

BROXBOURNE BOROUGH COUNCIL

PAY TRANSPARENCY STATEMENT DECEMBER 2021

1 INTRODUCTION

To aid greater public understanding of senior roles in the Council and their remuneration, the Council's Pay Policy Statement contains a commitment to publish an annual pay transparency statement on the Council's website. This document is the Pay Transparency Statement for December 2021.

2 SENIOR STAFF

Legislation defines senior staff:

- (a) a person for whom the head of the authority's paid service is directly responsible;
- (b) a person who, in respect of all or most of the duties of his post, is required to report directly or is directly accountable to the head of the authority's paid service; and
- (c) any person who, in respect of all or most of the duties of his post, is required to report directly or is directly accountable to the local authority themselves or any committee or sub-committee of the authority."

POST	POST HOLDER	NUMBER OF POSTS MANAGED
Chief Executive	Jeff Stack	371
Director of Finance	Sandra Beck	250
Director of Environmental Services	Peter Linkson	24
Director of Place	Alison Knight	43
Head of Legal Services	Nathalie Boateng	5
Head of Support Services	Stephen Billington	9
Head of Strategic Projects	Doug Cooper	0
Corporate Policy Manager	Judith Ingham	0
Communications and Customer Services Manager	Nichola Needs	7

The Council publishes in the Annual Statement of Accounts, the salary, fees and allowances, expenses /allowance, benefits in kind, compensation for loss of office, total remuneration (excluding pension contributions), pension contributions and total remuneration including pension contributions. The accounts also show the budgets held by each senior officer, and increases/additions to Chief Officers pay in the previous year. The annual accounts can be accessed at: <http://www.broxbourne.gov.uk/Council-finances/annual-accounts>.

Information on the relationship (pay multiple) between the salary paid to the highest paid chief officer and other staff is shown in the table below.

Post	Salary pa	Lowest full time equivalent (FTE) salary pa	The arithmetic mean FTE salary pa paid to all staff	The median FTE salary pa paid to staff
Chief Executive	£134,026	£8.27 per hour Yearly salary = £8.27 * 37 hours per week * 52 weeks = £15,912	£25,923	£26,186

Post	Salary pa	Lowest full time equivalent (FTE) salary pa	The arithmetic mean FTE salary pa paid to all staff	The median FTE salary pa paid to staff
Pay multiple		8.42	5.17	5.12

- An organisation chart of the staff structure including salary bands and details of currently vacant posts is available at: <https://www.broxbourne.gov.uk/council-council-information/staff-data>