,630.54; car allowances of £1,979.90; GSCC £30	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Stoke-on-Trent	Julie Gill	Director of Central Services	£100,968	£101,674	0.7%	Salary of £95,000-£100,000; essential car user allowance of £821.25; commuter allowance of £2,064.05; other of £1,288.56	Salary bands provided
	Ian Smith	Coroner	-	£101,098		Salary of £95,000-£100,0000; essential car user allowance of £1,095; other of £2,503.22	
	Hardial Bhogal	Director	£128,176	£127,659	-0.4%	Salary of £125,000-£130,000; other of £158.70	
	Thomas Macartney	Managing Director	£123,486	£148,923	20.6%	Salary of £145,000-£150,000; essential car user allowance of £1,095; other of £328.48	
	Christopher Harman	Chief Executive	-	£159,887		Salary of £145,000-£150,000; commuter allowance of £1,370.88; other of £3,074.68; relocation expenses of £7,941.78	
	Terence Hawkins	Head of Service, Adult Social Care and Health	£103,579	-			
	Peter Devaney	Head of Community Service	£103,816	-			
	Peter Mawdsley	Assistant Chief Executive	£110,054	-			

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Julie Seddon	Managing Director	£119,448	-			
	Stephen Robinson	Council Manager & Chief Executive Officer	£154,492	-			
Strabane	*No staff above £100,000*						
Stratford-on-Avon	Paul Lankester	Chief Executive	-	£104,182		Salary of £99,505.94; lease car of £2,144.52; election fees of £2,531.22	
Suffolk	M More	Chief Executive	£166,108	-			
	A Hill	Chief Executive	-	£209,575		Basic pay of £206,448; mileage of £2,784; expenses of £343	
	G Dixon	Director of Resource Management	£121,521	£126,093	3.8%	Basic pay of £124,766; mileage of £996; expenses of £331	
	R Turner	Director of Children & Young People	£116,659	£124,679	6.9%	Basic pay of £121,223; mileage of £2,658; expenses of £798	
	L Robinson	Director of Environment & Transport	£116,819	£120,183	2.9%	Basic pay of £118,465; mileage of £1,498; expenses of £220	
	A Fry	Director and Chief Fire Officer	-	£103,661		Basic pay of £103,485; expenses of £176	
	L Howell	Director and Chief Fire Officer	£113,242	-			

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Suffolk Coastal	Stephen Baker	Chief Executive	£105,374	£133,209	26.4%	Salary of £128,061; bonus of £2,715; car allowance of £1,095; expenses of £1,338	
Sunderland	GB Fitzgerald	Chief Executive	£172,500	£162,500	-5.8%	Total remuneration of £160,000-£165,000	No detailed remuneration breakdown given
	SZ Abbas	Occupational Health Physician	£117,500	£122,500	4.3%	Total remuneration of £120,000-£125,000	
	Helen Paterson	Director of Children's Services	£107,500	£107,500	0.0%	Total remuneration of £105,000-£110,000	
	PJ Barrett	Director of Development and Regeneration	£102,500	£102,500	0.0%	Total remuneration of £105,000-£110,000	
	D Smith	Deputy Chief Executive	£102,500	-			
	N Revely	Director of Housing, Health and Adult Services	-	£102,500		Total remuneration of £100,000-£105,000	
Surrey	Richard Shaw	Chief Executive	£199,000	£205,000	3.0%	Remuneration band of £200,000-£209,999	Salary bands provided
	John Govett	Strategic Director of Corporate Services	£153,459	£175,000	14.0%	Remuneration band of £170,000-£179,999	
	Andrew Webster	Strategic Director Families	£153,459	£175,000	14.0%	Remuneration band of £170,000-£179,999	
	Andy Roberts	Strategic Director Children, Schools and Families	£130,571	£145,000	11.1%	Remuneration band of £140,000-£149,999	
	Patricia Greer	Strategic Director Communities	£120,167	£135,000	12.3%	Remuneration band of £130,000-£139,999	
	Nicholas Wilson	Head of Schools and Learning	-	£105,000		Remuneration band of £100,000-£109,999	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Felicity Budgen	Head of Children's Service	£103,407	£105,000	1.5%	Remuneration band of £100,000-£109,999	
Surrey Heath	*Did not respond*						
Sutton	Paul Martin	Chief Executive	£157,416	£168,242	6.9%	Basic salary of £163,635; unconsolidated payment of £3,720; mileage of £38.06; essential car user lump sum of £849	
	Dr Adi Cooper	Strategic Director - Adult Social Services & Housing	£114,745	£122,013	6.3%	Basic salary of £121,260; essential car user lump sum of £753	
	Bob York	Executive Head of Financial Services	-	£102,232		Basic salary of £92,037; unconsolidated payment of £2,094; market supplement of £7,200; mileage of £51.53; essential car user lump sum of £849	
	Dr Ian Birnbaum	Strategic Director - Children, Young People and Learning Services	£115,079	£122,464	6.4%	Basic salary of £121,260; mileage of £355.44; essential car user lump sum of £849	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Tom Jeffrey	Strategic Director - Environment & Leisure	£106,744	-			
	Sue Higgins	Strategic Director - Resources	£114,350	£121,666	6.4%	Basic salary of £121,260; mileage of £406.37	
	Dean Shoesmith	Joint Executive Head of Human Resources (Role shared with Merton Council)	£100,575	£114,226	13.6%	Basic salary of £101,590.96; unconsolidated payment of £3,887.92; honorarium of £8,708.63; mileage of £37.99	
Swale	?	Chief Executive	£112,048	-			Did not provide all names as staff members no longer works for Council
	?	Director	-	£105,315		Salary of £101,595.48; allowances of £3,720.04	
	?	Director	-	£106,568		Salary of £87,898.99; allowances of £18,668.87	
	Mark Radford	Director of Corporate Services	-	£107,706		Salary of £87,525; allowances of £20,180.82	
Swansea	Paul Smith	Chief Executive	£149,187	£157,158	5.3%	Salary of £155,901; telephone allowance of £159.24; mileage of £591.82; travel reimbursement of £81.69; subsistence of £424.22	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Jack Straw	Director	£115,023	£122,348	6.4%	Salary of £106,914; honorarium of £15,000; professional fees of £275; telephone allowance of £159.24	
	Reena Owen	Director	£101,255	£104,738	3.4%	Salary of £104,097; telephone allowance of £159.24; mileage of £324.32; travel reimbursement of £13.60; professional fees of £144	
	Philip Roberts	Director	£102,375	£108,030	5.5%	Salary of £99,780; honorarium of £8,001; telephone allowance of £159.24; mileage of £86.29; travel reimbursement of £3.50	
Swindon	*Did not respond*						After several attempts and reminders to provide a response to our request, Swindon has still not responded, nearly 4 months on. A clear breach of the FOI Act.
Tameside	*Part information supplied appeal pending*						

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Tamworth	David Weatherley	Chief Executive	£105,055	£107,703	2.5%	Salary of £104,046; car allowance £1,095; health scheme of £63.48; register of electors of £2,498.16	
Tandridge	Stephen Weigel	Chief Executive	£122,262	£134,168	9.7%	Salary of £118,822.83; evening meeting allowance of £68.73; car allowance of £3,805.30; medical insurance £514.11; other payments of £10,956.54	
Taunton Deane	*Penny James*	Chief Executive	£129,167	£135,012	4.5%	Salary of £100,785.96; other payments of £1,136.77; superannuation of £15,017.12; NI of £10,970.75; leased cars of £6,061.56; NI on leased cars of £720; other NI contributions of £40; private health insurance of £280	No name provided in FOI response. Name obtained through Council website.
Teignbridge	Nicola Bulbeck	Chief Executive	£102,461	£102,558	0.1%	Salary band of £96,000-£101,000; salary supplement of £4,057.98	Salary band provided

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Telford and Wrekin	?	Chief Executive	£170,440	£165,612	-2.8%	Basic pay of £162,124.08; returning officer fees of £903; telephone allowance of £124.20; mileage of lump sum of £849; mileage of £1,380.85; expenses of £230.59	Telford did provide a list of names but they did not assign to a remuneration package, which they labelled A-D for Directors. They upheld this decision on appeal.
	?	Corporate Director	£111,194	£120,688	8.5%	Basic pay of £118,893; telephone allowance of £124.20; mileage of lump sum of £849; mileage of £638.72; expenses of £182.60	
	?	Corporate Director	£115,954	£115,912	0.0%	Basic pay of £115,063.46; mileage of lump sum of £849	
	?	Corporate Director	£110,493	£111,401	0.8%	Basic pay of £109,660.19; mileage lump sum of £849; mileage of £725.74; expenses of £166.10	
	?	Corporate Director	-	£110,800		Basic salary of £109,660.19; mileage lump sum of £849; mileage of £260.81; expenses of £29.80	
Tendring	*Refused to answer*						Refused on Data Protection grounds. Appeal still pending

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Test Valley	Roger Tetstall	Chief Executive	£115,000	£115,000	0.0%	Salary band of £110,000-£119,999	Salary band provided
Tewkesbury	*No staff above £100,000*						
Thanet	*Unusable information returned*						Referred to a webpage but Council does not hold historical data for senior remuneration
Three Rivers	Steven Halls	Chief Executive	£116,743	£119,502	2.4%	Salary of £116,181; returning officer fee of £2,229; essential car user allowance of £1,092	
Thurrock	Angie Ridgwell	Chief Executive	£163,557	£158,000	-3.4%	Salary band of £148,000-£153,000; car subsidy of £7,000	
	William Newman	Corporate Director	£117,576	£117,500	-0.1%	Salary band of £110,000-£115,000; car subsidy of £5,000	
	Lorna Payne	Corporate Director	£117,548	£117,540	0.0%	Salary band of £110,000-£115,000; car subsidy of £5,000; expenses of £40.20	
	Andrew Hardingham	Corporate Director	£111,651	£111,578	-0.1%	Salary band of £104,000-£109,000; car subsidy of £5,000; expenses of £77.78	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Robert McCulloch-Graham	Corporate Director	-	£117,639		Salary band of £110,000-£115,000; car subsidy of £5,000; expenses of £139.20	
Tonbridge and Malling	David Hughes	Chief Executive	£114,244	£111,249	-2.6%	Salary of £106,362; lease car allowance of £3,930; medical insurance scheme of £813; allowances of £144	No figure provided for Richard Jeffery's 2007-08 remuneration.
	Richard Jefferys	Central Services Director	-	£112,872		Salary of £61,350; additional payments of £4,499; medical insurance scheme £610; allowances of £108; termination payments £46,305	
Torbay	E Raikes	Chief Executive	£150,045	£149,663	-0.3%	Salary of £147,696.96; essential user lump sum of £849; mileage of £747.20; expenses of £369.99	
	M Dennison	Strategic Director, Children's Services	£191,822	-			
	C Taylor	DCE Corporate Support Commissioner	-	£105,065		Salary of £103,245.04; essential user lump sum of £849; mileage of £774.80; expenses of £195.86	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Torfaen	Alison Ward	Chief Executive	£105,171	£119,619	13.7%	Salary band of £110,000-£119,999; mileage of £1,515.05; subsistence of £448.06; returning officer's fees of £2,656.24	
Torridge	John van de Laarschot	Chief Executive	£130,509	£135,072	3.5%	Salary of £129,087; expenses of £5,985	
Trafford	David McNulty	Chief Executive	£159,520	£163,320	2.4%	Gross pay £157,739; car allowance of £2,664; returning officer fees of £2,917	
	Gary Pickering	Corporate Director, Prosperity, Planning and Development, and Deputy Chief Executive	£119,385	£122,641	2.7%	Gross pay of £120,178; car allowance of £2,463	
	Mike Cooney	Corporate Director, Community Services and Social Care	£107,327	-			
	Chris Pratt	Corporate Director, Children and Young People's Service	£102,401	£104,910	2.5%		
	Emma Alexander	Corporate Director, Corporate and Customer Services	-	£102,610		Gross pay of £100,610; car allowance of £2,000	
Tunbridge Wells	Sheila Wheeler	Chief Executive	£100,770	£103,389	2.6%	Salary band of £92,808-£102,970; car allowance of £5,500	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Uttlesford	*Refused to answer*						Refused on Data Protection grounds. Appeal still pending
Vale of White Horse	?	Chief Executive	£107,417	£172,660	60.7%	Salary of £77,031; car allowance of £780.40; subsistence claimed of £26.50; mileage claimed of £556.47; redundancy payment of £94,266	Did not provide name in FOI response
	?	Deputy Director (Organisational Development & Support)	-	£126,708		Salary of £57,582; car allowance of £17.66; mileage claimed of £293.82; redundancy payment of £51,810; payment in lieu of notice of £15,319; payment in lieu of annual leave of £1,686	
Vale Royal	A Bingham-Holmes	Chief Executive	£102,860	£108,083	5.1%		
Wakefield	John Foster	Chief Executive	£545,000	-			Salary band provided
	Elaine McHale	Corporate Director, Family Services	£145,000	£145,000	0.0%	Remuneration band of £140,000-£150,000.	
	John Pitt	Corporate Director, Resources	£125,000	£145,000	16.0%	Remuneration band of £140,000-£150,000.	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Steve Stewart	Corporate Director, Culture and Sport	£105,000	£145,000	38.1%	Remuneration band of £140,000-£150,000. Includes redundancy payment	
	Joanne Roney	Chief Executive	-	£125,000		Remuneration band of £120,000-£130,000.	
	Andrew Kerr	Corporate Director, Safer and Stronger Communities	-	£105,000		Remuneration band of £100,000-£110,000.	
	Andrew Wallhead	Corporate Director, Regeneration	-	£105,000		Remuneration band of £100,000-£110,000.	
Walsall	David Martin	Interim Chief Executive / Executive Director	£168,943	£150,420	-11.0%	Salary band of £145,000-£150,000; car allowance of £2,670; returning officer fee of £250	
	David Brown	Executive Director	£125,102	£140,070	12.0%	Salary band of £135,000-£140,000; car allowance of £2,569.98	
	Tim Johnson	Executive Director	£125,202	£145,170	15.9%	Salary band of £140,000-£145,000; car allowance of £2,670	
	Jamie Morris	Executive Director	£126,102	£140,170	11.2%	Salary band of £135,000-£140,000; car allowance of £2,670	
	Paul Sheehan	Chief Executive	-	£202,500		Remuneration band of £200,000-£205,000; car allowance of £1,095	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Waltham Forest	Christopher Kiernan	Executive Director	£126,436	£135,756	7.4%	Basic pay of £133,535; car mileage of £61.94; eye test of £20; fares of £153; London weighting of £1,731.96; petty cash of £34.69; subs, evening meal of £99.86; subs, lunch of £76; travel expenses of £42.96	Refused to release names and positions due to legal professional privilege. Refused to release names and positions other staff members as they were not senior but received redundancy payments.
	Ian O'Donnell	Director of Finance	£115,667	£127,308	10.1%	Basic pay of £124,776.70; car mileage of £103.32; London weighting of £1,731.96; petty cash of £480; subs, breakfast of £19.90; subs, evening meal of £196.26	
	Martin Esom	Deputy Chief Executive	£124,160	£141,545	14.0%	Basic pay of £139,812.59; London weighting of £1,731.96	
	Satish Mistry	Director of Governance and Law	£107,182	-			
	Janet Wickham	Director of People, Policy & Performance	£102,480	£116,981	14.1%	Basic pay of £115,248.70; London weighting of £1,731.96	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Margaret Konigsberg	Executive Director, Communication	£124,104	£102,455	-17.4%	Basic pay of £100,727.52; car mileage of £231.27; fares of £65.40; London weighting of £1,308.28; subs, evening meal of £102.05; travel expenses of £20.30	
	Andrew Kilburn	Chief Executive	-	£100,423		Basic pay of £99,133.98; fares of £221.90; London weighting of £865.98; petty cash of £72.80; subs, evening meal of £127.76; travel expenses of £1	
	Daniel Fenwick	Director of Governance and Law	-	£116,263		Basic pay of £79,300.02; election count fee of £127.80; election fee, other of £2,971.36; honorarium of £32,984.51; London weighting of £865.98; petty cash of £13.20	
	Robin Tuddenham	Asssitant Director, Safe and Strong Communities	-	£113,841		Basic pay of £111,907.14; eye test of £20; fares of £181.40; London weighting of £1,731.96	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Shifa Mustafa	Assistant Director, Development	-	£123,422		Basic pay of £110,321.08; fares of £787.60; London weighting of £1,731.96; other employment of £7,786.31; pay supplement of £2,795	
	Jo Olsson	Head of Children and Families	-	£105,153		Basic pay of £103,298.04; fares of £121.98; London weighting of £1,731.96; travel expenses of £1	
	?	?	£100,000	£100,000	0.0%		
	?	?	£100,000	-			
	?	?	-	£100,000			
Wandsworth	G Jones	Chief Executive & Director of Administration	£212,500	£227,500	7.1%	Salary band of £225,000-£230,000	Salary bands provided
	W Myers	Director of Technical Services	£152,500	£162,500	6.6%	Salary band of £160,000-£165,000	
	P Robinson	Director of Children's Services	£147,500	£157,500	6.8%	Salary band of £155,000-£160,000	
	C Buss	Deputy Chief Executive & Director of Finance	£132,500	£152,500	15.1%	Salary band of £150,000-£155,000	
	R Evans	Director of Housing	£127,500	£142,500	11.8%	Salary band of £140,000-£145,000	
	P Brennan	Director of Leisure & Amenity Services	£127,500	£142,500	11.8%	Salary band of £140,000-£145,000	
	P Ward	Head of Corporate Services	£117,500	-			

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	N Powlson	Head of Professional Services	£117,500	£127,500	8.5%	Salary band of £125,000-£130,000	
	A Waren	Head of Environmental Services & Community Safety	£117,500	-			
	A Clyro	Assistant Director (Operational Services)	£117,500	-			
	P McCue	Interim Director of Social Services	£117,500	£127,500	8.5%	Salary band of £125,000-£130,000	
	M Walker	Borough Solicitor	£117,500	£122,500	4.3%	Salary band of £120,000-£125,000	
	W Farrington	Borough Valuer	£117,500	-			
	R Appleton	Head of Policy & Strategy	£107,500	-			
	A Butler	Assistant Director of Children's Services (Planning & Resources)	£107,500	£117,500	9.3%	Salary band of £115,000-£120,000	
	R Erskine	Borough Planner	£107,500	-			
	M Evans	Deputy Director of Children's Services (Policy & Development)	£107,500	£117,500	9.3%	Salary band of £115,000-£120,000	
	P Robinson	Acting Deputy Director, Leisure & Amenity Services	£102,500	£112,500	9.8%	Salary band of £110,000-£115,000	
	D Warwick	Director of Adult Social Services	-	£137,500		Salary band of £135,000-£140,000	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	B Reilly	Deputy Director of Housing	-	£112,500		Salary band of £110,000-£115,000	
	P Watson	Assistant Director of Administration (Support & Democratic Services)	-	£112,500		Salary band of £110,000-£115,000	
	P Moore	Head of Policy & Strategy	-	£112,500		Salary band of £110,000-£115,000	
	R Langridge	Head of Engineering & Design	-	£107,500		Salary band of £105,000-£110,000	
	S Mayner	Head of Corporate Affairs	-	£102,500		Salary band of £100,000-£105,000	
	C White	Deputy Borough Solicitor	-	£102,500		Salary band of £100,000-£105,000	
	J Brook	Economic Development Officer	-	£102,500		Salary band of £100,000-£105,000	
Warrington	Diana Terris	Chief Executive	£140,855	£150,836	7.1%	Salary band of £135,000-£140,000; returning officer fees of £10,877; car user lump sum of £1,091; car mileage payments of £1,368	
	Yvonne Bottomley	Strategic Director	£101,444	£110,590	9.0%	Salary band of £105,000-£110,000; car mileage payments of £402; telephone allowance of £113; lease car benefit in kind of £2,575	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Norma Cadwallader	Strategic Director	-	£110,773		Salary band of £105,000-£110,000; car mileage payments of £402; telephone allowance of £114; lease car benefit in kind of £2,757	
	Andrew Farrall	Strategic Director	-	£103,978		Salary band of £105,000-£110,000; lease car benefit in kind of £1,478	
	Nicholas Rheinburg	Coroner for Cheshire	-	£103,964		Salary band of £100,000-£105,000; car mileage payments of £223; telephone allowance of £115; lease car benefit in kind of £135; reimbursements of £991	
	Helen Sumner	Strategic Director	-	£109,970		Salary band of £105,000-£110,000; car mileage payments of £402; telephone allowance of £115; lease car benefit in kind of £1,953	
Warwick	*Refused to answer*						Refused on Data Protection grounds. Appeal still pending

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Warwickshire	Jim Graham	Chief Executive	£175,258	£175,044	-0.1%	Salary of £169,704; travel of £2,728.41; accommodation of £1,516.08; subsistence of £1,095.75	
	Marion Davis	Strategic Director, Children's Services	£132,908	£134,696	1.3%	Salary of £132,799; travel of £1,874; subsistence of £23	
	Graeme Betts	Strategic Director, Adult, Health & Community Services	£124,853	£126,868	1.6%	Salary of £124,703; accommodation of £451; travel of £1,308; subsistence of £406	
	Dave Clarke	Strategic Director, Resources	£124,853	£125,796	0.8%	Salary of £124,703; accommodation of £197; travel of £896	
	David Carter	Strategic Director, Customers, Workforce and Governance	£124,853	£125,371	0.4%	Salary of £124,703; travel of £298; subsistence of £370	
	William Brown	Strategic Director, Community Protection	£114,362	-			
	Paul Galland	Strategic Director, Environment & Economy	-	£109,970		Salary of £108,204; travel of £1,321; subsistence of £445	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Watford	Alastair Robertson	Managing Director	£142,853	£148,438	3.9%	Base salary of £135,105; bonus of £5,404.14; travel costs of £90.28; car mileage of £449.78; other payments of £272.74; returning officer costs of £7,116	
Waveney	*Shared role with Suffolk Coastal*						
Waverley	?	Deputy Chief Executive	£137,901	-			Referred to website for 2008-09 figures
	Mary Orton	Chief Executive (since December 2007)	£102,381	£119,850	17.1%	Salary of £106,284; payments of in lieu of expenses of £6,378; lease car benefit of £6,498; £689.67	
Wealden	Charles Lant	Chief Executive	£135,283	£118,443	-12.4%	Salary band of £105,000-£120,000; expenses of £100-£200	
Wellingborough	Lyn Martin-Bennison	Chief Executive	£112,896	£109,321	-3.2%	Basic pay of £105,921; car allowances of £2,623.21; professional subs of £425	No name provided in FOI response.
Welwyn Hatfield	Michel Saminaden	Chief Executive	£106,099	£110,903	4.5%	Salary of £100,885.08; car allowance profit of £1,722.99; returning officer fees of £8,295	No figure provided for Michael Beckham's 2007-08 remuneration.

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Michael Beckham	Head of Transportation	-	£102,408		Salary of £45,528.67; car allowance profit of £1,788.95; £55,090.41 redundancy payment	
West Berkshire	?	Chief Executive	£132,431	£138,418	4.5%	Actual basic salary of £133,418; lease car allowance of £5,000	No name provided in FOI response.
	?	Corporate Director (Environment)	£101,494	£103,882	2.4%	Actual basic salary of £99,882; lease car allowance of £4,000	
	?	Corporate Director (Children and Young People)	£101,494	£103,882	2.4%	Actual basic salary of £99,882; lease car allowance of £4,000	
West Devon	*Did not respond*						
West Dorset	David Clarke	Chief Executive	£108,034	£100,257	-7.2%	Salary of £91,464; home phone allowance of £78.84; mileage of £202.13; subsistence of £34.30; medical insurance of £424; leased car of £7,229; election payments of £825	
West Dunbartonshire	David McMillan	Chief Executive	£107,323	£113,640	5.9%	Salary only	
West Lancashire	Bill Taylor	Chief Executive	£114,881	£117,226	2.0%	Salary of £110,805.82; car allowance of £6,419.88	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
West Lindsey	*Unusable information returned*						Data sent was unclear, follow up request still pending
West Lothian	Gordon Ford	Director (Education and Culture)	£102,173	£108,235	5.9%	Salary of £106,149; car lump sum of £783; mileage allowance of £1,000; expenses and fees of £302.60	
	James Dickson	Director (Development and Environment	£104,351	£107,579	3.1%	Salary of £106,796.25; car lump sum of £783	
	Alexander Linkston	Chief Executive	£132,974	£127,138	-4.4%	Salary of £124,707; mileage allowance of £782.80; expenses and fares of £865.64; car lump sum of £783	
	David Kelly	Director (Community Health and Care Partnership)	£114,699	-			
	Graham Hope	Director (Customer and Support Services)	-	£102,061		Salary of £102,064.50	
West Oxfordshire	David Neudegg	Chief Executive (shared)	-	£107,048		Services shared by Cotswold District Council. Salary of £99,849; lease car allowance of £5,999; honorarium of £1,200	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
West Somerset	?	?	£100,000	-			Refused to release names and positions as the staff members are not with the council but received redundancy payments.
	?	?	£100,000	-			
West Sussex	Mark Hammond	Chief Executive	£195,000	£218,000	11.8%	Remuneration band of £216,000-£220,000	Referred to website for names. Refused to release name. Decision upheld on appeal
	John Dixon	Director, Adult's and Children's Services	£155,000	£165,000	6.5%	Remuneration band of £160,000-£170,000	
	?	Director, Business Services	£145,000	£174,500	20.3%	Remuneration band of £170,000-£179,000	
	?	County Treasurer	£145,000	£164,500	13.4%	Remuneration band of £160,000-£169,000	
	Kieran Stigant	Director, Communities	£145,000	£154,500	6.6%	Remuneration band of £150,000-£159,000	
	?	County Secretary	£145,000	£154,500	6.6%	Remuneration band of £150,000-£159,000	
	?	County Fire Officer	£125,000	£134,500	7.6%	Remuneration band of £130,000-£139,000	
	?	?	£104,000	-			
	?	?	-	£106,000		Includes performance payment and car allowance	
	?	Deputy County Fire Officer	-	£104,500		Remuneration band of £100,000-£109,000	
West Wiltshire	Andrew Pate	Chief Executive	£100,893	-			Remuneration

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Jamieson	Finance Director	-	£116,883		Salary band of £79,000-£83,000; taxable benefit of £383; non taxable redundancy payment band of £22,000-£26,000; taxable redundancy payment band of £9,000-£14,000	provided in bands; did not provide first name or initial for most members of staff
	Larkin	Human Resources & Customer Services Director	-	£197,731		Salary band of £79,000-£83,000; taxable benefit of £231; non taxable redundancy payment band of £22,000-£26,000; taxable redundancy payment band of £90,000-£95,000	
	Darsley	Corporate Director	-	£146,882		Salary band of £99,000-£103,000; taxable benefit of £382; non taxable redundancy payment band of £21,000-£25,000; taxable redundancy payment band of £20,000-£25,000	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Gallin	Acting Chief Executive	-	£204,795		Salary band of £103,000-£107,000; taxable benefit of £295; non taxable redundancy payment band of £18,000-£22,000; taxable redundancy payment band of £77,000-£82,000	
Westminster	*Unusable information returned*						Initially provided a list of positions of people earning over £100,000, with no names or breakdown of remuneration. The Council has still not responded to our appeal.
Weymouth and Portland	*No staff above £100,000*						
Wigan	Joyce Redfearn	Chief Executive	£196,268	£200,891	2.4%	Salary of £194,106; election fees of £6,785	Detailed remuneration reports in Statement of Accounts
	David Smith	Executive Director	£159,733	£147,493	-7.7%	Salary of £147,158; election fees of £335	
	Bernard Walker	Executive Director	£150,035	£137,101	-8.6%		

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Sue Johnson	Deputy Chief Executive	£108,265	£136,725		From 11/6/07. Salary of £125,983; election fees of £335; leased car and other taxable benefits of £10,407	
	Martin Kimber	Executive Director	£114,385	£133,907	17.1%		
	Nick Hudson	Executive Director		£125,531		From 02/01/08	
Wiltshire	G Batten	Director of Environmental Services	£124,251	£129,990	4.6%	Salary band of £120,000-£125,000; expenses of £7,489.85	Salary bands provided; did not provide first name or initial for some members of staff
	C Brand	Director of Resources	£126,898	£124,440	-1.9%	Salary band of £120,000-£125,000; expenses of £1,940.18	
	C Godfrey	Director Department Children	£129,525	£123,848	-4.4%	Salary band of £120,000-£125,000; expenses of £1,348.40	
	S Redmond	Director of Adult Community Services	£128,246	£130,067	1.4%	Salary band of £128,000-£132,000; expenses of £66.65	
	K Robinson	Chief Executive	£159,984	£163,250	2.0%	Salary band of £159,000-£163,000; expenses of £2,250.03	
	Fisher	Head of Business Analysis	-	£138,500		Salary band of £44,000-£48,000; non-taxable redundancy pay band of £28,000-£32,000; taxable redundancy pay band of £60,000-£65,000	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Doyle	Assistant Director	-	£251,655		Salary band of £65,000-£70,000; expenses of £409.36; taxable benefit of £1,746; termination band (efficiency of the service non taxable) of £28,000-£33,000; termination band (efficiency of the service taxable) of £149,000-£154,000	
Winchester	*No staff above £100,000*						
Windsor and Maidenhead	James Gould	Corporate Director of Learning & Care	£130,063	£172,359	32.5%	Salary of £131,232; travel expenses of £704.77; mileage of £238.80; committee attendance of £183; redundancy of £40,000	
	David Lunn	Chief Executive	£138,534	-			
	David Oram	Strategic Director Of Environment	£130,088	£133,041	2.3%	Salary of £131,232; committee attendance of £284; telephone allowance of £114; additional duty allowance of £1,411.29;	
	Gary Richardson	Head of Procurement & Efficiency	£103,367	£105,607	2.2%	Salary of £104,985.96; travel expenses of £33.40; mileage of £407.60; committee attendance of £180	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Ian Trenholm	Chief Executive	-	£127,792		Salary of £126,827.99; travel expenses of £200.40; mileage of £583.20; expenses of £10; returning officer fees of £170	
Wirral	S Maddox	Chief Executive	£133,160	£136,436	2.5%	Salary of £135,341; car allowance of £1,095	
	IE Coleman	Director of Finance	£111,794	£114,956	2.8%	Salary of £112,849; car allowance of £2,106.53	
	JD Wilkie	Deputy Chief Executive and Director of Corporate Services	£119,950	£122,902	2.5%	Salary of £121,807; car allowance of £1,095	
	D Green	Director of Technical Services	£110,009	£115,616	5.1%	Salary of £112,849; car allowance of £2,766.73	
	J Webb	Director of Adult Social Services	-	£102,091		Salary of £101,564; car allowance of £527	
	H Cooper	Director of Children's Services	£110,519	£115,247	4.3%	Salary of £112,849; car allowance of £2,397.97	
	AK Stennard	Director of Regeneration	£112,246	£114,030	1.6%	Salary of £112,849; car allowance of £1,180.50	
Woking	Ray Morgan	Chief Executive	£106,058	£109,466	3.2%	Salary of £102,401.02; lease car allowance of £5,589.60; returning officer fee of £1,475	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Douglas Spinks	Deputy Chief Executive	-	£100,189		Salary of £86,928.96; honorarium of £7,452; Chief Officer lump sum of £223.20; lease car allowance of £5,109.60; deputy returning officer of £475	
Wokingham	Jacqueline Harrop	Assistant Chief Executive	£112,500	£112,500	0.0%	Total banded remuneration of £110,000-£115,000	Salary bands provided
	Susan Law	Chief Executive	-	£157,500		Total banded remuneration of £155,000-£160,000	
	Chris Hamilton	Corporate Head of Knowledge Development	£107,500	-			
	Paul Turrell	Deputy Chief Executive/General Manager, Strategic Priorities	£127,500	£127,500	0.0%	Total banded remuneration of £125,000-£130,000	
	Graham Ebers	General Manager, Business Services	£107,500	£112,500	4.7%	Total banded remuneration of £110,000-£115,000	
	Wendy Woodcock	General Manager, Children's Services	£112,500	£157,500	40.0%	Total banded remuneration of £155,000-£160,000. Includes a redundancy payment of £25,000-£30,000	
	Pat Brecknock	General Manager, Community Care Services	£102,500	-			

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	Mark Moon	General Manager, Place and Neighbourhood Services	-	£112,500		Total banded remuneration of £110,000-£115,000	
	Heather Thwaites	General Manager, Policy and Partnerships	-	£117,500		Total banded remuneration of £115,000-£120,000	
	Susanne Nelson Wehrmeyer	Manager of Governance and Democratic Services	-	£102,500		Total banded remuneration of £100,000-£105,000	
Wolverhampton	?	?	£134,900	-		Total remuneration	Did not provide names or positions. Follow up for more information is still pending
	?	?	£121,701	-		Total remuneration	
	?	?	£101,692	-		Total remuneration	
	?	?	£101,692	-		Total remuneration	
	?	?	-	£151,782		Total remuneration	
	?	?	-	£137,899		Total remuneration	
	?	?	-	£115,680		Total remuneration	
	?	?	-	£115,680		Total remuneration	
	?	?	-	£108,546		Total remuneration	
	?	?	-	£101,184		Total remuneration	
	?	?	-	£110,919		Total remuneration	
	?	?	-	£115,853		Total remuneration	
Worcester	David Wareing	Chief Executive	£100,608	-		Total remuneration	
Worcestershire	T Haines	Chief Executive (not in post for the full year in 2007-08)	£122,500	£177,500	44.9%	Salary band of £175,000-£180,000	Salary bands provided
	E Clarke	Director of Adult and Community Services	£107,500	£122,500	14.0%	Salary band of £120,000-£125,000	
	M Weaver	Director of Financial Services	£107,500	£107,500	0.0%	Salary band of £105,000-£110,000	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
	P Birch	Director of Corporate Services	£102,500	£107,500	4.9%	Salary band of £105,000-£110,000	
	J Hobbs	Director of Environmental Services	£107,500	£107,500	0.0%	Salary band of £105,000-£110,000	
	D Tilley	Director of Planning, Economy and Performance	£102,500	£107,500	4.9%	Salary band of £105,000-£110,000	
Worthing	Ian Lowrie	Chief Executive (joint post with Adur Council)	£115,000	£115,000	0.0%	Salary band of £110,000-£119,999	Salary band provided
Wrexham	Isobel Garner	Chief Executive	£113,895	£122,705	7.7%	Base salary of £107,472; election fees of £14,425; car benefit of £808	
Wychavon	J Hegarty	Managing Director	£114,159	£114,159	0.0%	Salary of £107,668.26; lease car allowance of £6,490.56	
Wycombe	Karen Satterford	Chief Executive	£141,567	£141,663	0.1%	Salary of £140,847; private health cover of £395.04; travel and expenses of £780.46	
	Ian Westgate	Corporate Director	£108,520	£111,036	2.3%	Salary of £110,641; private health cover of £395.04	
	Lynne Smith	Interim Corporate Director	-	£103,986		Salary (paid to Solace Enterprises) of £103,613.10; travel and expenses of £372.89	

Council	Name	Position	Total Remuneration		Percentage increase	Notes for 2008-09 pay details	Quality of FOI response
			2007-08	2008-09			
Wyre Borough	*No staff above £100,000*						
Wyre Forest	Walter Delin	Chief Executive	£105,018	£107,496	2.4%	Salary of £100,525; returning officer's fee of £3,294; long service payment of £1,179; car allowance of £2,348; telephone allowance of £150	
York	William McCarthy	Chief Executive	£140,000	£143,430	2.5%		