



Appendix 3,

North West Employers

District Council Chief Executive Pay Benchmarking Data

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11 January 2019

Chief Executive positions at North West District Councils

1. Table 1 identifies the salary data (rounded) for district councils across the North West. Where the data shows the same value for the minimum and maximum salaries this is due to either a single point salary being used or that the actual salary currently paid is reported rather the full range available to the council for the position.

Table 1; CEx salary levels -District Councils NW region 2018

Organisation	Population	Min Salary £ p.a.	Max Salary £ p.a.
Copeland*	100,001 - 125,000	93800	93800
Eden	50,000 - 75,000	105000	109000
Barrow in Furness	50,000 - 75,000	99600	99600
Carlisle City	100,001 - 125,000	102500	108700
South Lakeland	100,001 - 125,000	100500	107100
Allerdale	75,001 - 100,000	104000	104000
Burnley	75,001 - 100,000	109300	109300
Fylde	75,001 - 100,000	85600	99000
Hyndburn	75,001 - 100,000	122400	122400
Rosendale	50,000 - 75,000	100800	100800
South Ribble	100,001 - 125,000	110000	110000
West Lancashire	100,001 - 125,000	102800	102800
Chorley	100,001 - 125,000	110300	110300
Preston City	125,001 - 150,000	102200	113500
Lancaster City	125,001 - 150,000		
Wyre Council	100,001 - 125,000	105300	105300
Pendle	75,001 - 100,000	99000	99000
Ribble Valley	50,000 - 75,000	109700	109700
<i>*Copeland Council's Head of Paid Service is an Executive Director working to a directly elected Mayor</i>			

2. The analysis at table 2 identifies the average (mean) maximum salary across all of the councils and also for those larger council areas with a resident population of 100,000 or more (excluding Copeland Borough Council due to the difference in role type).

Table 2; Calculation of average maximum salary across a population of councils

Type of NW district councils compared	Average (mean) max salary £pa
All councils	106,141
Population 100,000+ (excl Copeland)	108,245

3. There has been a correlation between the population size of an individual authority (as an indicator of scale) and the salary range offered for a chief executive role. Over recent years this has weakened and as detailed above is not a significant determining factor in the market.

Other features influencing salary ranges for District Council Chief Executive positions

4. Data for other regions in England has been reviewed. Those regions that have salary levels strongly influenced by the London and overall south-eastern labour markets identify significantly higher salary ranges through professional and managerial levels and this is repeated for chief executive roles. For the purpose of the analysis detailed below regional data for the south west, midlands and northern regions have been used.
5. A number of district councils in other regions have chosen to combine the chief executive role(s), and in some cases the whole management team, across two or more district councils.
6. A small number of district councils have established a merged role between the chief executive at the district council and a chief executive of assistant chief executive role at the county council. The county council impact upon the salary range is significant and has not been included within the 'shared role' comparison below.
7. The analysis set out at table 3 below incorporates both the overall market across regions and the impact on salary levels of roles covering more than one district.

Table 3; comparison of district council CEx salaries across selected regions and for shared roles

Type of councils compared	Average (mean) min salary £pa	Average (mean) max salary £pa
District councils across selected English regions	106,700	109,500
CEx role shared across 2 or 3 district councils	124,900	131,400

Wider data on Chief Executive salaries

8. The above analysis has used district council comparisons to indicate the salary market for those chief executive roles. As a wider comparison data for unitary, metropolitan and county councils (excluding the very large 'core cities' group) is included below for information.

Table 4; CEx salary levels unitary, metropolitan and county councils (selected English regions excl. core cities)

Type of councils compared	Average (mean) min salary £pa	Average (mean) max salary £pa
Unitary, Metropolitan, County (selected regions)	148,800	157,900