



Town Hall Rich List 2017

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For the tenth consecutive year, the TaxPayers' Alliance (TPA) has compiled the most comprehensive list of local authority employees in Great Britain whose total annual remuneration exceeds £100,000. This year's Town Hall Rich List covers the 2015-16 financial year, the most recent full year for which data is available.

Council tax bills have just been issued for this financial year, and many taxpayers will see significant increases. At least a third¹ of Britain's biggest councils have already announced council tax increases by 4.99 per cent, the maximum increase that does not require a referendum.

Councils have justified this, in part, by saying that they have made all the savings they can. However, our Town Hall Rich List shows that many local authorities increased the amount they spent on senior management in 2015-16.

The Town Hall Rich List is the only way to compare different authorities, and the significance of the research has been recognised in Parliament, where it has been referenced by MPs on both sides of the House.

Key findings

In 2015-16:

- There were at least **2,314** council employees who received total remuneration in excess of **£100,000**. This is **89** more than the previous year.
- **539** council employees received remuneration in excess of **£150,000**, which is **53** more than last year.
- The council with the most employees who received remuneration in excess **£100,000** was **Southwark** with **44**.
- **Southwark** also increased the number of staff who received in excess of £100,000 by **26**.
- There were **68** councils with at least **10** employees who received remuneration in excess of £100,000.
- Sunderland City Council spent **£1,676,023** on three employees.

¹ Ungoed-Thomas, J., *Millions face 5% council tax rise to fund social care*, The Times, 05 February 2017, <http://www.thetimes.co.uk/article/millions-face-5-council-tax-rise-9l3p1lnfh>, (accessed 03 April 2017)

Regions

In the East Midlands:

The local authorities with the most employees who received remuneration in excess of £100,000 in 2015-16 was and **Leicestershire County Council** with **11**.

The biggest remuneration package in this region was received by **Leicestershire County Council's Chief Executive, John Sinnott**. He received **£231,000**.

In the East of England:

The local authority with the most employees who received remuneration in excess of £100,000 in 2015-16 was **Essex County Council** with **36**.

The biggest remuneration package in this region was received by **Suffolk County Council's Director of Adult and Community Services, Anna McCreadie**. She received **£304,843**.

In London:

The local authority with the most employees who received remuneration in excess of £100,000 in 2015-16 was **Southwark Borough Council** with **45**.

The biggest remuneration package in this region was received by **Kingston upon Thames's Chief Executive, Bruce McDonald**. He received **£387,000**.

In the North East:

The local authority with the most employees who received remuneration in excess of £100,000 in 2015-16 was **Durham County Council** with **20**.

The biggest remuneration package in this region was received by **Sunderland City Council's Chief Executive, Dave Smith**. He received **£625,570**.

In the North West:

The local authority with the most employees who received remuneration in excess of £100,000 in 2015-16 was **Lancashire County Council** with **32**.

The biggest remuneration package in this region was received by **Liverpool City Council's Chief Executive, David McElhinney**. He received **£461,823**.

In Scotland:

The local authority with the most employees who received remuneration in excess of £100,000 in 2015-16 was the **North Lanarkshire Council** with **22**.

The biggest remuneration package in this region was received by **North Lanarkshire Council's Executive Director of Finance & Customer Services, Alistair Crichton**. He received **£486,208**.

In the South East:

The local authority with the most employees who received remuneration in excess of £100,000 in 2015-16 was **Kent County Council** with **26**.

The biggest remuneration package in this region was received by **Fareham Borough Council's Director of Community**. They received **£387,541**.

In the South West:

The local authority with the most employees who received remuneration in excess of £100,000 in 2015-16 was **Cornwall County Council** with **15**.

The biggest remuneration package in this region was received by **Gloucestershire County Council's Chief Executive, Mr Peter Bungard**. He received **£338,445**.

In Wales:

The local authority with the most employees who received remuneration in excess of £100,000 in 2015-16 was **Cardiff City Council** with **16**.

The biggest remuneration package in this region was received by **Wrexham County Borough Council's Head of Housing, Public Protection & Environment**. They received **£323,622**.

In the West Midlands:

The local authority with the most employees who received remuneration in excess of £100,000 in 2015-16 was **Birmingham City Council** with **23**.

The biggest remuneration package in this region was received by **Birmingham City Council's Strategic Director of Place, Sharon Lea**. She received **£414,100**.

In Yorkshire and the Humber:

The local authority with the most employees who received remuneration in excess of £100,000 in 2015-16 was **Leeds City Council** with **18**.

The biggest remuneration package in this region was received by **Hambleton District Council's Chief Executive, Phil Morton**. He received **£397,967**.

Click the link below for the full data tables

<http://bit.ly/THRL17>

Inconsistent reporting of the biggest pay deals

Methods of reporting the pay of the highest paid employees in local authorities (as with last year) still varies significantly, posing several of the same problems as in previous years:

- As well as a detailed remuneration report for senior staff, English councils publish a headcount of all members of staff on a salary in excess of £50,000 (£60,000 in Wales) in £5,000 bands. Most separate out teaching staff from other council employees but some do not.
- Some local authorities have not indicated whether those listed in the senior staff breakdown are in addition to or separate to those in the remuneration bands, making it unclear in some cases.
- In other instances, it has been stated that senior staff are included in the headcount, only for the remuneration bandings to contradict that.
- The figures in council headcounts do not always include employers' pension contributions. Consequently, many non-senior members of staff in the headcount are reported as receiving salaries between £90,000 and £99,999, but their total remuneration is likely to exceed £100,000 when employers' pension contributions (between 14 and 18 per cent on average²) are taken into account.
- The method some local authorities have used to report the details for staff in 2015-16 has made it impossible to match some employees who were in post for both full years. This therefore makes it impossible to reliably calculate pay changes for all staff.
- As we highlighted in our paper *Towards Transparent Rewards*³, many councils strongly objected to the 2009 disclosure proposals or reluctantly accepted them. Some councils have very poor and sometimes contradictory remuneration reports, whereas some have very detailed and clearly presented ones.
- Some councils upload scanned versions of hard copies of their accounts, which makes searching for key terms impossible.
- In Scotland, pension contributions are listed separately from employees' other 'total' remuneration. This means that their real total remuneration often exceeds £100,000 but does not seem that way unless the two figures are manually added together.

Sources and Methodology

The figure of **2314** is likely to be an understatement. The opacity of some accounts makes it impossible to separate teaching staff from council staff. Additionally, it is not always clear whether a council employee's pension has been included in their banding placement; in the majority of cases where the employee is not named, their pension has been excluded and this figure thus undervalues the number of employees whose total remuneration exceeds £100,000. To ensure accuracy, some data that would have shown more council employees receiving £100,000 or more in past years has been omitted.

² *Local Government Pension Scheme: an introduction*, UNISON, <https://www.unison.org.uk/get-help/knowledge/pensions/local-government-pension-scheme/>, (accessed 04 April 2017)

³ Farrugia, B., *Towards Transparent Rewards*, TaxPayers' Alliance, 2009

- Each entry refers to an individual not a position. Where it is unclear if the same post holder was in place for both 2014-15 and 2015-16 financial years, they have been entered on separate rows to avoid drawing unfair year-on-year comparisons.
- School and police staff have been excluded from the survey wherever possible.
- Where salary bands are provided, the midpoint has been used.
- Local authorities in England and Wales are only required to provide names for those with a salary of £150,000 or more (Scottish councils publish the names of all senior employees). Some local authorities have opted to name all their senior staff irrespective of whether their salaries are above £150,000.
- Total remuneration includes but is not limited to salary, benefits in kind, expenses, bonuses, any stated election duty fees, redundancy payments and employer's pension contributions, unless stated otherwise in the notes.
- Where the post title is the same in each year and no leaving dates or part-year post details have been disclosed, we have assumed the same person was in post in each year. If there was any element of doubt, for example if the job title differed slightly, then these have been given separate entries in each year.

Tables

Table 1: Comparison of regions by number of employees earning more than £100,000, 2015-16 and 2014-15.

Region	2014-15	2015-16
East Midlands	142	137
East of England	207	212
London	436	450
North East	94	106
North West	239	252
Scotland	203	228
South East	356	368
South West	161	157
Wales	100	102
West Midlands	132	158
Yorkshire and the Humber	127	121

Table 2: List of the top remunerated employees, where they are employed, and what they received, 2015-16.

Rank	Name	Job title	Local Authority	Remuneration (£)
1	Dave Smith	Chief Executive	Sunderland	625,570
2	Sonia Tognarelli	Director of Finance/Interim Head of Paid Service	Sunderland	605,958
3	Alistair Crichton	Executive Director of Finance & Customer Services	North Lanarkshire	486,208
4	David McElhinney	Chief Executive Officer LDL	Liverpool	461,823
5	Unknown	Executive Director of Peoples Services	Sunderland	444,495
6	S. Lea	Strategic Director of Place	Birmingham	414,100
7	Phil Morton	Chief Executive	Hambleton	397,967
8	Unknown	Director of Community	Fareham	387,541
9	Bruce McDonald	Chief Executive	Kingston upon Thames	387,000
10	Unknown	Managing Director (People and Places)	West Lancashire	386,116
11	Unknown	Executive Director People	Coventry	376,939
12	Unknown	Head of Corporate Support (formerly Director of Corporate services)	Sefton	376,803
13	Craig Tunstall	Federation of Kingswood & Elmwood Primary Schools and Children's Centres	Lambeth	374,147
14	Unknown	Strategic Director: Regeneration & Environment	Wirral	371,848
15	Joanna Simons	Chief Executive	Oxfordshire	366,454
16	Duncan Mackay	Executive Director of Housing & Social Work Services	North Lanarkshire	365,006
17	J van de Laarschot	Chief Executive	Stoke-on-Trent	358,727
18	Unknown	Director of Policy and Governance	Oldham	358,000
19	Unknown	Corporate Director People and Places	Wyre	350,920
20	P. Thompson	Chief Executive	Brighton and Hove	349,795
21	Unknown	Financial Officer	Haringey	347,446
22	Unknown	Corporate Director of Legal, HR and Regulatory Services	Hackney	345,395
23	Kenneth Wilson	Executive Director of Environmental Services	North Lanarkshire	342,839
24	P. Bungard	Chief Executive	Gloucestershire	338,445
25	Unknown	Director of Adult Services	Hampshire	335,873

Table 3: List of councils that had at least 10 staff members in receipt of £100,000 remuneration or more.

Rank	Local Authority	Region	Number of Employees 2014-15	Number of Employees 2015-16
1	Southwark	London	19	44
2	Essex	East of England	35	36
3	Lancashire	North West	24	32
4	Wandsworth	London	32	31
5	Haringey	London	35	31
6	Kent	South East	25	26
7	Birmingham	West Midlands	12	23
8	North Lanarkshire	Scotland	14	22
9	Islington	London	27	21
10	Durham	North East	18	20
11	Brent	London	20	20
12	Westminster	London	26	20
13	Oxfordshire	South East	15	19
14	Camden	London	17	19
15	City of London	London	17	19
16	Hampshire	South East	19	19
17	Hillingdon	London	22	19
18	Tower Hamlets	London	11	18
19	Leeds	Yorkshire and the Humber	19	18
20	West Sussex	South East	11	17
21	Glasgow City	Scotland	17	17
22	Cardiff	Wales	12	16
23	Kingston upon Hull	Yorkshire and the Humber	18	16
24	Knowsley	North West	2	15
25	Suffolk	East of England	10	15
26	Warrington	North West	13	15
27	City of Edinburgh	Scotland	16	15
28	Cornwall	South West	16	15
29	Croydon	London	16	15
30	Surrey	South East	17	15
31	Wolverhampton	West Midlands	n/a	14
32	Sandwell	West Midlands	13	14
33	Cheshire East	North West	17	14
34	Liverpool	North West	19	14
35	Sunderland	North East	6	13
36	Swansea	Wales	10	13
37	Gloucestershire	South West	12	13
38	Fife	Scotland	13	13

Rank	Local Authority	Region	Number of Employees 2014-15	Number of Employees 2015-16
39	Newham	London	14	13
40	Staffordshire	West Midlands	19	13
41	Stockton-on-Tees	North East	7	12
42	Hackney	London	8	12
43	Hounslow	London	9	12
44	Enfield	London	11	12
45	Bromley	London	12	12
46	Southend-on-Sea	East of England	12	12
47	Manchester	North West	13	12
48	Wrexham	Wales	13	12
49	Dorset	South West	15	12
50	Stoke-on-Trent	West Midlands	4	11
51	Northumberland	North East	5	11
52	Southampton	South East	8	11
53	Cheshire West and Chester	North West	10	11
54	Somerset	South West	10	11
55	Bath and North East Somerset	South West	11	11
56	Buckinghamshire	South East	11	11
57	West Lothian	Scotland	12	11
58	Halton	North West	12	11
59	Leicestershire	East Midlands	13	11
60	Norfolk	East of England	14	11
61	Slough	South East	14	11
62	Walsall	West Midlands	7	10
63	Sutton	London	10	10
64	East Sussex	South East	11	10
65	Wigan	North West	11	10
66	Hertfordshire	East of England	12	10
67	Ealing	London	15	10
68	Harrow	London	18	10

Table 4: List of councils that had the largest increase in employees who received in excess of £100,000

Rank	Local Authority	Region	Difference
1	Southwark	London	+25
2	Knowsley	North West	+13
3	Birmingham	West Midlands	+11
4	Lancashire	North West	+8
5	North Lanarkshire	Scotland	+8
6	Tower Hamlets	London	+7
7	Sunderland	North East	+7
8	Stoke-on-Trent	West Midlands	+7
9	West Sussex	South East	+6
10	Northumberland	North East	+6
11	Suffolk	East of England	+5
12	Stockton-on-Tees	North East	+5
13	Oxfordshire	South East	+4
14	Cardiff	Wales	+4
15	Hackney	London	+4
16	Swansea	Wales	+3
17	Hounslow	London	+3
18	Southampton	South East	+3
19	Walsall	West Midlands	+3
20	Dudley	West Midlands	+3
21	Dumfries and Galloway	Scotland	+3
22	East Ayrshire	Scotland	+3
23	Durham	North East	+2
24	Camden	London	+2
25	City of London	London	+2