



City of Westminster

Westminster City Council

## Senior Pay Report 2022

### ***Report Contents:***

[Executive Summary](#)..... P2

[Senior Pay Data](#).....P5

## ***Executive Summary***

### **1. Context**

Westminster City Council is responsible for around 270,000 residents from all different backgrounds, making up a city which is welcoming, safe, diverse and inclusive.

Westminster is a place which contributes hugely to the country's economy. The Gross Value Added (GVA) produced in Westminster was around £72 billion in 2019. The city is a huge employer with 700,000 people working in jobs and 52,000 businesses operating. Over the course of one year, the council has overseen almost 3,000 planning applications and has installed nearly 1,500 electric vehicle charging points.

The council protects and helps its most vulnerable which includes 14% of Westminster's residents who live in an area that is in the most deprived 20% nationally, 21,000 families who are on low income and working with our outreach teams to support 280 rough sleepers.

It is not just residents who the council need to support, it's also its 25 million visitors who travel to the city each year who contribute an expenditure of £1.7 billion to the local economy.

All of this makes Westminster City Council a high-profile and unique local authority with unparalleled responsibilities and challenges at the heart of the capital. As such, we need to recruit the best talent, capable of leading within a complex organisation whose work involves partnership with central Government, the multi-billion economy of the West End and our residents. Westminster salaries are pitched in the top quartile of all local authorities pay and benefits to enable us to attract and retain the best leaders in the public sector in the UK.

### **2. The Westminster Way**

Remunerating our officers appropriately and doing so in an equitable, transparent and inclusive manner as a key part of our people strategy, the Westminster Way, which was launched in 2018. It is the map that sets out how we will develop and empower our staff to deliver the best possible outcomes for our communities. At Westminster, we want to create a culture of openness, transparency, and integrity by developing our staff to be the very best. This is underpinned by three pillars:

- **Everyone has Talent** - we believe everyone has talent. We will create opportunities for everyone to thrive.
- **Everyone is Valued** - we want everyone to feel valued. We will celebrate and embrace our differences, using them to bring new perspectives to future challenges.
- **Everyone's a Leader** - we believe everyone is a leader. Everyone will be empowered to take a lead in their role. Westminster City Council is a place where you can build your career, fulfil your potential and ensure a bright future

All of this will be made possible through a modern and progressive working environment, policies and technology. The effectiveness of the Westminster Way is monitored through a variety of

measures including the annual staff engagement survey where there are specific indices relating to the Westminster way and its three pillars.

We deliberately pay our leading officers top quartile local government salaries in order to attract the best. In return we expect our senior officers to role model world class, modern and inclusive leadership of their teams and their people. Nothing less is acceptable. Westminster's high relative salaries are matched by high expectations and high degrees of accountability of leaders.

### **3. Diversity and Inclusion**

At Westminster City Council (WCC) we are committed to diversity and inclusion, this means celebrating and recognising the contribution of our people in a fair and transparent way. Diversity and inclusion is a key priority for the Council and will remain so as we further embed our people strategy the Westminster Way.

We want our workforce, at all levels, to be representative of the communities we serve. This is why we have embedded diversity and inclusion into the way we work; from recruitment to reward, critical analysis of diversity data, delivering training and much more.

We have made good progress in this area however, we know there is more to be done. Since 2018, we have:

- Taken decisive action to increase the diversity of our senior leadership by implementing our Positive Action policy. This has increased representation of women from 30% to 45% and B.A.ME staff from 4% to 26%.
- Created a new recruitment brand 'Be all kinds of Extraordinary' to help us attract the very best and most diverse talents for the organisation.
- Been successful in attracting more diverse talent. We are increasingly attracting B.A.ME staff to the organisation. Since the ethnicity pay gap was first measured in Q4, 17-18, the numbers of B.A.ME staff have increased by 99% (507 people) from 510 to 1017.
- Committed that our Executive Leadership Team personally lead the recruitment of all Senior Leaders.
- Introduced mandatory inclusive recruitment training and unconscious bias training for all hiring managers and those staff participating on inclusive recruitment panels. More than 800 managers have now attended the inclusive recruitment training.
- Introduced inclusive recruitments panels for all appointments.
- Established a pay gap taskforce and regularly publish and review our pay gap data
- Launched talent management programmes which have provided development opportunities for staff with a key focus on inclusion and equality of opportunity.
- Implemented an Inclusive Mentoring Scheme to build genuine awareness of the lived experience of colleagues with a different protected characteristic. There are 200 members of staff participating alongside 50 senior leaders.

### **4. Talent**

In addition to recruiting top talent externally, we are committed to growing our own pipeline of internal future senior leaders. We ensure that our talent programmes are inclusive and have diverse groups of people participating. At Westminster we believe that Everyone has Talent, and we will work to foster that talent by creating opportunities for our people to thrive. Therefore, we are

committed to investing in our staff, offering a wide range of development opportunities that allow everyone to unlock their potential.

**Talent Development** – Our development programmes are aimed at supporting future leaders, developing key skills and offering opportunities at all levels. By making our programmes more accessible and representative we want to ensure we’re creating a diverse talent pool. Some examples of the programmes we run are as follows:

- Emerging Leaders Programme – Leadership development aimed at budding and new people leaders.
- Senior Leaders Programme – Leadership development aimed at experienced people leaders.
- ‘Entry to work’ as an early career talent pathway into the Council (with a focus on Westminster residents):
  - Graduate Scheme: Annual intake of 5 graduates through the NGDP placed on rotational placements within the organisation.
  - Apprenticeship Scheme: Corporate and directorate specific apprenticeship recruitment.
- Internal apprenticeship programmes to support skills development through applied learning - aimed at filling skills gap, supporting staff development and upskilling/reskilling/cross-skilling for future skills needs (e.g. Project management, Coaching, Data Analytics).

## **5. Senior Pay**

Over the past year there has been a focus on reducing the number of costly temporary, agency and contracted staff (TACs). This has meant there has been increased recruitment to replace individuals working as TACs in established roles including at a senior level, resulting in a cost saving to the council and better career progression opportunities for all.

The following report shares the data on our senior leadership roles and individuals’ remuneration. Our current senior officer team is the most diverse in Westminster City Council’s history. However, we still do not accurately represent the community we serve. We continue to have both gender and ethnicity pay gaps, and whilst these are reducing, we need to do more and quicker. That is our ongoing challenge.

## ***Westminster City Council Senior Pay Data 2022***

The Local Government Transparency Code 2015 (the Code) sets out a statutory duty to publish “public data” i.e. data held which should be accessible to the public (unless it is defined to be of a sensitive nature or disclosure which would contravene the Data Protection Act 1998). This includes specific information about the pay, duties and responsibilities of all senior officers within Westminster City Council (WCC).

The Council is transparent about senior officer pay and seeks to ensure that the pay and performance of all its employees is closely aligned to achieving its ambitious vision to deliver the best services for its residents and visitors.

The Council publishes its [pay policy](#) every year, which brings together its approach to pay and remuneration and includes its pay multiple.

This report sets out information on all senior officers’ salaries, benefits and budget managed, as well as total numbers of officers earning £50,000 and above.

The Council’s organisational structure, in line with the requirements of the Code, is published on the same online page but as a separate document.

Contents are set out below:

### **1. Information about senior officers**

The Council is required to publish information about each senior officer, including salary, budget held, and benefits received.

The council’s senior officers are defined in line with the Accounts and Audit (England) Regulations 2011, Regulation 7(4) and should apply to individuals who are either a chief officer, or who:

“...has responsibility for the management of the relevant body to the extent that the person has power to direct or control the major activities of the body (in particular activities involving the expenditure of money), whether solely or collectively with other persons”, as defined in the Accounts and Audit (England) Regulations 2011, Regulation 7(4).

### **2. Number of senior officers in £5,000 bands**

The Council is required to publish the number of senior officers. Salary information is required to be published in brackets of £5,000. Full-time equivalent annual salary is used for this.

### **3. Organisation chart**

The Council is required to publish an organisation chart with details of the top three levels of the organisation, i.e. Chief Executive, Executive Management Team and senior officers who are directors or Heads of Service. This is published [here](#).

**Note:** The data and information in this document aims to reflect an accurate picture of the organisational structure and senior staff in post as at the 31<sup>st</sup> March 2022.

## Section 1 - Detailed information about senior officers pay

This section provides detailed information on 193 senior officers employed by Westminster City Council on 31<sup>st</sup> March 2022.

Please see notes below for more information.

- **Annual FTE Salary** is the full time annual salary for the post as at 31<sup>st</sup> March 2022. Not all posts have been in place and /or have been filled by the current post holder for the whole year. Some staff may have worked reduced hours for a portion of the year or may have been on parental or other long term leave. Therefore the full annual salary may not have been paid. However, in the interests of transparency, this document shows the FTE annual salary for the individual occupying the post as at 31 March 2022.
- **Honorarium** Payment received in 2021/22 for a short-term significant piece of work beyond the normal scope and level of role. This also includes an Incentive Scheme payment for TUPE'd staff on different terms and conditions.
- **Pension Contribution** refers to the employer's pension contributions in 2021/22 to the Local Government Pension Scheme, a defined benefit occupational pension scheme. This is 24.6% of staff pay where the individual is in the scheme.
- **Private Health Insurance** refers to the optional group health insurance scheme provided by AXA Health. The level of employer contribution varies. Where the individual does not opt to receive this benefit there is no cash alternative. This is only available to staff on Band 5 (£69,543) and above.
- **Car Lease** refers to the council's contribution to the employee's contract car hire. The level of employer contribution varies. Where the individual does not opt to receive this benefit there is no cash alternative. Since 1<sup>st</sup> December 2011, this benefit is no longer available to new senior staff.
- **Professional Fees** refers to one professional subscription claimed during the year 2021/22 and paid via payroll. The level of employer contribution varies. Where the individual does not opt to receive this benefit there is no cash alternative.
- **Market Based Salary Supplements (MBSS)**  
Amount received for 2021/22. This policy supports the recruitment and retention of staff employed in highly skilled or specialist work areas, where posts are hard to fill.
- **Budgets managed** in an effort to avoid duplicating information (as a budget held by the department head or executive director, may also include budget allocated to managers in the tier below), this information has only been provided for officers in the top two tiers of the organisation. For full details of the council's budget please refer to [Westminster' Annual Accounts](#).

## Section 2 - Number of senior officers in £5,000 salary brackets

For the purpose of this summary, full time equivalent “annual salary” is used. This is the full time annual salary for the post. Not all posts have been in place and /or have been filled by the current post holder for the whole year. Some staff may have worked reduced hours for a portion of the year or may have been on parental or other long term leave. Therefore the full annual salary may not have been paid. However, in the interests of transparency, this document shows the number of staff within each salary band as at 31<sup>st</sup> March 2022.

Full Time Annual Salary in £5,000 bands	Number of Employees
£69,543 - £70,000	18
£70,001 - £75,000	28
£75,001 - £80,000	22
£80,001 - £85,000	23
£85,001 - £90,000	25
£90,001 - £95,000	20
£95,001 - £100,000	18
£100,001 - £105,000	3
£105,001 - £110,000	9
£110,001 - £115,000	3
£115,001 - £120,000	5
£120,001 - £125,000	0
£125,001 - £130,000	3
£130,001 - £135,000	2
£135,001 - £140,000	3
£140,001 - £145,000	0
£145,001 - £150,000	3
£150,001 - £155,000	1
£155,001 - £160,000	1
£160,001 - £165,000	0
£165,001 - £170,000	3
£170,001 - £175,000	0
£175,001 - £180,000	2
£180,001 - £185,000	0
£185,001 - £190,000	0
£190,001 - £195,000	0
£195,001 - £200,000	0
£200,001 - £205,000	0
£205,001 - £210,000	0
£210,001 - £215,000	0
£215,001 - £220,000	1
<b>Total</b>	<b>193</b>

**Section 3 – Number of senior officers with full time annual salary between £50,000 and £69,542**

<b>Full Time Annual Salary in £5,000 bands</b>	<b>Number of Employees</b>
£50,000 - £55,000	247
£55,001 - £60,000	139
£60,001 - £65,000	153
£65,001 - £69,542	45
<b>Total</b>	<b>584</b>





Executive Directorate	Post Title	Annual FTE Salary	Honorarium 2021/2022	Pension Contributions 2021/2022	Private Health Insurance 2021/2022	Car Lease 2021/2022	Professional Fees 2021/2022	MBSS paid in 2021/2022	Budget Managed 2021/2022 (£)
	Chief Executive	£219,552.00	£0.00	£54,009.76	£0.00	£0.00	£0.00	£0.00	<p>Gross Expenditure Budget: £612,500 Gross Capital Expenditure: £0</p> <p><i>As well as direct responsibility for £613k budget, the CEO also has overall responsibility for all revenue and capital budgets throughout the Council.</i></p>
BiBorough Adult Social Care and Health	Bi Borough Executive Director of Adult Social Care and Public Health	£176,901.00	£2,000.00	£44,628.13	£2,514.48	£0.00	£0.00	£0.00	<p>Gross Expenditure Budget: £139,374,600 Gross Capital Expenditure: £1,116,000</p>
Finance and Resources	Executive Director of Finance and Resources	£176,901.00	£0.00	£43,517.54	£0.00	£0.00	£0.00	£0.00	<p>Gross Expenditure Budget: £115,989,300</p>



Executive Directorate	Post Title	Annual FTE Salary	Honorarium 2021/2022	Pension Contributions 2021/2022	Private Health Insurance 2021/2022	Car Lease 2021/2022	Professional Fees 2021/2022	MBSS paid in 2021/2022	Budget Managed 2021/2022 (£)
									Gross Capital Expenditure: £24,698,000
BiBorough Childrens Services	Bi Borough Executive Director of Childrens Services	£167,601.00	£0.00	£41,229.75	£0.00	£0.00	£0.00	£0.00	Gross Expenditure Budget: £233,452,900 Gross Capital Expenditure: £22,881,000
Growth Planning and Housing	Executive Director of Growth Planning and Housing	£167,601.00	£0.00	£41,229.74	£0.00	£0.00	£0.00	£0.00	Gross Expenditure Budget: £274,838,000 Gross Capital Expenditure: £123,426,000 Gross Housing Expenditure Budget: £110,186,900 Gross Housing Capital Expenditure: £209,519,000
Innovation and Change	Executive Director of Innovation and Change	£167,601.00	£0.00	£41,795.42	£1,829.04	£0.00	£0.00	£0.00	Gross Expenditure Budget: £18,508,700 Gross Capital Expenditure: £0



Executive Directorate	Post Title	Annual FTE Salary	Honorarium 2021/2022	Pension Contributions 2021/2022	Private Health Insurance 2021/2022	Car Lease 2021/2022	Professional Fees 2021/2022	MBSS paid in 2021/2022	Budget Managed 2021/2022 (£)
Environment and City Management	Executive Director of Environment and City Management	£158,889.00	£0.00	£39,086.60	£0.00	£0.00	£0.00	£0.00	Gross Expenditure Budget: £133,171,900 Gross Capital Expenditure: £79,798,000
People Services	Director of People Services	£147,114.00	£2,000.00	£38,775.79	£2,379.36	£0.00	£0.00	£6,132.00	Gross Expenditure Budget: £4,295,300 Gross Capital Expenditure: £0
Finance and Resources	Director of Commercial Partnerships	£147,114.00	£0.00	£36,904.50	£1,869.36	£0.00	£0.00	£0.00	
Growth Planning and Housing	Director of Development	£147,114.00	£0.00	£36,190.03	£0.00	£0.00	£0.00	£0.00	
Growth Planning and Housing	Director Place Shaping and Town Planning	£147,114.00	£0.00	£36,190.03	£0.00	£0.00	£0.00	£0.00	
BiBorough Adult Social Care and Health	Director of Public Health	£139,710.00	£0.00	£35,045.69	£2,379.36	£0.00	£0.00	£0.00	
Growth Planning and Housing	Director of Housing	£139,710.00	£0.00	£34,368.62	£0.00	£0.00	£0.00	£0.00	
Finance and Resources	Director of Corporate Property	£139,710.00	£0.00	£35,065.96	£2,275.20	£0.00	£161.00	£0.00	
Growth Planning and Housing	Divisional Head of Major Works and Susta	£134,877.00	£1,500.00	£34,097.51	£2,231.04	£0.00	£0.00	£0.00	



Executive Directorate	Post Title	Annual FTE Salary	Honorarium 2021/2022	Pension Contributions 2021/2022	Private Health Insurance 2021/2022	Car Lease 2021/2022	Professional Fees 2021/2022	MBSS paid in 2021/2022	Budget Managed 2021/2022 (£)
BiBorough Adult Social Care and Health	Bi Borough Director Health Partnerships	£132,408.00	£0.00	£10,582.94	£663.87	£0.00	£0.00	£0.00	
Finance and Resources	Director of Corporate Finance	£125,463.00	£0.00	£31,274.13	£1,529.28	£0.00	£306.00	£0.00	
Finance and Resources	Chief Digital and Innovation Officer	£125,463.00	£0.00	£0.00	£497.46	£0.00	£0.00	£0.00	
Finance and Resources	Director Commercial and Financial Mngt	£125,463.00	£0.00	£30,863.86	£0.00	£0.00	£400.00	£0.00	
Finance and Resources	Director of Revenues and Benefits	£118,758.00	£0.00	£29,214.39	£0.00	£2,808.00	£0.00	£0.00	
BiBorough Childrens Services	Director of WCC Family Services	£118,758.00	£0.00	£29,214.39	£0.00	£0.00	£0.00	£0.00	
Environment and City Management	Director of City Highways	£118,758.00	£0.00	£29,763.97	£2,233.80	£2,808.00	£175.00	£0.00	
Environment and City Management	Director of Public Protection and Licensing	£118,758.00	£0.00	£25,810.41	£1,167.10	£0.00	£0.00	£0.00	
Innovation and Change	Acting Director of Communities	£118,758.00	£0.00	£25,475.89	£781.20	£0.00	£0.00	£0.00	
Growth Planning and Housing	Head of Service (WAES)	£112,518.00	£2,000.00	£28,944.57	£3,142.92	£0.00	£0.00	£0.00	
Finance and Resources	TriBorough Director of	£112,518.00	£0.00	£28,063.53	£1,561.56	£0.00	£447.00	£0.00	



Executive Directorate	Post Title	Annual FTE Salary	Honorarium 2021/2022	Pension Contributions 2021/2022	Private Health Insurance 2021/2022	Car Lease 2021/2022	Professional Fees 2021/2022	MBSS paid in 2021/2022	Budget Managed 2021/2022 (£)
	Treasury and Pens								
Innovation and Change	Director of Policy and Projects	£112,518.00	£0.00	£27,679.41	£0.00	£0.00	£0.00	£0.00	
Growth Planning and Housing	Head of Development	£106,638.00	£4,747.08	£27,917.66	£2,101.56	£0.00	£0.00	£0.00	
Innovation and Change	Director Cross River Partnership	£106,556.40	£0.00	£22,684.84	£3,003.60	£0.00	£0.00	£0.00	
Innovation and Change	Director of Strategy and Intelligence	£106,547.53	£0.00	£18,924.10	£0.00	£0.00	£0.00	£0.00	
Innovation and Change	Director of Strategy and Intelligence	£106,547.53	£0.00	£21,177.89	£0.00	£0.00	£332.00	£0.00	
BiBorough Adult Social Care and Health	Deputy Director Public Health WCC	£106,518.00	£1,000.00	£17,728.99	£0.00	£0.00	£0.00	£0.00	
BiBorough Adult Social Care and Health	BiBorough Director of Integrated Commis	£106,518.00	£0.00	£26,268.07	£0.00	£0.00	£0.00	£0.00	
Growth Planning and Housing	Acting Director Regeneration and Economic Dev	£106,518.00	£3,158.08	£25,151.27	£0.00	£0.00	£0.00	£0.00	
Innovation and Change	Acting Director of Communications	£106,518.00	£2,000.00	£24,617.88	£0.00	£2,808.00	£0.00	£6,000.03	



Executive Directorate	Post Title	Annual FTE Salary	Honorarium 2021/2022	Pension Contributions 2021/2022	Private Health Insurance 2021/2022	Car Lease 2021/2022	Professional Fees 2021/2022	MBSS paid in 2021/2022	Budget Managed 2021/2022 (£)
BiBorough Adult Social Care and Health	Deputy Director Public Health WCC	£106,518.00	£1,000.00	£21,773.54	£2,296.20	£0.00	£0.00	£0.00	
Growth Planning and Housing	Head of Housing Innovation and Improvement	£104,367.00	£1,500.00	£26,043.21	£0.00	£0.00	£0.00	£0.00	
Growth Planning and Housing	Senior Construction Manager	£103,335.00	£1,500.00	£25,789.30	£0.00	£0.00	£0.00	£0.00	
Growth Planning and Housing	Head of Construction	£103,335.00	£1,500.00	£25,789.30	£0.00	£0.00	£0.00	£0.00	
Growth Planning and Housing	Quantity Surveying Manager	£98,643.00	£1,715.01	£24,687.98	£0.00	£0.00	£0.00	£0.00	
Growth Planning and Housing	Head of Development	£97,596.00	£0.00	£15,452.01	£0.00	£0.00	£0.00	£5,882.31	
Growth Planning and Housing	Head of Service Development	£97,596.00	£0.00	£24,033.60	£0.00	£2,556.00	£321.00	£0.00	
Growth Planning and Housing	Head of Responsible Economy	£97,596.00	£0.00	£24,008.52	£0.00	£0.00	£0.00	£0.00	
Innovation and Change	Head of City Promotions Events and Film	£97,596.00	£0.00	£24,008.52	£0.00	£0.00	£0.00	£0.00	
BiBorough Adult Social Care and Health	BiBorough Head of Service Learning Disabilities	£97,596.00	£0.00	£24,230.07	£900.50	£0.00	£0.00	£0.00	
BiBorough Adult Social Care and Health	Head of Service - BiBorough MH	£97,596.00	£0.00	£14,069.50	£0.00	£0.00	£0.00	£0.00	



Executive Directorate	Post Title	Annual FTE Salary	Honorarium 2021/2022	Pension Contributions 2021/2022	Private Health Insurance 2021/2022	Car Lease 2021/2022	Professional Fees 2021/2022	MBSS paid in 2021/2022	Budget Managed 2021/2022 (£)
Growth Planning and Housing	Head of Place Shaping	£97,596.00	£7,479.37	£25,848.46	£0.00	£0.00	£0.00	£0.00	
People Services	Head of Organisational Development	£97,596.00	£0.00	£9,209.18	£566.19	£0.00	£0.00	£0.00	
Finance and Resources	Business Architect	£97,596.00	£0.00	£1,928.98	£0.00	£0.00	£0.00	£1,282.53	
BiBorough Childrens Services	Bi Borough Chief Officer (Libraries)	£97,596.00	£0.00	£26,203.39	£0.00	£0.00	£0.00	£0.00	
Finance and Resources	Head of Customer Experience and Digital	£97,596.00	£1,500.00	£27,336.14	£1,093.50	£0.00	£0.00	£10,680.40	
Finance and Resources	Head of Strategic Asset Management	£97,596.00	£0.00	£24,098.01	£363.78	£0.00	£539.00	£0.00	
Finance and Resources	Lead SFM Childrens	£97,596.00	£0.00	£24,008.54	£0.00	£0.00	£306.00	£0.00	
Chief Executives Office	Head of Chief Executives Office	£97,596.00	£0.00	£19,206.86	£0.00	£0.00	£0.00	£0.00	
Innovation and Change	Head of Corporate Programme Management	£97,596.00	£0.00	£24,439.44	£1,751.64	£0.00	£0.00	£0.00	
Finance and Resources	Head of Procurement - PPS	£97,596.00	£0.00	£24,372.94	£1,148.28	£0.00	£0.00	£0.00	
Growth Planning and Housing	Divisional Head of Repairs and Planned M	£95,976.00	£7,249.56	£25,581.61	£764.88	£0.00	£0.00	£0.00	



Executive Directorate	Post Title	Annual FTE Salary	Honorarium 2021/2022	Pension Contributions 2021/2022	Private Health Insurance 2021/2022	Car Lease 2021/2022	Professional Fees 2021/2022	MBSS paid in 2021/2022	Budget Managed 2021/2022 (£)
Innovation and Change	Chief Economist	£92,265.07	£0.00	£9,208.01	£0.00	£0.00	£0.00	£0.00	
BiBorough Adult Social Care and Health	Head of Provided Services WCCRBKCHandF	£92,250.00	£0.00	£24,963.32	£0.00	£2,808.00	£0.00	£0.00	
Environment and City Management	Head of Service (Waste and Parks)	£92,250.00	£0.00	£22,693.48	£0.00	£0.00	£0.00	£0.00	
Finance and Resources	SFM Head of Corporate Finance	£92,250.00	£0.00	£22,693.46	£0.00	£0.00	£343.50	£0.00	
Environment and City Management	Head of Licensing and Regulatory Service	£92,250.00	£2,000.00	£23,860.24	£2,743.20	£2,808.00	£0.00	£0.00	
Growth Planning and Housing	Programme Director - Infills	£92,250.00	£0.00	£23,261.82	£1,820.28	£0.00	£0.00	£0.00	
Finance and Resources	Head of Supplier Relationship Management	£92,250.00	£0.00	£23,531.30	£3,123.12	£0.00	£0.00	£0.00	
Finance and Resources	SFM City Mgmt and Communities	£92,250.00	£2,000.00	£23,872.48	£2,792.64	£0.00	£322.00	£0.00	
Growth Planning and Housing	Head of Regeneration	£92,250.00	£2,500.00	£21,397.57	£716.40	£0.00	£0.00	£0.00	
BiBorough Childrens Services	Head of Registration Service	£92,250.00	£0.00	£23,315.57	£1,529.04	£0.00	£0.00	£0.00	
Growth Planning and Housing	Senior Development Manager	£92,250.00	£0.00	£22,977.21	£1,170.72	£0.00	£539.00	£0.00	





Executive Directorate	Post Title	Annual FTE Salary	Honorarium 2021/2022	Pension Contributions 2021/2022	Private Health Insurance 2021/2022	Car Lease 2021/2022	Professional Fees 2021/2022	MBSS paid in 2021/2022	Budget Managed 2021/2022 (£)
Growth Planning and Housing	Senior Development Delivery Manager	£92,250.00	£0.00	£19,399.26	£0.00	£0.00	£0.00	£0.00	
Finance and Resources	SFM Head of Corporate Finance	£92,250.00	£0.00	£19,350.91	£1,044.24	£0.00	£0.00	£0.00	
Finance and Resources	Head of Capital Programmes	£92,250.00	£0.00	£22,561.42	£0.00	£0.00	£0.00	£0.00	
Finance and Resources	SFM Strategic Projects + Commercial Lead	£92,250.00	£0.00	£22,693.48	£0.00	£0.00	£332.10	£0.00	
Finance and Resources	Head of Commercial - People	£92,250.00	£3,516.81	£23,550.54	£0.00	£0.00	£0.00	£0.00	
BiBorough Adult Social Care and Health	Head of Care and Assessment	£92,250.00	£0.00	£22,693.46	£0.00	£0.00	£0.00	£0.00	
Growth Planning and Housing	Head of Affordable Housing and Strategy	£92,250.00	£0.00	£23,380.48	£2,792.64	£0.00	£0.00	£0.00	
Growth Planning and Housing	Area Team Leader Enforcement	£92,250.00	£0.00	£23,598.23	£2,869.92	£2,556.00	£321.00	£0.00	
Growth Planning and Housing	Senior Construction Manager	£91,542.00	£1,500.00	£23,848.65	£3,903.84	£0.00	£539.00	£0.00	
Growth Planning and Housing	M and E and PDHU	£87,444.00	£6,746.46	£23,325.37	£0.00	£0.00	£0.00	£0.00	



Executive Directorate	Post Title	Annual FTE Salary	Honorarium 2021/2022	Pension Contributions 2021/2022	Private Health Insurance 2021/2022	Car Lease 2021/2022	Professional Fees 2021/2022	MBSS paid in 2021/2022	Budget Managed 2021/2022 (£)
	Operations Manager								
BiBorough Childrens Services	Head of Assessment and MASH	£87,289.41	£2,000.00	£18,059.46	£0.00	£0.00	£90.00	£0.00	
BiBorough Adult Social Care and Health	Head of Ops Gov and Service Development	£87,258.00	£6,243.45	£24,564.67	£0.00	£0.00	£0.00	£0.00	
Finance and Resources	Head of Workplace Property	£87,258.00	£0.00	£21,465.38	£0.00	£0.00	£0.00	£0.00	
Finance and Resources	Chief Solicitor (Head of Development and	£87,258.00	£0.00	£21,520.09	£0.00	£0.00	£197.00	£0.00	
Finance and Resources	Strategic Investment Manager	£87,258.00	£0.00	£21,615.38	£609.72	£0.00	£332.00	£0.00	
Growth Planning and Housing	Head of Building Control	£87,258.00	£0.00	£21,465.38	£0.00	£0.00	£585.56	£0.00	
Environment and City Management	Highways Planning Manager	£87,258.00	£0.00	£21,465.38	£0.00	£2,556.00	£0.00	£0.00	
Finance and Resources	Head of Revenues and Benefits (Control)	£87,258.00	£0.00	£21,465.38	£0.00	£0.00	£0.00	£0.00	
Growth Planning and Housing	Senior Development Delivery Manager	£87,258.00	£0.00	£21,465.38	£0.00	£0.00	£0.00	£0.00	



Executive Directorate	Post Title	Annual FTE Salary	Honorarium 2021/2022	Pension Contributions 2021/2022	Private Health Insurance 2021/2022	Car Lease 2021/2022	Professional Fees 2021/2022	MBSS paid in 2021/2022	Budget Managed 2021/2022 (£)
Finance and Resources	SFM Adults and Public Health	£87,258.00	£0.00	£21,465.38	£0.00	£0.00	£528.00	£0.00	
Finance and Resources	Head of Procurement - Tendering Service	£87,258.00	£4,830.83	£22,653.79	£0.00	£0.00	£0.00	£0.00	
Growth Planning and Housing	Area Team Leader North	£87,258.00	£0.00	£22,450.01	£3,123.12	£0.00	£0.00	£0.00	
Growth Planning and Housing	Head of Supply	£87,258.00	£0.00	£21,465.38	£0.00	£0.00	£0.00	£0.00	
Growth Planning and Housing	Head of Leasehold Income and Engagement	£87,258.00	£0.00	£173.10	£0.00	£0.00	£0.00	£0.00	
Growth Planning and Housing	Senior Construction Manager	£87,258.00	£0.00	£19,157.27	£0.00	£0.00	£0.00	£0.00	
Finance and Resources	Head of Smart City Delivery	£87,258.00	£0.00	£19,154.04	£0.00	£0.00	£0.00	£0.00	
Finance and Resources	Head of Product	£87,258.00	£0.00	£1,384.86	£0.00	£0.00	£0.00	£0.00	
Finance and Resources	Senior Delivery Manager	£87,258.00	£0.00	£8,943.91	£0.00	£0.00	£0.00	£0.00	
Finance and Resources	SFM Growth Planning and Housing	£87,258.00	£0.00	£21,465.38	£0.00	£0.00	£343.50	£0.00	
Finance and Resources	Head of Commercial - ECM	£87,258.00	£0.00	£21,465.38	£0.00	£0.00	£306.00	£0.00	
Finance and Resources	Head of Commercial - GPH	£87,258.00	£0.00	£21,516.06	£0.00	£0.00	£0.00	£0.00	



Executive Directorate	Post Title	Annual FTE Salary	Honorarium 2021/2022	Pension Contributions 2021/2022	Private Health Insurance 2021/2022	Car Lease 2021/2022	Professional Fees 2021/2022	MBSS paid in 2021/2022	Budget Managed 2021/2022 (£)
Finance and Resources	Senior Investment Manager	£87,258.00	£0.00	£21,416.50	£652.92	£0.00	£539.00	£0.00	
Innovation and Change	Programme Lead-Internal capability	£87,238.67	£0.00	£19,839.41	£2,176.68	£0.00	£0.00	£0.00	
Growth Planning and Housing	Commissioning Manager	£85,311.00	£1,500.00	£0.00	£0.00	£0.00	£294.00	£0.00	
Growth Planning and Housing	Senior Service Transformation Manager	£82,377.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	
Growth Planning and Housing	Divisional Head of Housing Needs	£82,377.00	£0.00	£20,518.57	£1,032.09	£0.00	£0.00	£0.00	
Finance and Resources	Head of Revenues and Benefits (Contracts)	£82,377.00	£0.00	£20,695.56	£1,751.64	£0.00	£0.00	£0.00	
Growth Planning and Housing	Area Team Leader Central	£82,377.00	£0.00	£20,264.64	£0.00	£0.00	£321.00	£0.00	
BiBorough Childrens Services	Head of Social Work	£82,377.00	£0.00	£20,264.64	£0.00	£0.00	£90.00	£0.00	
Finance and Resources	Head of IT Business Management	£82,377.00	£0.00	£20,264.66	£0.00	£0.00	£343.50	£0.00	
Growth Planning and Housing	Programme Director	£82,377.00	£0.00	£20,264.64	£0.00	£0.00	£0.00	£0.00	
Finance and Resources	Senior Asset Manager	£82,377.00	£0.00	£20,264.64	£0.00	£0.00	£539.00	£0.00	
Finance and Resources	SFM Accounts and Capital	£82,377.00	£0.00	£20,264.66	£0.00	£0.00	£343.50	£0.00	



Executive Directorate	Post Title	Annual FTE Salary	Honorarium 2021/2022	Pension Contributions 2021/2022	Private Health Insurance 2021/2022	Car Lease 2021/2022	Professional Fees 2021/2022	MBSS paid in 2021/2022	Budget Managed 2021/2022 (£)
Finance and Resources	SFM Corporate Services	£82,377.00	£0.00	£20,264.64	£0.00	£0.00	£400.00	£0.00	
Environment and City Management	Head of City Operations	£82,377.00	£2,000.00	£0.00	£0.00	£0.00	£0.00	£0.00	
Finance and Resources	Head of Service Development	£82,377.00	£0.00	£20,264.66	£0.00	£0.00	£0.00	£0.00	
BiBorough Childrens Services	Head of Looked After Children and Special	£82,377.00	£0.00	£20,463.03	£1,950.37	£0.00	£0.00	£0.00	
Finance and Resources	SFM Treasury and Pensions	£82,377.00	£0.00	£20,465.03	£814.44	£0.00	£270.00	£0.00	
Environment and City Management	Head of Service Central	£82,377.00	£0.00	£20,264.66	£0.00	£0.00	£0.00	£0.00	
Innovation and Change	Head of Licensing Policy	£82,377.00	£0.00	£20,264.64	£0.00	£0.00	£0.00	£0.00	
Growth Planning and Housing	Area Team Leader South	£82,377.00	£0.00	£19,207.55	£0.00	£0.00	£0.00	£0.00	
People Services	Head of Operational People Services	£82,377.00	£0.00	£20,574.00	£1,257.60	£0.00	£0.00	£0.00	
Finance and Resources	IT Development Lead	£82,377.00	£0.00	£20,264.64	£0.00	£0.00	£0.00	£0.00	
Growth Planning and Housing	Divisional Head of Housing Neighbourhood	£82,377.00	£0.00	£20,264.66	£0.00	£0.00	£0.00	£0.00	
Finance and Resources	Strategic Partnership Manager	£82,377.00	£0.00	£20,624.67	£1,463.40	£0.00	£0.00	£0.00	



Executive Directorate	Post Title	Annual FTE Salary	Honorarium 2021/2022	Pension Contributions 2021/2022	Private Health Insurance 2021/2022	Car Lease 2021/2022	Professional Fees 2021/2022	MBSS paid in 2021/2022	Budget Managed 2021/2022 (£)
Growth Planning and Housing	Head of Professional Services	£80,450.00	£2,995.75	£14,273.21	£2,115.12	£0.00	£539.00	£0.00	
Growth Planning and Housing	Senior Project Manager (Capital Works)	£79,983.00	£1,500.00	£20,044.78	£0.00	£0.00	£1,099.56	£0.00	
Growth Planning and Housing	Senior Development Manager	£77,862.00	£0.00	£19,764.25	£2,378.76	£0.00	£0.00	£0.00	
Environment and City Management	Head of Outbreak Management	£77,862.00	£0.00	£19,791.82	£0.00	£0.00	£0.00	£0.00	
Growth Planning and Housing	Head of Estate Services	£77,862.00	£3,408.09	£17,577.62	£460.95	£0.00	£0.00	£0.00	
Growth Planning and Housing	Head of D C and S	£77,862.00	£0.00	£19,154.04	£0.00	£0.00	£0.00	£0.00	
Growth Planning and Housing	Head of Programme Delivery Placeshaping	£77,862.00	£0.00	£19,484.46	£1,343.38	£0.00	£0.00	£0.00	
Growth Planning and Housing	Senior Development Finance Manager	£77,862.00	£0.00	£19,154.04	£0.00	£0.00	£385.00	£0.00	
Environment and City Management	Head of Operations	£77,862.00	£0.00	£19,154.04	£0.00	£0.00	£0.00	£0.00	
Environment and City Management	Head of Parking Operations	£77,862.00	£0.00	£19,401.05	£788.88	£0.00	£0.00	£0.00	



Executive Directorate	Post Title	Annual FTE Salary	Honorarium 2021/2022	Pension Contributions 2021/2022	Private Health Insurance 2021/2022	Car Lease 2021/2022	Professional Fees 2021/2022	MBSS paid in 2021/2022	Budget Managed 2021/2022 (£)
Environment and City Management	Head of Service North	£77,862.00	£0.00	£19,479.25	£1,322.28	£0.00	£0.00	£0.00	
Finance and Resources	Principal Solicitor (Contracts)	£77,862.00	£0.00	£19,077.40	£0.00	£0.00	£0.00	£0.00	
Growth Planning and Housing	Senior Development Manager	£77,862.00	£3,414.24	£16,713.73	£0.00	£0.00	£539.00	£0.00	
Finance and Resources	Digital Inclusion and Talent Lead	£77,862.00	£0.00	£19,154.04	£0.00	£0.00	£0.00	£0.00	
Finance and Resources	Principal Solicitor	£77,862.00	£0.00	£19,154.04	£0.00	£0.00	£0.00	£0.00	
Growth Planning and Housing	Assistant Principal Education and Training	£77,862.00	£0.00	£18,720.04	£0.00	£0.00	£0.00	£0.00	
Innovation and Change	Chief Analyst	£77,862.00	£0.00	£18,786.88	£0.00	£0.00	£0.00	£0.00	
Finance and Resources	Head of Facilities Management	£77,862.00	£0.00	£19,154.04	£0.00	£0.00	£259.00	£0.00	
Finance and Resources	Principal Solicitor (Social Care and Edu)	£77,862.00	£3,597.00	£20,038.90	£0.00	£0.00	£0.00	£0.00	
Finance and Resources	Principal Solicitor (Interim)	£77,862.00	£0.00	£18,800.65	£0.00	£0.00	£0.00	£0.00	
Finance and Resources	Workplace Technology Programme Manager	£77,862.00	£0.00	£19,924.83	£1,903.56	£0.00	£0.00	£0.00	



Executive Directorate	Post Title	Annual FTE Salary	Honorarium 2021/2022	Pension Contributions 2021/2022	Private Health Insurance 2021/2022	Car Lease 2021/2022	Professional Fees 2021/2022	MBSS paid in 2021/2022	Budget Managed 2021/2022 (£)
Finance and Resources	Head of Property Delivery	£77,862.00	£0.00	£3,192.34	£0.00	£0.00	£0.00	£0.00	
Growth Planning and Housing	Senior QS	£77,313.00	£1,500.00	£19,387.97	£0.00	£0.00	£253.00	£0.00	
Innovation and Change	CRP Operations Manager	£73,613.45	£2,000.00	£16,700.51	£3,564.96	£0.00	£0.00	£0.00	
Finance and Resources	Data Protection Officer	£73,587.00	£0.00	£18,102.38	£0.00	£0.00	£0.00	£0.00	
Environment and City Management	Climate Emergency Programme Director	£73,587.00	£0.00	£15,515.33	£0.00	£0.00	£0.00	£0.00	
BiBorough Childrens Services	Head of Clinical Practice	£73,587.00	£0.00	£14,919.50	£0.00	£0.00	£0.00	£0.00	
Innovation and Change	Head of Press and Social Media	£73,587.00	£0.00	£16,033.76	£0.00	£0.00	£0.00	£0.00	
Innovation and Change	Head of Cabinet and Committee Services	£73,587.00	£0.00	£18,567.13	£1,523.40	£0.00	£0.00	£0.00	
BiBorough Adult Social Care and Health	Strategy and Business Planning Manager	£73,587.00	£1,000.00	£18,912.65	£1,789.92	£0.00	£0.00	£0.00	
People Services	Head of HR BPs and Strategic Projects	£73,587.00	£2,000.00	£19,216.92	£2,194.56	£0.00	£0.00	£0.00	
Finance and Resources	Principal Solicitor	£73,587.00	£0.00	£18,102.39	£0.00	£0.00	£0.00	£0.00	





Executive Directorate	Post Title	Annual FTE Salary	Honorarium 2021/2022	Pension Contributions 2021/2022	Private Health Insurance 2021/2022	Car Lease 2021/2022	Professional Fees 2021/2022	MBSS paid in 2021/2022	Budget Managed 2021/2022 (£)
	(Employment Crimina								
BiBorough Childrens Services	Head of Triborough Fostering and Adoption	£73,587.00	£1,000.00	£18,078.31	£0.00	£0.00	£0.00	£0.00	
People Services	Head of Diversity and Inclusion	£73,587.00	£2,000.00	£18,492.08	£0.00	£0.00	£0.00	£0.00	
BiBorough Childrens Services	Bi-Borough Head of Virtual School	£73,587.00	£1,000.00	£11,924.95	£0.00	£0.00	£0.00	£0.00	
People Services	Head of Talent Performance and Innovation	£73,587.00	£0.00	£18,080.10	£0.00	£0.00	£0.00	£0.00	
BiBorough Childrens Services	Head of Early Help	£73,587.00	£0.00	£16,547.27	£0.00	£0.00	£0.00	£0.00	
Finance and Resources	Major Project Lawyer	£73,587.00	£0.00	£7,953.12	£283.91	£0.00	£0.00	£0.00	
Innovation and Change	Programme Lead- Widening participation	£73,587.00	£0.00	£14,206.42	£0.00	£0.00	£0.00	£0.00	
Growth Planning and Housing	Senior Development Manager	£73,587.00	£2,000.00	£18,594.38	£0.00	£0.00	£0.00	£0.00	
BiBorough Adult Social Care and Health	Head of CIS	£73,587.00	£0.00	£18,102.39	£0.00	£0.00	£196.24	£0.00	
Innovation and Change	Head of Creative Services	£73,587.00	£0.00	£15,378.77	£0.00	£0.00	£0.00	£0.00	



Executive Directorate	Post Title	Annual FTE Salary	Honorarium 2021/2022	Pension Contributions 2021/2022	Private Health Insurance 2021/2022	Car Lease 2021/2022	Professional Fees 2021/2022	MBSS paid in 2021/2022	Budget Managed 2021/2022 (£)
Finance and Resources	Senior Regeneration Manager (FTC)	£73,587.00	£0.00	£18,758.63	£1,829.04	£0.00	£0.00	£0.00	
Environment and City Management	Head of Service South and West	£73,587.00	£0.00	£17,579.66	£0.00	£0.00	£0.00	£0.00	
Innovation and Change	Head of City Planning Policy	£73,587.00	£0.00	£18,501.78	£1,305.48	£0.00	£0.00	£0.00	
Finance and Resources	Senior Investment Manager	£73,587.00	£0.00	£13,581.74	£811.44	£0.00	£1,079.00	£0.00	
Innovation and Change	Changing Futures Programme Manager	£73,587.00	£0.00	£1,508.53	£0.00	£0.00	£0.00	£0.00	
Finance and Resources	Business Manager	£73,587.00	£0.00	£18,102.39	£0.00	£0.00	£0.00	£0.00	
BiBorough Adult Social Care and Health	Bi-borough Head of Adult Safeguarding	£73,587.00	£2,000.00	£18,594.39	£0.00	£0.00	£0.00	£0.00	
BiBorough Adult Social Care and Health	Triborough Head of Hospital SW	£73,587.00	£2,301.24	£18,618.75	£0.00	£0.00	£0.00	£0.00	
Growth Planning and Housing	Head of Coaching	£73,587.00	£2,000.00	£15,492.27	£0.00	£0.00	£0.00	£0.00	
Finance and Resources	Customer Experience and Digital Inclusion	£69,543.00	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	
Environment and City Management	Head of Sport Leisure and AC Services	£69,543.00	£0.00	£15,765.71	£0.00	£0.00	£0.00	£0.00	



Executive Directorate	Post Title	Annual FTE Salary	Honorarium 2021/2022	Pension Contributions 2021/2022	Private Health Insurance 2021/2022	Car Lease 2021/2022	Professional Fees 2021/2022	MBSS paid in 2021/2022	Budget Managed 2021/2022 (£)
Finance and Resources	Principal Solicitor (Interim)	£69,543.00	£0.00	£16,132.69	£0.00	£0.00	£0.00	£0.00	
Finance and Resources	Head of Capital Projects	£69,543.00	£0.00	£17,815.60	£2,488.56	£0.00	£0.00	£0.00	
Innovation and Change	Head of Environment Policy and Projects	£69,543.00	£0.00	£17,696.49	£1,869.36	£0.00	£0.00	£0.00	
Finance and Resources	Head of Estates Management	£69,543.00	£0.00	£17,184.04	£311.04	£0.00	£539.00	£0.00	
Finance and Resources	Manager Legal and Electoral Services Su	£69,543.00	£0.00	£17,107.54	£0.00	£0.00	£0.00	£0.00	
BiBorough Childrens Services	Head of Libraries (Service Quality)	£69,543.00	£2,000.00	£17,599.54	£0.00	£0.00	£0.00	£0.00	
BiBorough Childrens Services	Looked After ChildrenandCare Leaving Ser	£69,543.00	£0.00	£17,107.54	£0.00	£0.00	£0.00	£0.00	
Growth Planning and Housing	Assistant Principal Business Support Ser	£69,543.00	£0.00	£17,107.54	£0.00	£0.00	£0.00	£0.00	
Finance and Resources	SFM Commercial	£69,543.00	£0.00	£16,785.96	£0.00	£0.00	£275.50	£0.00	
Innovation and Change	Head of Strategy and Performance	£69,543.00	£2,000.00	£17,535.60	£0.00	£0.00	£0.00	£0.00	
Growth Planning and Housing	Head of Customer Service	£69,543.00	£0.00	£17,474.89	£1,170.72	£0.00	£0.00	£0.00	



Executive Directorate	Post Title	Annual FTE Salary	Honorarium 2021/2022	Pension Contributions 2021/2022	Private Health Insurance 2021/2022	Car Lease 2021/2022	Professional Fees 2021/2022	MBSS paid in 2021/2022	Budget Managed 2021/2022 (£)
Growth Planning and Housing	Senior Development Delivery Manager	£69,543.00	£1,500.00	£15,935.61	£0.00	£0.00	£294.00	£0.00	
BiBorough Childrens Services	Head of Libraries (Strategy and Change)	£69,543.00	£1,000.00	£15,941.21	£0.00	£0.00	£0.00	£0.00	
Finance and Resources	Senior Delivery Manager	£69,543.00	£0.00	£2,438.25	£390.86	£0.00	£0.00	£0.00	
Finance and Resources	Head of Operations	£69,543.00	£0.00	£17,107.54	£0.00	£0.00	£344.00	£0.00	
Growth Planning and Housing	Enterprise Meanwhile Space Prog Mgr	£69,543.00	£6,524.75	£11,756.23	£0.00	£0.00	£0.00	£0.00	
Innovation and Change	Programme Lead - Community Partnerships	£67,805.04*  *NB: For the purpose of Section 2, the Annual FTE Salary and Honorarium 2021/2022 have been combined	£13,173.96	£0.00	£0.00	£0.00	£0.00	£0.00	