

In advance of the next meeting, and as we prepare the papers, we thought that the following information may be useful to support your committee members in having a well informed and rich input to the decisions being made.

Below please find some information on Chief Executive Salaries and attached are some examples of typical Chief Executive Job Descriptions from other local authorities.

These may help you suggest improvements or amendments to the proposals you will receive at the meeting, and Committee members are also very welcome to share insights, ideas and preferences on matters such as format with us between now and Weds 25th November in terms of desired attributes of the role descriptions and the recruitment approach. Any changes you suggest which are agreed by the Committee can be delegated to the Lead officer in conjunction with the Chair to implement, in order to ensure we can progress in a timely way.

Chief Executive Salaries

In setting your preferred salary range for the Chief Executive, the following information may be useful.

We can also evaluate the job description once it is drafted using the Job Evaluation criteria.

Typical salaries of Chief Executives in local government tend to be affected by the factors below. However, there is no direct correlation and considerable variation in how pay is set, with many outliers across the sector:

- **Nature of Authority:** Unitary authority Chief executives are responsible for the full range of local government services, including all District duties plus Adult Social Care, Children's Services, Highways, Public Health etc. County Authorities have a narrower range of responsibilities but tend to cover a larger population and geography.
- **Location:** Roles in the South East and other urban centres tend to pay the most. The North East pays least. The North West tends to pay salaries around the average mark, however there is considerable variation.
- **Size of Authority:** The smallest District Authorities have populations of 50 - 55,000 (Melton, Eden). The largest (East Suffolk) 250,000+. Lancaster is in the upper quartile of District Authorities by size ((84th percentile).
- **Additional Duties:** Some Chief Executive roles also include additional responsibilities for key services, initiatives or projects, including on behalf of other bodies. This may include operating LEPs, HRAs, trading companies, Transport Authorities, LRFs, roles with Health authorities etc. While these often attract separate payments these payments are sometimes consolidated into the salary. Lancaster has a HRA and 2 companies.
- **The Leadership Team:** Some authorities have very large leadership teams with Directors, Assistant Directors etc who hold significant authority. Others have smaller leadership teams. The average number of Chief Officers in a District Authority is 7. Lancaster has 5. (Chief Executive, 3 Directors, 1 Deputy Director) Authorities with smaller leadership teams tend to pay higher salaries per Chief Officer.

While there is considerable variation, core pay for a Local Authority Chief Executive in 2019/20 was £120,000 for Districts, (80% of salaries within £90,000 to £140,000). It was £165,000 for Unitary Authorities (80% between £120,000 and £230,000) and £190,000 for Counties (80% between £150,000 and £330,000).

In summary, Lancaster is a large District Authority in the North West region which also operates a HRA and has recently launched 2 LATCOs. It has a small leadership team

The data above has been drawn from the ONS Local Authority population and LGA survey data.

You may also find information from a 2018 LGA survey useful as it also covers factors such as gender, ethnicity and median salaries.

[Microsoft Word - Chief executive and chief officer pay survey - report 190531.docx \(emcouncils.gov.uk\)](#)