

Senior Officer Remuneration and responsibilities

1. The table below shows senior officers' remuneration and responsibilities as at 31 March 2024.
2. Remuneration is deemed to include:
 - Gross pay (before the deduction of employees' pensions contributions)
 - Expense allowance chargeable to tax and other benefits (as declared on HM Revenue & Customs form P11D)
3. No senior officers receive bonuses.
4. Staffing figures are full time equivalents.

Pay Multiple

The Pay Multiple (the ratio of the highest salary to the median salary in the organisation) for 31 March 2024 was 7.69.

Department	Name	Job Title	Salary	Responsibilities, total expenditure budget and staffing (FTE)
Chief	John	Chief Executive	£194,445 - £221,373	Overall management of the Council's business, particularly the efficient and effective
Corporate	Declan	Director -	£134,622 - £148,281	Lead, manage and direct the Corporate Resources department on delivering high quality Budget: £35.5M Staffing: 1132.16
Adults &	Jon Wilson	Director of	£134,622 - £148,281	Lead, manage and direct the Adults & Communities department on delivering high quality Budget: £186.8M Staffing: 1205.71

Department	Name	Job Title	Salary	Responsibilities, total expenditure budget and staffing (FTE)
Children & Family Services	Jane Moore	Director of Children and Family Services	£134,622 - £148,281	Lead, manage and direct the department of Children and Family Services on delivering Budget: £100.7M Staffing: 1225.57
Public Health	Michael	Director of	£134,622 - £148,281	To lead, manage and direct the department of Public Health on delivering high quality Budget: £-1.8M Staffing: 169.97
Environment & Transport	Ann Carruthers	Director	£134,622 - £148,281	To lead, manage and direct the department of Environment and Transport on delivering high quality highways, transportation and waste management services ensuring its contribution to wider corporate objectives and policies. Budget: £93.4M Staffing: 841.45
ESPO	Kristian Smith	Director	£134,622 - £148,281	To lead manage and direct the Eastern Shires Purchasing Organisation on delivering a customer focused professional buying service. Budget: N/A Staffing: 320.58
Chief Executive's	Lauren Haslam	Director of Law and Governance	£134,622 - £148,281	Lead, manage and direct the Chief Executive's department in delivering high quality services ensuring its contribution to overall corporate objects and policies. Senior legal officer for the Council, undertaking the role of the Monitoring Officer. Budget: £14.9M Staffing: 250.68