

Town Hall Rich List 2022

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Introduction

Town Hall Rich List 2022 marks the 15th version of this research, first compiled in 2007. For the past 15 years the TaxPayers' Alliance has assembled the most comprehensive list of council employees in the UK in receipt of over £100,000 in total remuneration in a single financial year.

For the average (band D) property, taxpayers in England will have to pay a council tax rise of 3.5 per cent, or an extra £68 per year in 2022-23.¹ Wales will see an average increase of 2.7 per cent.² All Scottish local authorities – apart from Shetland – will see an increase in 2022-23.³

Against this background, the number of local authority employees receiving over £100,000 in total remuneration has risen to the highest level since 2013-14.⁴

Key findings

- At least 2,921 people employed by local authorities in 2020-21 received more than £100,000 in total remuneration, an increase of 119 on 2019-20. 739 received over £150,000, 46 more than the previous year.
- The average number of employees who received over £100,000 in total remuneration per local authority is 7.7. The average number receiving over £150,000 is two employees per council.
- The local authority with the greatest number of employees whose remuneration was in excess of £100,000 was Westminster council with 44 employees, nine more than the previous year.
- The highest remunerated council employee in 2020-21 was the now former chief executive of Croydon council, receiving £613,895 in total remuneration. This included a loss of office payment of £144,356, pension strain⁵ payment of £292,851, salary of £151,474 and a pension contribution of £25,214.
- The local authority to pay out the highest amount in terms of bonuses and performance related pay to a senior employee was Hambleton district council, with their chief executive receiving a £26,535 bonus.
- A total of 23 local authority employees received a loss of office payment of more than £95,000 – the former cap on payoffs for public sector employees – two more than the previous year. This cap was subsequently revoked and only partially covered the period of this year's Town Hall Rich List.⁶

¹ Department for Levelling Up, Housing & Communities, *Council Tax levels set by local authorities: England 2022-23*, 30 March 2022.

² StatsWales, *Annual increase in average band D council tax, by billing authority*, <https://statswales.gov.wales/Catalogue/Local-Government/Finance/Council-Tax/Levels/annualpercentageincreaseinaveragebanddcounciltax-by-billingauthority>, (accessed 28 March 2022).

³ BBC, *Scottish council tax 2022-23: How much will your bill be?*, 9 March 2022, www.bbc.co.uk/news/uk-scotland-60509673, (accessed 28 March 2022).

⁴ TaxPayers' Alliance, *Town Hall Rich List 2015*, 2015.

⁵ Pension strain costs are payments made to employees whose regular pension payments do not account for the whole of their entitlement. An early retiree may claim an extra payment with their employer's consent to account for reduced benefits.

⁶ Sharma, M, *Public sector redundancy payment cap scrapped by government*, HR Review, 15 February 2021, www.hrreview.co.uk/hr-news/public-sector-redundancy-payment-cap-scrapped-by-government/131756, (accessed 29 March 2022).

Highest remunerated local authority employees

Table 1: 20 highest remunerated employees, 2020-21

| Local authority | Name | Job title | Total remuneration (£) |
|------------------------|---------------------|--|------------------------|
| Croydon | Jo Negrini | Chief executive | 613,895 |
| Glasgow | Dr. Graham Paterson | Executive director, City Building Contracts LLP | 612,412 |
| Northumberland | Undisclosed | Service director – adult services and community | 572,916 |
| Hampshire | John Coughlan | Chief executive | 530,761 |
| Kensington and Chelsea | Robyn Fairman | Deputy chief executive | 447,476 |
| Stockport | Undisclosed | Executive director, adult social care and health | 440,927 |
| Middlesbrough | Undisclosed | Executive director growth and places | 373,047 |
| Winchester | Undisclosed | Strategic director | 313,000 |
| Runnymede | Vince Sibley | Deputy director of commercial services | 311,308 |
| Sandwell | Undisclosed | Executive director, neighbourhoods | 301,623 |
| Tower Hamlets | Mr A Hussain | Corporate director – governance & monitoring officer | 289,356 |
| Northamptonshire | T Grant | Chief executive (head of paid service) | 282,000 |
| Denbighshire | Undisclosed | Chief executive | 280,189 |
| Herefordshire | A Neill | Chief executive | 278,000 |
| Tower Hamlets | Mr N Merton | Corporate director – resources | 276,933 |
| Westminster | S Love | Chief executive | 271,061 |
| Sandwell | Undisclosed | Executive director, resources | 269,235 |
| Kent | David Cockburn | Corporate director strategic & corporate services | 263,371 |
| Wandsworth | P. Angeli | Assistant director of children's services | 262,851 |
| Hillingdon | F Beasley | Chief executive and corporate director | 259,211 |

Table 2: 10 highest remunerated employees by expenses received, 2020-21

| Local authority | Name | Job title | Expenses (£) |
|-----------------|------------------|--|--------------|
| Northumberland | Daljit Lally | Chief executive and head of paid service | 40,000 |
| Glasgow | Peter Duthie | Chief executive officer, Scottish Event Campus Ltd | 19,669 |
| Glasgow | William McFadyen | Director of finance & development, Scottish Event Campus Ltd | 16,247 |
| Kent | Ben Watts | General counsel | 14,475 |
| Essex | Mr Gavin Jones | Chief executive | 14,117 |
| Staffordshire | Undisclosed | Director of families and communities | 12,458 |
| Barnsley | Sarah Norman | Chief executive | 11,000 |
| Staffordshire | Undisclosed | Section 151 officer, county treasurer | 10,755 |
| Staffordshire | Undisclosed | Director of economy, infrastructure and skills | 10,100 |

| Local authority | Name | Job title | Expenses (£) |
|-----------------|-------------|---|--------------|
| Warwickshire | Undisclosed | Assistant director education services (chief education officer) | 10,002 |

Table 3: 10 highest remunerated employees by bonuses received, 2020-21

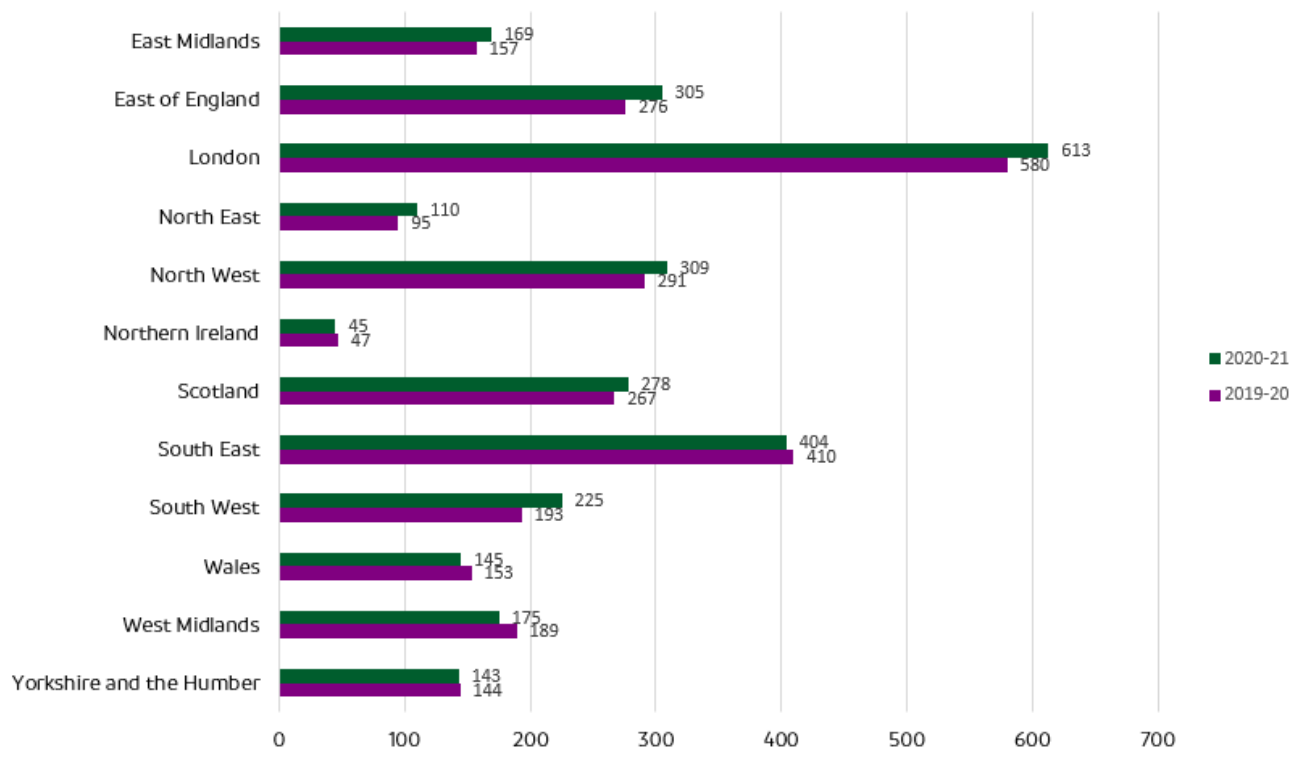
| Local authority | Name | Job title | Bonus (£) |
|-----------------|-----------------|--|-----------|
| Hambleton | Dr Justin Ives | Chief executive | 26,535 |
| Hambleton | Mr Mick Jewitt | Deputy chief executive | 21,935 |
| Staffordshire | John Henderson | Chief executive | 15,000 |
| Hambleton | Undisclosed | Director of finance and commercial – section 151 officer | 13,283 |
| Hambleton | Undisclosed | Director of law and governance - monitoring officer | 13,283 |
| Hambleton | Undisclosed | Director of leisure & communities | 13,283 |
| Staffordshire | Richard Harling | Director of health and care | 11,262 |
| Staffordshire | Undisclosed | Director of economy, infrastructure and skills | 10,854 |
| Lichfield | Undisclosed | Chief executive | 10,490 |
| Basildon | Undisclosed | Deputy chief executive | 9,755 |

Table 4: 10 highest compensation pay-outs for loss of office received, 2020-21

| Local authority | Name | Job title | Compensation (£) |
|-----------------|------------------|---|------------------|
| East Lindsey | Undisclosed | Assistant director – corporate governance | 224,837 |
| Sandwell | Undisclosed | Executive director, neighbourhoods | 180,370 |
| Birmingham | Undisclosed | Director, place | 167,000 |
| Sandwell | Undisclosed | Executive director, resources | 158,721 |
| Newham | Undisclosed | Public Realm Services Limited – managing director | 152,051 |
| Stockport | Undisclosed | Executive director, adult social care and health | 147,287 |
| Croydon | Jo Negrini | Chief executive | 144,356 |
| Haringey | Undisclosed | Assistant director of corporate governance | 125,285 |
| Barnsley | Rachel Dickinson | Executive director – people | 125,000 |
| Herefordshire | A Neill | Chief executive | 120,000 |

Regional comparisons and highlights

Chart: council employees with more than £100,000 in total remuneration, 2019-20 and 2020-21



The region with the highest number of employees who received remuneration in excess of £100,000 was London, with 613. Northern Ireland was the lowest at 45. The London council with the highest number of employees above £100,000 was Westminster, with 44. The highest remunerated local authority employee in London was the former chief executive at Croydon, who received £613,895.

Table 5: highest remunerated individual by region, 2020-21

| Region | Local authority | Job title | Remuneration (£) |
|--------------------------|------------------|--|------------------|
| East Midlands | Northamptonshire | Chief executive (head of service) | 282,000 |
| East of England | Essex | Chief executive | 249,866 |
| London | Croydon | Chief executive | 613,895 |
| North East | Northumberland | Service director – adult services and community | 572,916 |
| North West | Stockport | Executive director, adult social care and health | 440,927 |
| Northern Ireland | Belfast | Chief executive | 170,288 |
| Scotland | Glasgow | Executive director, City Building Contracts LLP | 612,412 |
| South East | Hampshire | Chief executive | 530,761 |
| South West | Cotswold | Head of paid service | 232,789 |
| Wales | Denbighshire | Chief executive | 280,189 |
| West Midlands | Sandwell | Executive director, neighbourhoods | 301,623 |
| Yorkshire and the Humber | Bradford | Chief executive | 228,350 |

Table 6: authorities with highest number of employees in receipt of remuneration over £100,000, 2020-21

| Region | Local authority | Employees' remuneration over £100,000 |
|-----------------|-----------------|---------------------------------------|
| London | Westminster | 44 |
| East of England | Essex | 37 |
| London | Hackney | 36 |
| London | Haringey | 36 |
| London | Greenwich | 32 |
| London | Newham | 32 |
| London | Waltham Forest | 31 |
| London | Southwark | 30 |
| London | Croydon | 29 |
| Scotland | Edinburgh | 29 |

Table 7: highest remunerated local authorities by region, 2020-21

| Region | Local authority | Employees' remuneration over £100,000 |
|--------------------------|--|---------------------------------------|
| East Midlands | Lincolnshire | 15 |
| East of England | Essex | 37 |
| London | Westminster | 44 |
| North East | Northumberland | 20 |
| North West | Manchester | 24 |
| Northern Ireland | Antrim and Newtownabbey, Ards and North Down and Belfast | 6 |
| Scotland | Edinburgh | 29 |
| South East | Hampshire and Kent | 26 |
| South West | Cornwall | 27 |
| Wales | Cardiff | 14 |
| West Midlands | Birmingham | 21 |
| Yorkshire and the Humber | Leeds | 26 |

[Check out the full data tables by clicking here](#)

Methodology

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.

Methods of reporting the pay of the highest remunerated employees in local authorities varies significantly. Measures taken to ameliorate this means that the stated figure of 2,921 council employees receiving over £100,000 is likely to be an underestimate.

- 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. For some councils, this could include teachers. Where a council explicitly states that their pay bands include both teachers and council staff – but the pay bands don't disaggregate – then their pay band figures have been excluded. Where councils do not explicitly state whether or not their pay bands include teachers – but also do not disaggregate between teachers and non-teachers – then their pay band figures have been included. As a consequence, some non-teaching staff may have been excluded from the research.
- 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 these instances, the senior staff breakdown is closely compared to the pay bands in order to establish the relationship between the two sets of data. 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 salary bands rarely include employer 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 average⁷) are taken into account. As such, the total number of employees receiving over £100,000 in total remuneration is likely to exceed the identified number.
- In Scotland, pension contributions are listed separately from employees' other total remuneration. As such, total remuneration excluding pensions has had to be manually combined with the pension contributions.
- In Northern Ireland, the pension figures shown are equivalent to 19.5 per cent of the employee's salary, in line with what each Northern Irish local authority contributes to the Northern Ireland Local Government Officers' Superannuation Committee scheme. A two per cent deficit reduction contribution is also made by employers to the scheme.
- Each entry refers to an individual not a position.
- 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.

⁷ UNISON, *Local Government Pension Scheme: an introduction*, 2020, www.unison.org.uk/get-help/knowledge/pensions/local-government-pension-scheme/, (accessed 29 March 2022).
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- Employees of council-owned subsidiaries have been included because they are detailed in either the draft or audited financial statements. These subsidiary employees have been included when receiving over £100,000 in total remuneration.
- Where senior staff are shared between authorities, the individual and their full remuneration has been entered into only one council.
- 25 councils had not published either draft or audited accounts by 25 March 2022, including Coventry, for example, which had the highest remunerated council employee in 2019-20. This is three times the amount of councils compared to 2019-20. This is also likely to reduce the total number of council employees recorded.