

Comparative Pay data report for senior roles at Shropshire County Council

Methodology

To provide a picture of current pay levels we have provided details broken down at senior levels. This includes a recent analysis in 2015, of the data submitted to the Epaycheck pay database by participating local authorities; and, also published data from authorities of a similar size and type. While the Epaycheck data is now nearly three years old, the climate of low inflation; austerity; and very low national pay awards has resulted in very little movement in this market. If anything the trend has been to reduce rather than increase pay when senior management posts become vacant or local reviews are undertaken.

We have provided data for tier 2 or 1st tier director posts but this comes with the following caveat;

- when analysing comparative data for first tier directors it is important to recognise that the final structure that the Council agrees will impact on levels of remuneration. As can be seen from the analysis of similar unitary councils from around England, there are a range of different strategic management and organisational structures. The number of posts and structure of the team will impact on relative job size and consequently should be considered when determining salary level.

Information has also been collated on other additional elements of remuneration offered to senior managers in local Government.

Comparative pay data.

From the Epaycheck survey the following pay data showed:

The median for Chief Executive Posts for unitary authorities was **£147,489** in 2014/15 (compared to £160,000) in 2010. A breakdown in the South West is shown below.

South West	Lower quartile	Median	Upper	No of posts
Chief Executive	£137,175	£150,314	£159,409	15

London Boroughs	Lower quartile	Median	Upper quartile	No of posts
Chief Executive	£164,364	£175,313	£188,978	29

Median pay for tier 1 posts in shire /county single tier authorities was highest in London (**£175,313**) closely followed by East Midlands (£173,528) and East of England (£171,313). The lowest pay was in Wales (£127,642) and the North East £149,373)

Tier two Roles

The median for tier 2 (directors) for all unitary authorities was **£107,156** in 2014/15.

South West	Lower quartile	Median	Upper quartile	No of posts
Tier 2	£98,202	£109,375	£122,500	64

London Boroughs	Lower quartile	Median	Upper quartile	No of posts
Tier 2	£126,076	£128,300	£138,175	87

Median pay for tier 2 posts in shire /county single tier authorities was highest in London (£128,300) closely followed by East Midlands (£124,562) and West of England (£117,186). The lowest pay was in Wales (£97,958) and the North of England £107,732)

Analysis of current pay for senior managers at comparative Councils is set out below.

Authority	Chief Executive	Strategic Directors	3 rd and 4 th tier roles
Bournemouth	£126,627	3 £103,850- £110,000	
Plymouth	£153,015	People £132,306 Place £125,641 Trans(2) £102,345 Excluded PH,s	11 3 rd tier roles £55,118 to £101,429
North Tyneside	£146,300	2 excluding PH £121,050 Dep CX Health Education Care Safeguarding £101,067	20 posts ranging from £74,255 to £96,740

Wirral	£177,456	Asst CX £111,117 Dir Children £140,00 Corporate Dir £124,255 Dir Health and Care£115,117	11 posts ranging from £68,690 to £103,606
Sunderland	£177,456	3 Exec Dir £118,996 to £130,000	2 posts to £100,267 44 posts £59,999 to £99,999
Southampton	£176,087	Under review pay grade £119,399 to £143,258	13 posts £62,377 to £111,175
Bristol	£160,000 (prev salary)	Subject to review proposal Exec Dir £135 to £165.00	Level 2 £94,000 to £120,000 Level 2 £85,000 to £105,00
Redcar and Cleveland	£148,158	3 Strategic Dir £119,075	8 Dir posts 1 at £102,157 Others £78,723
Derby	£163,216	People £121,280 Place £115,771	14 posts from £70,430 - £84667 plus 41 Hds Serv up to £60,005
Darlington	£155,000	3 Dirs £120,999	11 posts £75,999 to £90,999
St Helens	£141,399	£118,209	Snr Asst Dir £76,555 Asst Dir £71,904
North East Linc	£135,000	Deputy CX Children's and Adults £120,00	9 Dir posts £80-£90k (1 on £95k)
Sefton	£140,00	2 Exec Dir £115,000 Dir Social Care £125k	52 posts ranging from £50k up to £90k
Dudley	£166,650	2 Exec Dir £125,000 & £118,170	8 posts £90,000 32 posts from £53,916 to £67,586.
Gateshead	£161,490	£112,569 (5)	21 service Directors salary ranges from £60,000 to £95,000
Bolton	£188,719	£137,714 (3)	16 posts £85,842 - £127,513
Tameside	£168,578	£125,243 (3)	13 Asst Dir £77,554 - £87,856

Additional elements to the remuneration package for senior staff

The following table shows where Authorities indicated a range of a number additional payments

	No of Councils	% of Respondents	No of Posts	% of posts Covered	Upper quartile Additional pay
P R P	15	6%	155	4%	£6,,565
Essential Car User Allow	47	18%	351	9%	£1,239
Lease Car	47	18%	245	6%	£4,395

Allow					
Other pay	36	14%	250	6%	£6,320

Conclusion

All Councils are faced with the challenge of recruiting and retaining senior staff in what is a relatively small pool of appropriately qualified individuals, e.g. children's and adult's services. They face continuing challenges for the necessary skills and experience from the private sector and other public sector bodies.

Analysis of the pay data contained in this report suggest that if the new Council is to be competitive in the market and attract candidates of the appropriate quality the salary for the chief executive post should be pitched somewhere within the range of **£160,000-£175,000**.

Importantly, research also shows that individuals are attracted; retained; and, engaged by a range of both financial and non-financial rewards. As a consequence a coherent link between reward; an overall positive approach to people management; regional attraction; and, the challenge of leading a new organisation should provide the Council with a strong shortlist of candidates for these critical posts.

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