

Senior Officers Pay 2019-2020

Notes

1.		Salary Ranges are as at 31.03.2020
2.		Contractual Payments are as at 31.3.2020. They represent the actual payments to senior officers in accordance with their contract. The payments for any officers who left or started during the year are proportionate to the time they worked during the year
3.		With the exception of the Director of Public Health post (see 4 below) Pension scheme refers to the Local Government Pension Scheme. The national conditions of service are that individuals contribute either 9.9%, 10.5%, 11.4% or 12.5% of their salary to the pension scheme, and the Council contributes 24% to the pension fund for all contributing members
4		The Director of Public Health post is in the NHS Pension Scheme, the individual contributes 13.5% of their salary to this scheme, and the Council contributes 14.38%. This post is paid on Harrow scales but remains in the NHS pension.
5		No Senior Managers at Harrow are entitled to Performance Related Pay (PRP)
6		Senior Managers are entitled to claim a range of small expenses including mileage, parking and other sundry expenses.
7		The 'pay multiple' i.e. the ratio between the highest paid salary and median salary of the Council's workforce is 1:6
8		The post of Director of Legal & Democratic Services is shared and joint funded with other Local Authorities

Position	Grades	Salary Range as at 31 March 2020	Contractual Payments as at 31 March 2020	Pension Scheme	Expenses Claimed (including mileage)
Chief Executive	CE1	£156,885 to £178,302	Salary £178,300.08 Honorarium £41,974.89 Misc. Personal Allowance £16.33	No	
Corporate Director - Resources	D4	£134,382 - £146,736	Started 20.5.2019 Salary £135,032.36 Misc. Personal Allowance £8,021.43	Yes	£1,154.53
Corporate Director - People Services	D4	£134,382 - £146,736	Salary £146,733.12	Yes	

Corporate Director - Community	D4	£134,382 - £146,736	Salary £146,733.12	No	
Director of Legal & Governance	D3	£120,594 to £133,014	Salary £133,012.08 Annual Leave £5,101.92 Honorary £5,137.56 Returning Officer Fee £16,972.50	Yes	£1,019.50
Director of Finance and S151 Officer	D3	£120,594 to £133,014	Salary £130,460.04	Yes	£247.00
Director of Adult Services	D2	£106,845 to £120,279	Started 27.5.2019 Salary £101,846.91 Market Supplement £8,242.53		
Divisional Director - Housing	D2	£106,845 to £120,279	Salary £116,760.48	Yes	£385.00
Director of Public Health	D2 NJC	£106,845 to £120,279	Salary £70,751.03 (pro rata as part-time) Emergency Response Allowance £2,442 Annual Leave £2,664.98	Yes (*see note 4 above)	£306.00
Director of HR	D2 NJC	£106,845 to £120,279	Started on 9.3.2020. Salary £7,008.69 Misc. Personal Allowance £101.52	Yes	
Director of Strategy & Partnerships	D2 NJC	£106,845 to £120,279	Salary £110,088	Yes	
Director of Children's & Young People (Permanent from 3.6.19)	D2 NJC	£106,845 to £120,279	Started on 3.6.2019. Salary £112,794.83 Interim Director of Children's and Young People from 9.4.18 - 2.6.19	Yes	£488.78
Divisional Director Collections & Benefits	D1	£85,455 to £100,755	Salary £100,754.04	Yes	£112.95
Head of Legal Practice	D1	£85,455 to £100,755	Salary £100,754.04 Emergency Response Allowance £2,442 Market Factor Supplement £3000 Honorary £2,499.99 January 2020 - March 2020	Yes	£833.25

Acting Divisional Director Procurement redesignated to Head of Procurement on 1.12.19	D1	£85,455 to £100,755	Salary £81,320.74 Acting Up £10,981.28 (Acting Divisional Director Procurement from 1.4.2019 - 30.11.2019) ERO Standby £2,420.95	Yes	£113.80
Head of Customer Service & Business Support	D1	£85,455 to £100,755	Salary £100,754.04 Emergency Response Allowance £2,442	Yes	
Head of Service - Economic Development Research & Enterprise	D1	£85,455 to £100,755	Salary £100,754.04 Honorary £10,751.06	Yes	
Divisional Director - Education Services	D1	£85,455 to £100,755	Salary £95,745 Essential Car Allowance £619.44 Emergency Response Allowance £2,442	Yes	£45.00
Divisional Director - People Services, Commercialisation & Regeneration	D1	£85,455 to £100,755	Salary £95,745 Essential Car Allowance £619.44	Yes	
Head of Strategic & Technical Finance - Deputy S151 Officer	D1	£85,455 to £100,755	Salary £100,754.04	Yes	£218.00
Director of Customer Services & IT	D2	£106,845 to £120,279	Left on 31.1.20 Salary £60,138.20 (pro rata as part-time) Honorary £1,663.50	Yes	£306.40
Acting Director of Adult Social Services	D2	£106,845 to £120,279	Left on 30.4.19. Salary £8,396.17 Market Factor Supplement £6297.67 Acting Up £1626.86 Comp Retirement Allowance - Taxable £58001 Comp payment redundancy - non taxable £30000 Annual Leave £3864.24	Yes	
Divisional Director - Commissioning & Commercial Services	D2 NJC	£106,845 to £120,279	Left on 30.4.19. Salary £110,255.75 (incl. taxable payments below) Honorary £9999.96 Compensation payment - taxable £23,445.86 Compromise payment - non taxable £75,432 Lieu of notice £30,064.38 Annual Leave £15,989.76	Yes	

Divisional Director - Environ. & Culture	D2	£106,845 to £120,279	Left on 29.2.20 Salary £13,435.20 Comp Retirement Allowance - Taxable £9621.18 Compromise payment - non taxable £30,000 Lieu of notice payment £26,944.68 Annual Leave £28,213.92	Yes	
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