

## Senior Officer Salaries 2018/19

### 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

The council is committed to providing value for money and as such has entered into a shared agreement with East Hampshire District Council, whereby a number of senior members of staff are shared with both councils. 50% of staff remuneration for shared roles is recharged back to the other Council.

Although the payment of these posts is often shared equally between the two councils, for the purposes of senior salary publication, remuneration information is shown against the employing council for the postholder.

The same information relating to [senior salaries at East Hampshire District Council](#) can be found on their website.

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

Pay Bracket	Number of Employees	Bonuses (£)	Payments in Kind (£)
£50,000 - £54,999	4	0	0
£55,000 - £59,999	2	0	0
£60,000 - £64,999	3	0	0
£65,000 - £69,999	1	0	0
£70,000 - £74,999	6	0	0
£75,000 - £79,999	1	0	0
£80,000 - £84,999	0	0	0
£85,000 - £89,999	2	0	0
£90,000 - £94,999	1	0	0
£95,000 - £99,999	0	0	0
£100,000 - £104,999	1	0	0
£105,000 - £109,999	0	0	0
£110,000 - £114,999	0	0	0
£115,000 - £119,999	0	0	0
£120,000 - £124,999	1	0	0

## Senior Employees' Remuneration and Job Titles

Senior Employees 2018/19 (employing council)	Remuneration
Chief Executive (EHDC)	124,000.00
Director of Corporate Services / Chief Finance Officer (EHDC)	100,000.00
Service Director of Regeneration and Place (EHDC)	90,000.00
Service Director of Operations and Neighbourhoods (EHDC)	85,000.00

## Staff Roles with Remuneration of at least £50,000 (excluding Senior Employees above)

Role	Remuneration
Community Manager	50,870.00
Service Lead (Property, Company and Commercial)	50,870.00
Environmental Protection Manager	51,066.00
Enforcement Officer	54,324.00
Private Sector Housing Manager	58,000.00
Communication and Marketing Manager	58,690.00
Business, Economy & Town Services Manager	60,629.74
Strategic Procurement Manager	60,629.74
Effective Working Manager	60,629.74
Senior Client Executive	65,000.00
Head of Programmes, Redesign and Quality	73,536.00
Head of Regeneration (South)	73,536.00
Head of Organisational Development	73,536.00
Head of Strategic Commissioning	73,536.00
Head of Housing and Community Engagement	73,536.00
Head of Customer Services	73,536.00
Client Relationship Director	79,560.00
Head of Coastal Partnership	85,206.80

- Remuneration costs shared by both councils in **green**
- Remuneration costs shared between five councils in **orange**

## 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 16.5%. The employee's contribution is based on the full time equivalent rate of pensionable pay.

<b>Pay bands (1.4.2018)</b>	<b>Contribution Rates</b>
Up to £14,100	5.5%
£14,101 to £22,000	5.8%
£22,001 to £35,700	6.5%
£35,701 to £45,200	6.8%
£45,201 to £63,100	8.5%
£63,101 to £89,400	9.9%
£89,401 to £105,200	10.50%
£105,800 to £157,800	11.4%
More than £157,800	12.5%

### Senior Employees Responsibilities

Information relating to senior staff's role and responsibilities can be found on the website at: <http://www.havant.gov.uk/management-structure>.

Further information relating to senior staff remuneration and budgets etc can be found as part of the councils statement of accounts, which can be found on the website at: <http://www.havant.gov.uk/accounts>.