**Senior Officer Salaries 2022-2023**

**Introduction**

In line with the revised Local Government Transparency Code 2015, the Council is required to publish details under the Accounts and Audit Regulations 2015 of the following information:

* The number of employees whose remuneration in that year was at least £50,000 in brackets of £5,000
* Details of remuneration and job titles of certain senior employees whose salary is at least £50,000, and
* Employees whose salaries are £150,000 or more must also be identified by name
* a list of responsibilities (for example, the services and functions they are responsible for, budget held and number of staff) and details of bonuses and ‘benefits in kind’, for all employees whose salary exceeds £50,000

**Overview**

Previous lists published on our website included senior employees from East Hants District Council, reflecting the joint arrangement and management structure that existed prior to 2022/23. The numbers in this document reflect those employed by Havant Borough Council only.

**Number of Employees with remuneration at least £50,000**

|  |  |  |  |
| --- | --- | --- | --- |
| **Pay Bracket** | **Number of Employees** | **Bonuses (£)** | **Payments in Kind (£)** |
| £50,000 - £54,999 | 17 | 0 | 0 |
| £55,000 - £59,999 | 9 | 0 | 0 |
| £60,000 - £64,999 | 3 | 0 | 0 |
| £65,000 - £69,999 | 4 | 0 | 0 |
| £70,000 - £74,999 | 1 | 0 | 0 |
| £75,000 - £79,999 | 1 | 0 | 0 |
| £80,000 - £84,999 | 4 | 0 | 0 |
| £85,000 - £89,999 | 3 | 0 | 0 |
| £90,000 - £94,999 | 0 | 0 | 0 |
| £95,000 - £99,999 | 0 | 0 | 0 |
| £100,000 - £104,999 | 1 | 0 | 0 |

Please note, owing to the transition period in separating from East Hants District Council some senior employees, including the Interim Chief Executive, were contractors and so do not appear within these figures.

**Staff Roles with Remuneration of at least £50,000**

The lists below include all roles occupied by employees of Havant Borough Council during 2022/23 and exclude vacant positions and contractors. Some job titles were shared by more than one employee:

**Executive Leadership Team Roles (all £75,000 or above)**

Executive Head for Coastal Partnership

Executive Head of Commercial

Executive Head of Internal Services

Head of Corporate Finance

Head of Organisational Development

Head of Property & Asset Management

Head of Transition and Transformation

Executive Project Manager

Client Relationship Director

**All Other Roles (£50,000 - £74,999)**

Accommodation Solutions & New Development Manager

Appraisal Team Leader

Building Maintenance Team Leader

Business, Economy & Town Services Manager

Civil Engineering and Landscape Manager

Civil Engineering Team Leader

Coastal Service Manager

Coastal Team Leader

Community Manager

Development Manager

Digital Services Manager

Enforcement Manager

Environmental Health Manager

Environmental Team Leader

Facilities Team Manager

Financial Systems Manager

HR Business Partner

Insight Manager

Interim Estates Manager

Planning Policy Manager

Private Sector Housing Team Leader

Research & Analysis Team Leader

Senior Business Partner

Service Manager Projects and Change

Strategic Housing Manager

Transformation Lead

**Local Government Pension Scheme (LGPS)**

All officers are eligible to join the LGPS.

The contribution rates are detailed in the table below.

The employer’s contribution is 17%.

The employee’s contribution is based on the full-time equivalent rate of pensionable pay:

|  |  |
| --- | --- |
| **Pay bands (2023/24)** | **Contribution Rates** |
| Up to £16,500 | 5.50% |
| £16,501 to £25,900 | 5.80% |
| £25,901 to £42,100 | 6.50% |
| £42,101 to £53,300 | 6.80% |
| £53,301 to £74,700 | 8.50% |
| £74,701 to £105,900 | 9.90% |
| £105,901 to £124,800 | 10.50% |
| £124,801 to £187,200 | 11.40% |
| £187,201 or more | 12.50% |

**Senior Employees’ Responsibilities**

Information relating to senior employees’ roles and responsibilities can be found on the website at:

<http://www.havant.gov.uk/management-structure>.

Further information relating to senior employee remuneration and budgets etc. can be found as part of the Council’s statement of accounts, which can be found on the website at:

<http://www.havant.gov.uk/accounts>.