



Senior Salary Market Report Havant BC

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Work Folk



Methodology

Data taken from the 'Town Hall Rich List' published by The Taxpayer's Alliance, which collates publicly available information local government councils are required to published .

2020/21 is latest salary information available - figures must be adjusted for inflation.

- ◇ 2021 national pay increase at 1.75%
- ◇ 2022 national pay increase not yet available



Methodology

Jobs matched by Job Title;

- ◆ Chief Executive
- ◆ Deputy Chief Executive
- ◆ Finance (S151) – direct report to CE
- ◆ Legal – direct report to CE
- ◆ Executive Heads and equivalents (Directors / Heads of) – direct reports of CE
 - ◆ Data for specific roles not available due to large range of responsibilities and combinations



Methodology

Regional Data included for:

- ◆ England and Wales, excluding London
- ◆ South East England, excluding London

Data includes Borough, District and City Councils, excludes County Councils, Unitary Authorities and others.

- ◆ Information including and excluding City Councils provided, to provide alternative comparators.



Next Steps:

HBC to consider, in the light of the data:

- ◇ Appropriate comparators – region and council type.
- ◇ Desired market position, e.g.
 - ◇ Median
 - ◇ Median plus a percentage
 - ◇ 75th Percentile
- ◇ Adjust appropriately for inflation, given current volatile environment.
- ◇ Pay ranges and progression mechanism

Chief Executive

2020 Havant BC Policy:

Min: £105,494

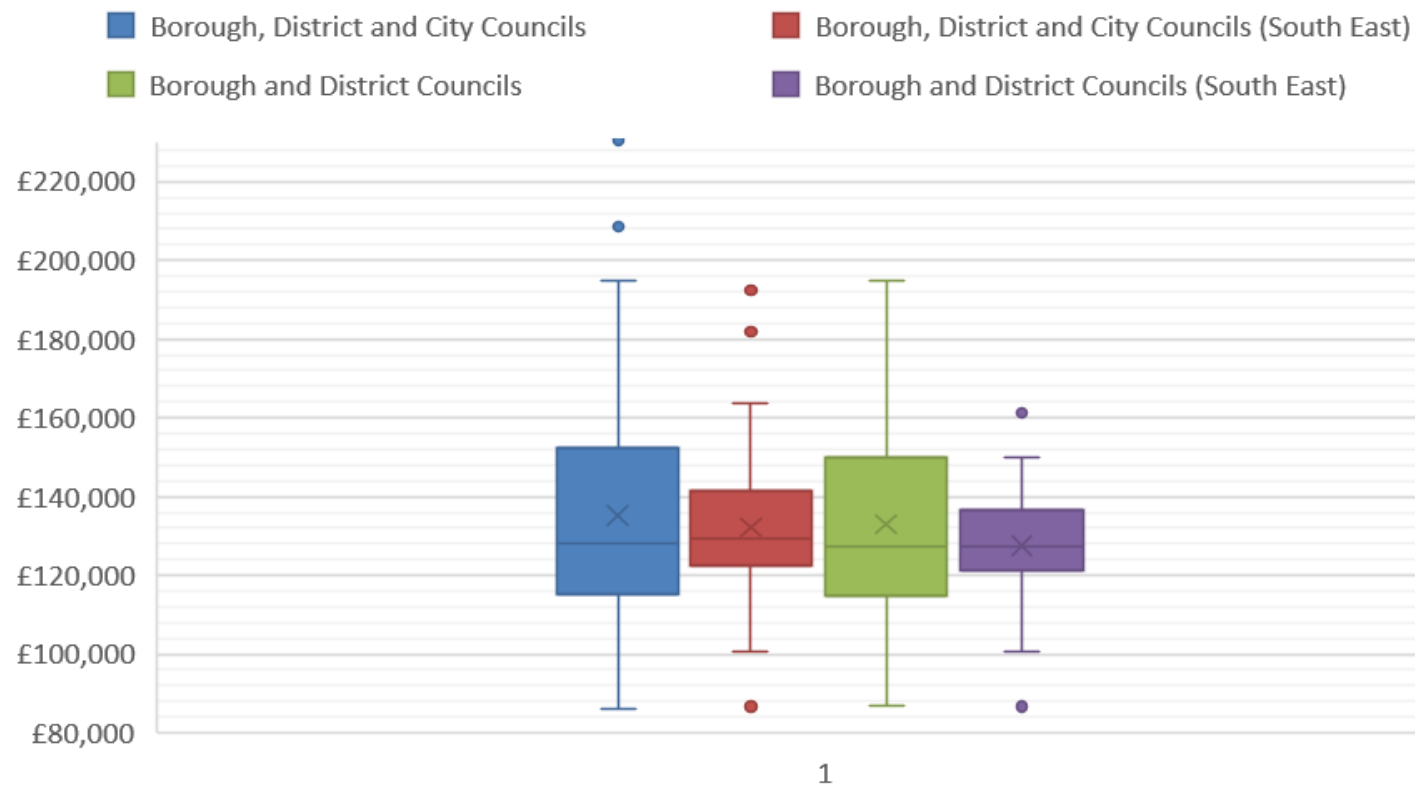
Mid: £124,110 (based on previous
market median +5%)

Max: £142,727

Market Medians:

- Borough, District and Cities, England and Wales £127,934
- Borough District and Cities, South East £129,230
- Borough and District, England and Wales £127,500
- Borough and District, South East £127,500

Chief Executive Salaries 2020-21, England and Wales excluding London



Deputy Chief Executive

2020 Havant BC Policy:

Service Director

Min = £86,368

Mid = £101,609

Max = £116,850

Market Medians:

- Borough, District and Cities, England and Wales £105,000
- Borough District and Cities, South East £109,268
- Borough and District, England and Wales £104,350
- Borough and District, South East £109,268

Deputy Chief Executive Salaries 2020-21, England and Wales excluding London



Executive Heads

2020 Havant BC Policy:

Service Director

Min = £86,368

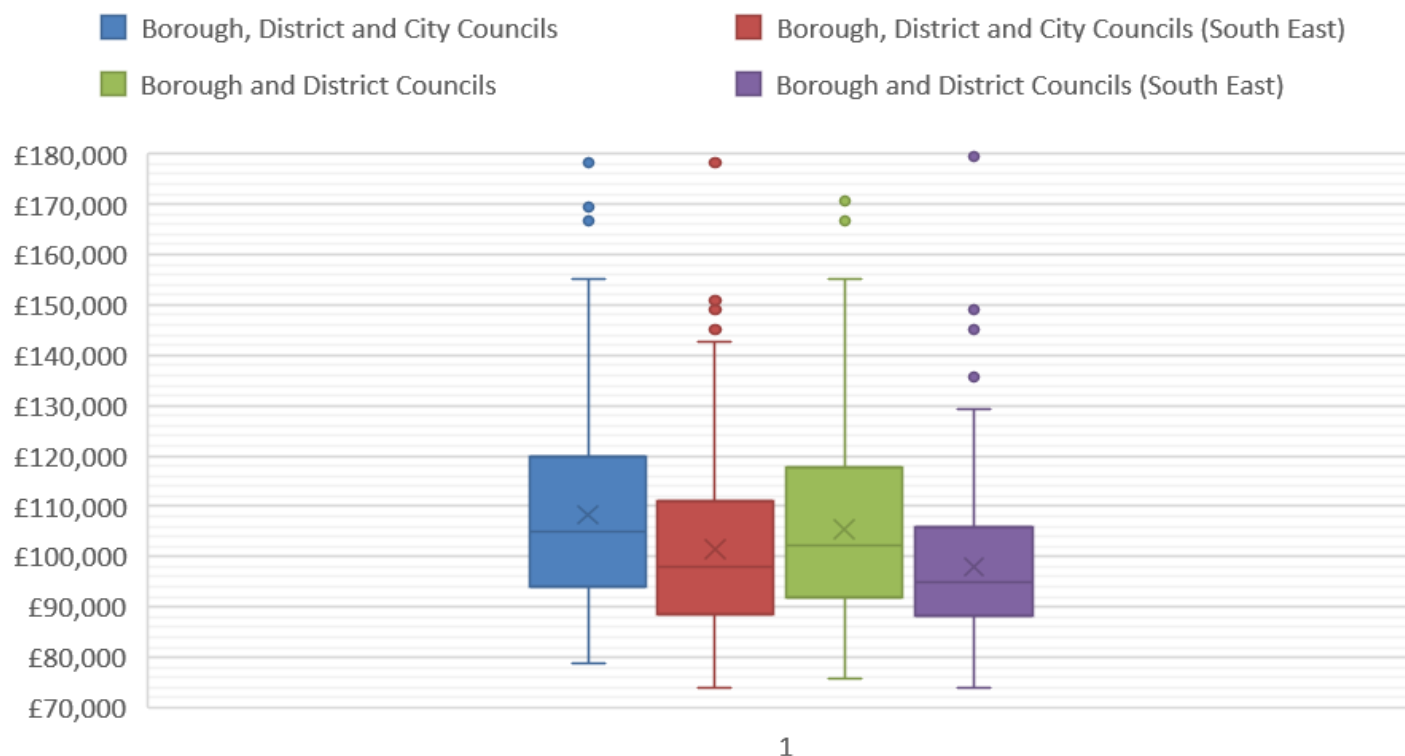
Mid = £101,609

Max = £116,850

Market Medians:

- Borough, District and Cities, England and Wales £102,000
- Borough District and Cities, South East £98,030
- Borough and District, England and Wales £100,302
- Borough and District, South East £95,000

Executive Heads Salaries 2020-21,
England and Wales excluding London

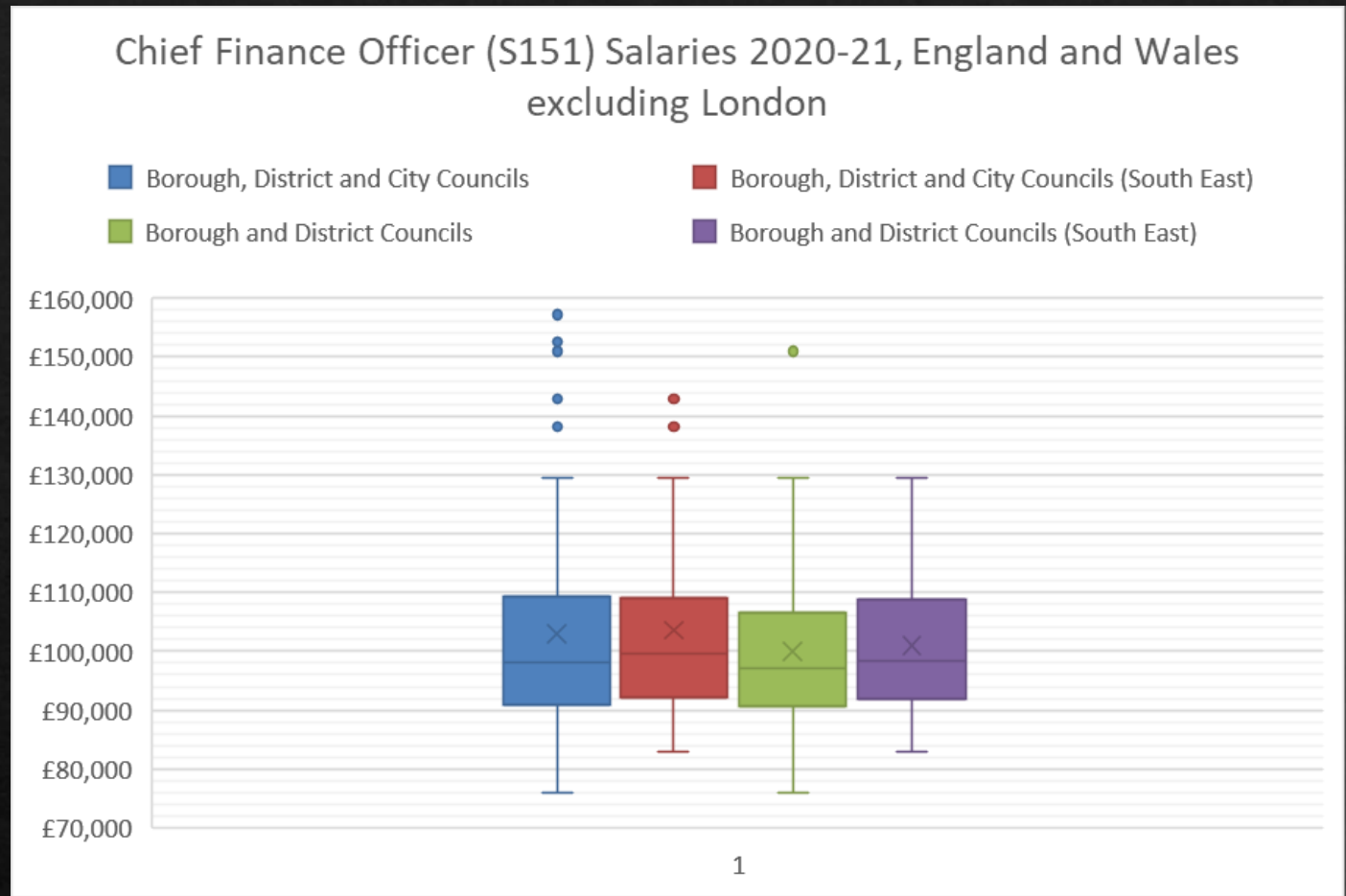


Chief Finance Officer (S151)

2020 Havant BC Policy:

Market Medians:

- Borough, District and Cities, England and Wales £98,157
- Borough District and Cities, South East £99,950
- Borough and District, England and Wales £97,000
- Borough and District, South East £98,314



Chief Legal Officer

2020 Havant BC Policy:

Market Medians:

- Borough, District and Cities, England and Wales £96,000
- Borough District and Cities, South East £95,007
- Borough and District, England and Wales £95,007
- Borough and District, South East £93,000

