

2018

TOWN HALL RICH LIST

Theo Hutchinson

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For the eleventh consecutive year, the TaxPayers' Alliance (TPA) has compiled the most comprehensive list of local authority employees in the United Kingdom whose total annual remuneration exceeds £100,000. This year's Town Hall Rich List covers the 2016-17 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 95 per cent of England's councils,¹ and all of Scotland's² and Wales',³ have announced council tax increases for 2018-19.

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 2016-17.

Key findings

In 2016-17:

- There were at least **2,306** council employees who received total remuneration in excess of £100,000. This is **60 fewer** than the previous year.
- **558** council employees received remuneration in excess of **£150,000**.
- The council with the most employees who received remuneration in excess of £100,000 was the **City of London Corporation with 31**. Although some of these employees were only partially paid from the City Fund.
- The council with the next most employees who received remuneration in excess of £100,000 was **Wandsworth** with 30.
- There were 77 councils with at least 10 employees who received remuneration in excess of £100,000.
- **Birmingham** had three employees who received remuneration in excess of £250,000.

¹ Local Government Information Unit, *State of Local Government Finance Survey 2018*, 8 February 2018, <https://www.lgiu.org.uk/wp-content/uploads/2018/02/LGIU-MJ-State-of-Local-Government-Finance-Survey-2018-Full-Report.pdf#page=3> (accessed 22 March 2018)

² BBC, *Scottish council tax 2018/19 – What's happening?*, 27 February 2018, <http://www.bbc.co.uk/news/uk-scotland-scotland-politics-43057369> (accessed 22 March 2018)

³ BBC, *Council tax to go up across Wales*, 8 March 2018, <http://www.bbc.co.uk/news/uk-wales-politics-43321804> (accessed 22 March 2018)

Regions

In the East Midlands:

The local authority with the most employees who received remuneration in excess of £100,000 in 2016-17 was **Northamptonshire with 23**.

The biggest remuneration package in this region was received by **Kettering's Chief Executive, D Cook - £441,000**.

In the East of England:

The local authority with the most employees who received remuneration in excess of £100,000 in 2016-17 was **Essex with 28**.

The biggest remuneration package in this region was received by **Norfolk's Executive Director of Resources, A Gibson - £328,400**.

In London:

The local authority with the most employees who received remuneration in excess of £100,000 in 2016-17 was the **City of London Corporation with 31** although some of these employees were partially paid from the City Fund. **Wandsworth** had the next most with **30**.

The biggest remuneration package in this region was received by **Islington's Assistant Chief Executive - Strategy & Community Partnerships - £414,780**.

In the North East:

The local authority with the most employees who received remuneration in excess of £100,000 in 2016-17 was **Durham with 13**.

The biggest remuneration package in this region was received by **Sunderland's Director of Commercial Development - £276,247**.

In the North West:

The local authority with the most employees who received remuneration in excess of £100,000 in 2016-17 was **Cheshire East with 20**.

The biggest remuneration package in this region was received by **Cheshire East's Director of Public Health - £374,159**.



In Northern Ireland:

The local authority with the most employees who received remuneration in excess of £100,000 in 2016-17 was **Belfast City Council with six**.

The biggest remuneration package in this region was received by **Belfast's Chief Executive, Suzanna Wylie - £159,000**.

In Scotland:

The local authority with the most employees who received remuneration in excess of £100,000 in 2016-17 was **North Lanarkshire with 18**.

The biggest remuneration package in this region was received by **Edinburgh's Finance Director, N Strachan - £563,862**.

In the South East:

The local authority with the most employees who received remuneration in excess of £100,000 in 2016-17 was **Hampshire with 21**.

The biggest remuneration package in this region was received by **Slough's Chief Executive, R Bagley - £441,198**.

In the South West:

The local authority with the most employees who received remuneration in excess of £100,000 in 2016-17 was **Dorset with 20**.

The biggest remuneration package in this region was received by **Bournemouth's Chief Executive - £538,000**.

In Wales:

The local authority with the most employees who received remuneration in excess of £100,000 in 2016-17 was **Cardiff with 14**.

The biggest remuneration package in this region was received by **Cardiff's Chief Executive, Paul Orders - £211,019**.

In the West Midlands:

The local authority with the most employees who received remuneration in excess of £100,000 in 2016-17 was **Staffordshire with 17**.

The biggest remuneration package in this region was received by **Birmingham's Chief Executive and Head of Paid Service, M Rogers - £666,622**.



In Yorkshire and the Humber:

The local authority with the most employees who received remuneration in excess of £100,000 in 2016-17 was **Hull with 16**.

The biggest remuneration package in this region was received by **Hambleton's Director of Customer & Leisure Services - £413,856**.

[Click here for the full data](#)

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 vary 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 average⁴) are taken into account.
- The method some local authorities have used to report the details for staff in 2016-17 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*⁵, many councils strongly objected to the 2009 disclosure proposals or reluctantly accepted them. Some councils have very poor

⁴ *Local Government Pension Scheme: an introduction*, UNISON, <https://www.unison.org.uk/get-help/knowledge/pensions/local-government-pension-scheme/>, (accessed 22 March 2018)

⁵ Farrugia, B., *Towards Transparent Rewards*, TaxPayers' Alliance, 2009

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 2,306 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.

- Each entry refers to an individual, not a position. Where it is unclear if the same post holder was in place for both 2015-16 and 2016-17 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 who received more than £100,000

Region	2015-16	2016-17
East Midlands	142	154
East of England	220	203
London	472	415
North East	106	99
North West	252	242
Northern Ireland	22	17
Scotland	232	222
South East	368	368
South West	159	184
Wales	107	115
West Midlands	165	166
Yorkshire and the Humber	121	121

Table 2: Highest remunerated employees.

Name	Job title	Local Authority	Remuneration (£)
M Rogers	Chief Executive and Head of Paid Service	Birmingham	666,622
Unknown	Executive director of resources (section 151 officer)	Coventry	586,335
N Strachan	Finance Director (until 31.01.17)	City of Edinburgh	563,862
Unknown	Chief Executive	Bournemouth	538,000
Unknown	Unknown	Bournemouth	512,500
R Bagley	Chief Executive	Slough	441,198
D Cook	Chief Executive	Kettering	441,000
W Devlin	Engineering Director (until 31.01.17)	City of Edinburgh	430,690
Unknown	Assistant Chief Executive - Strategy & Community Partnerships	Islington	414,780
Unknown	Director of Customer & Leisure Services	Hambleton	413,856
Unknown	Assistant Chief Executive - Governance & HR	Islington	410,356
Mark Heath	Chief Operations Officer	Southampton	399,956

Name	Job title	Local Authority	Remuneration (£)
Unknown	Director of Resources & Customer Services	Stoke-on-Trent	398,156
Unknown	Corporate Director - Communities, Localities and Culture	Tower Hamlets	378,253
Unknown	Director of Public Health (to 31st August 2016)	Cheshire East	374,159
Unknown	Director of Planning & Development	Tunbridge Wells	358,947
Unknown	Unknown	Northamptonshire	337,500
A Gibson	Executive Director of Resources	Norfolk	328,400
Unknown	Chief Executive	North Lincolnshire	318,198
Unknown	Borough Solicitor & Deputy Chief Executive	Gosport	315,605
Nigel Pallace	Chief Executive	Hammersmith and Fulham	309,712
Frances Foster	Director - finance, assets and IT	Barnsley	306,000
Sonia Davidson-Grant	Executive Director for Place Commissioning	Essex	303,355
Unknown	Borough Treasurer	Gosport	287,729
Unknown	Director of Environment	Hertsmere	283,000

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

Local Authority	Number of Employees 2016-17
City of London	31
Wandsworth	30
Essex	28
Southwark	25
Tower Hamlets	24
Northamptonshire	23
Hackney	21
Hampshire	21
Cheshire East	20
Croydon	20
Dorset	20
Islington	20
Kent	20
Bromley	19
North Lanarkshire	18
Oxfordshire	18

Local Authority	Number of Employees 2016-17
Warrington	18
Glasgow City	17
Staffordshire	17
City of Edinburgh	16
Kingston upon Hull	16
Surrey	16
Birmingham	15
Hertfordshire	15
Leeds	15
West Sussex	15
Cardiff	14
Coventry	14
Newham	14
Norfolk	14
Brent	13
Cheshire West and Chester	13
Durham	13
Ealing	13
Harrow	13
Havering	13
Hillingdon	13
Kingston upon Thames	13
Lancashire	13
Somerset	13
Camden	12
Cumbria	12
Devon	12
Halton	12
Liverpool	12
Northumberland	12
Stockton-on-Tees	12
Swansea	12
Blackburn with Darwen	11
Lincolnshire	11
Manchester	11
Redcar and Cleveland	11
Shetland Islands	11
Suffolk	11



Local Authority	Number of Employees 2016-17
Warwickshire	11
West Lothian	11
Wolverhampton	11
Bath and North East Somerset	10
Bedford	10
Bristol	10
Central Bedfordshire	10
Cornwall	10
Derbyshire	10
Dumfries and Galloway	10
East Ayrshire	10
East Sussex	10
Enfield	10
Gloucestershire	10
Knowsley	10
Leicestershire	10
Lewisham	10
Oldham	10
Sefton	10
Sheffield	10
Southampton	10
Southend-on-Sea	10
Stoke-on-Trent	10