

Briefing Note

27th November 2024

North Devon District Council: Comparative Pay Analysis (Tiers 1, 2 & 3)

This Briefing Note provides a high level analysis of Comparative Pay data, in respect of North Devon District Council, for:

1. Tier 1: Head of Paid Service - Chief Executive / Managing Director
2. Tier 2: Executive Director / Director
3. Tier 3: Assistant Director / Heads of Service

using two benchmarking data sets:

- (i) CIPFA Councils
- (ii) Neighbouring Councils

Notes:

The following notifications indicate:

- * With effect from 1st April 2023:
 - Mendip District Council; Sedgemoor District Council; Somerset West and Taunton District Council; and South Somerset District Council, along with Somerset County Council are the five councils that formed Somerset Council.
 - Allerdale Borough Council is one of the three councils that formed Cumberland Council.
- These Councils are therefore no longer included in this pay benchmarking exercise.

- ** Joint Service Provision

The CIPFA data was acquired from the LGA Inform data base.

The comparative pay data was compiled and collated through:

- Transparency data accessible via the comparator councils, including senior management structures and remuneration data published under the requirements of the Localism Act 2011.
- Availability of comparator councils Pay Policy Statements:
 - Pay Policy Statement analysis (as available) identifies that there is a lack of clarity as to whether senior management pay and grading structures are developed with job evaluation frameworks.
- Availability of most recent Statement of Financial Accounts (SoFA).

With effect from 1st April 2024

- The individual basic salaries of all officers within scope of the JNC for Chief Executives of local authorities were increased by 2.5%.
- The individual basic salaries of all officers within scope of the JNC for Chief Officers of local authorities were increased by 2.5%.

1. Tier 1: Head of Paid Service - Chief Executive / Managing Director

The Table in Appendix 1 sets out the data set and comparative pay, in highest ranked order, of the CIPFA Councils identified within the LGA Inform system of comparative councils to North Devon District Council.

Findings:

- The highest salaried job role of the CIPFA councils is awarded to the Chief Executive, South Holland District Council, which has an annual salary range of £159,131 - £175,044. South Holland District Council operates a shared management structure with Boston Borough Council and East Lindsey District Council, and the post is employed by East Lindsey District Council.
- The lowest salaried job role of the CIPFA councils is awarded to the Chief Executive, North Devon District Council, which is an annual salary of £103,609. It should be noted that this salary is a spot salary, therefore no means of progression.
- The differential between the maximum remuneration for the highest salaried and lowest salaried Chief Executives job roles of the CIPFA councils is £71,435 – which is a 69% differential.
- The cumulative average Tier 1 annual salary, to maximum of the pay range, is £131,452. Excluding the upper salary of South Holland District Council, which has a higher remuneration than the norm group, the cumulative average Tier 1 annual salary, to maximum of the pay range, is £127,820. The cumulative average Tier 1 annual salary, to mid-point range or spot salary, is £128,552. Excluding South Holland District Council, this is £125,340.
- The mid point of Tier 1 annual salary in the CIPFA Councils range is £135,349, which is £125,390 excluding South Holland District Council. Teignbridge Council presents the middle range of £119,491 - £127,238, with a mid point salary of £123,365.

The Table in Appendix 2 sets out the data set and comparative pay, in highest ranked order, of councils neighbouring North Devon District Council.

Findings:

- The highest salaried job role of the neighbouring councils is awarded to the Chief Executive, East Devon Council, which is a spot annual salary within the range of £138,989 (spot annual salary of £131,014 [as at October 2023] with 3.5% 2023/24 Pay Award and 2.5% 2024/25 Pay Award uplifts).
- The lowest salaried job role of the neighbouring councils is awarded to the Chief Executive, North Devon District Council which is an annual salary of £103,609. It should be noted that this salary is a spot salary, therefore no means of progression.
- The differential between the maximum remuneration for the highest salaried and lowest salaried Chief Executives job roles of the neighbouring councils is £35,380 – which is a 34% differential.
- The cumulative average Tier 1 annual salary, to mid-point range or spot salary, is £125,319.
- Teignbridge Council presents the middle range of £119,491 to £127,238, with a mid point salary of £123,365.

2. Tier 2: Executive Director / Director

The Table in Appendix 3 sets out the data set and comparative pay of the CIPFA Councils identified within the LGA Inform system of comparative councils to North Devon District Council.

Findings:

- The Tier 2 job roles, as provided in the respective CIPFA council management structures, vary in remuneration, ranging from an annual salary of £65,000 to £134,000. This would appear to provide an initial indication as to size of the job within that organisation, and as such for external pay benchmarking purposes.
- Based on the information collated the average annual salary of a Tier 2 job role using maximum of salary and a Tier 2 job role using mid-point range or spot salary are £95,158 and £91,794 respectively.
- Those job roles that are specifically titled as being Deputy Chief Executive (albeit having Director functions) have an annual salary range £86,114 to £134,788. The average annual salary of a Tier 2 job role titled Deputy Chief Executive using maximum of salary and a Tier 2 job role using mid-point range or spot salary are £109,514 and £101,304 respectively.
- The highest salaried Tier 2 job role of the CIPFA councils is awarded to Deputy Chief Executive job roles within South Holland District Council, which is a salary range of £108,657 to £134,788 per annum. South Holland District Council operates a shared management structure with Boston Borough Council and East Lindsey District Council.
- Excluding South Holland District Council, which has a higher remuneration than the norm group, the average annual salary of a Tier 2 job role titled Deputy Chief Executive using maximum of salary and a Tier 2 job role using mid-point range/spot salary are £103,196 and £98,605 respectively.
- The salaries for Tier 2 job roles excluding Deputy Chief Executive job titled roles broadly range from £65,000 to £114,000 per annum. The average annual salary using maximum of salary and mid-point range or spot salaries are £89,637 and £87,396 respectively.
- North Devon District Council awards its Director job role (Director of Resources (s151 Officer) and Deputy Chief Executive) an annual spot salary of £88,815. This appears to be comparatively low compared to the average salaries for CIPFA comparative Deputy Chief Executive job titled roles, and closer to the market average salaries for CIPFA comparative Tier 2 job roles.
- The CIPFA council comparative data indicates a tendency toward a salary range, rather than spot salary awards for Executive Director / Director job roles.

The Table in Appendix 4 sets out the data set and comparative pay of councils neighbouring North Devon District Council.

Findings:

- The Tier 2 neighbouring council comparative pay table identifies a mixture of Deputy Chief Executive; Director and Head of Service job titled roles at Tier 2 level. It is envisaged that these roles are titled accordingly to align to the respective management structures of those organisations. The salary range within this cohort is broad with the highest maximum annual salary being £102,499 and the lowest being £81,507.
- East Devon Council awards the highest annual salary range of £97,375 to £102,499 for a Tier 2 job role with neighbouring councils.

- Torridge Council awards the lowest annual salary of £81,940 for a Tier 2 job role with neighbouring councils.
- The cumulative average annual salary of local neighbouring councils for Executive Director / Director job roles to maximum of the pay range is £100,211.
- The mid-point range or spot salary in the neighbouring councils is £89,448.
- North Devon District Council, which awards its Tier 2 Director job role an annual spot salary of £88,185, appears slightly below the local market rate indicated by the neighbouring councils Tier 2 average maximum and mid-point range or spot salary awards.

2. Tier 3: Assistant Director / Head of Service

The Table in Appendix 5 sets out the data set and comparative pay of the CIPFA Councils identified within the LGA Inform system of comparative councils to North Devon District Council.

Findings:

- The information relating to the salaries of Tier 3 job roles with CIPFA councils was not fully accessible and as such the findings are based on the data available. Whilst Tier 3 job roles are generally titled as Assistant Director / Head of Service the information available identified that councils include corporate management titled roles within Tier 3 management structures.
- The Tier 3 annual salary range of Assistant Director / Head of Service job roles within CIPFA councils is broad, ranging from £51,545 to £107,850 which is a 109% differential. This will be attributed to job size and shared management structures.
- South Holland District Council, which operates a shared management structure with Boston Borough Council and East Lindsey District Council, awards its Assistant Director job roles the highest annual salary of the CIPFA councils within a range of £83,955 to £107,850.
- The lowest salaried Tier 3 job role of the CIPFA councils is awarded by Fylde Council to Head of Service job roles. This is an annual salary range from £51,545 to £58,068.
- The Tier 3 cumulative average annual salary of CIPFA councils for Assistant Director / Head of Service job roles, to maximum of the pay range, is £77,556.
- The Tier 3 cumulative average annual salary of CIPFA councils for Assistant Director / Head of Service job roles, to the mid-point range/spot salary, is £73,056.
- North Devon District Council awards its Head of Service job roles an annual salary range of £59,728 to £72,906, which appears comparatively competitive with the local market indicated by the CIPFA councils (excluding South Holland District Council and South Kesteven Councils) Tier 3 average maximum salary awards.

The Table in Appendix 6 sets out the data set and comparative pay of councils neighbouring North Devon District Council.

Findings:

- The information relating to the salaries of Tier 3 job roles with neighbouring councils was not fully accessible and as such the findings are based on the data available. Whilst Tier 3 job roles are generally titled as Assistant Director / Head of Service the information available identified that councils include corporate management titled roles within Tier 3 management structures.
- The highest salaried Tier 3 job roles of the neighbouring councils is awarded by East Devon Council for Assistant Director job titled roles, with an annual salary range of £76,875 to £81,999 per annum.
- The lowest salaried Tier 3 job role of the neighbouring councils disclosed is awarded by Mid Devon Council for Corporate Management job roles, with an annual salary range of £62,489 to £66,190 per annum.
- The cumulative average Tier 3 annual salary of neighbouring councils for Assistant Director / Head of Service job roles, to maximum of the pay range, is £73,792.
- The Tier 3 cumulative average annual salary of CIPFA councils for Assistant Director / Head of Service job roles, to the mid-point range or spot salary, is £71,026.
- North Devon District Council awards its Head of Service job roles an annual salary range of £59,728 to £72,906, which appears relatively competitive with the local market indicated by the neighbouring councils Tier 3 average maximum salary awards.

Pay Benchmarking; Competitive Pay; Risk Management & Control Measures

The Localism Act 2011 provides the means of greater scrutiny as to the level of pay that a council pays and rewards its Chief Executive and executive leadership job holders. It provides transparency by requiring local authorities to publish the remuneration of their most senior employees (which the Act defines as the Head of Paid Service (Chief Executive), the Monitoring Officer, the Chief Officers (or Corporate Directors), and the Deputy Chief Officers (i.e. Directors).

Getting the level of pay right for senior employees is an important business factor, as a senior employee pay package that the public considers excessive and which the organisation fails to justify, can undermine public trust in its business and operations. Levels of senior officer pay that are seen as excessive or 'uncalled-for' can also have wider implications throughout the workforce, damaging employee morale and motivation; creating a divisive working environment; souring employee relations, and so impacting upon organisational performance and service delivery.

Alternatively, whilst senior employee pay can attract a lot of scrutiny, it is important that the council connects its business strategy to its senior employee remuneration strategy. That is, its remuneration strategy and decision making in determining senior officer pay levels is objectively justifiable and congruent. Just as it is important that levels of senior pay are not deemed excessive, it is important that levels of senior pay are not deemed frugal.

The basics of getting the level of pay right involves, through a level of comparative pay analysis, determining remuneration that attracts and retains its best and talented people that will drive forward high levels of performance and quality of service, whilst being affordable. Internal and external variations in pay can potentially be the difference between retaining or losing highly valued and competent senior employees and subsequent knock-on effects (eg a ripple of labour turn-over).

Performing regular comparative pay and equal pay auditing exercises ensures that levels of pay award to senior employee remain fair, contribute to employee retention and so potentially avoid costs arising from labour turnover. Employee recruitment, on-boarding and induction, workplace integration, etc at a senior level can have significant expenditure implications.

A fair and competitive level of pay contributes toward employee satisfaction and engagement, and demonstrates effective financial management.

Job size of senior roles can vary and job evaluation assists the organisation to develop a pay and grading framework that can establish internal and external competitive rates of pay.

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Appendix 1

1. Tier 1: Chief Executive / Head of Paid Service

- (i) The CIPFA Council data set and comparative pay (in highest ranked order) is set out in the attached table:

CIPFA Council	Job title	2024 - 2025	Spot or Range	Notes	Range Mid-point or Spot
South Holland	Chief Executive	£159,131 - £175,044	Range	Employed by East Lindsey District Council. Range (2023): £155,250 to £170,775 – uplifted by 2.5% 2024/25 Pay Award. South Holland Council operates a shared management team with Boston Borough Council and East Lindsey District Council. Salaries for the shared officers (shown in bold) are split as follows; 46% ELDC; 31% SHDC and 23% BBC.	£167,088
Adur & Worthing	Chief Executive	£147,170	Spot	Spot within a salary range: £134,000 rising to £155,000 (2021/2022) £143,580 includes 3.5% 2023/24 Pay Award and has been uplifted by 2.5% 2024/25 Pay Award.	£147,170
South Kesteven	Chief Executive	£138,375 - £143,500	Range	Range (2023): £135,000 - £140,000 – uplifted by 2.5% 2024/25 Pay Award.	£140,938
King's Lynn and West Norfolk	Chief Executive	£137,914 - £143,217	Range	Range (2023): £134,550 - £139,724 – uplifted by 2.5% 2024/25 Pay Award.	£140,566
Breckland	Chief Executive (& HoPS)	£121,781 - £143,924	Range	Range (2023): £118,811 to £140,414 – uplifted by 2.5% 2024/25 Pay Award.	£132,853
Wyre Forest	Chief Executive	£128,125 - £133,250	Spot	Range: £125,000 to £130,000 – uplifted by 2.5% 2024/25 Pay Award.	£130,688
Teignbridge	Managing Director	£119,491 - £127,238	Range	Range (2023): £116,577 to £124,135 - uplifted by 3.5% 2023/24 Pay Award and uplifted by 2.5% 2024/25 Pay Award.	£123,365
Torridge	Chief Executive	£121,533	Not Known	Uplifted by 2.5% 2024/25 Pay Award.	£121,533
North Norfolk	Chief Executive Officer	£119,035 - £121,539	Range	2scp Range: £116,132 - £118,575 - uplifted by 3.5% 2023/24 Pay Award and uplifted by 2.5% 2024/25 Pay Award.	£120,287
Fylde	Chief Executive	£117,110 - £122,796	Range	Range (2023): £114,254 - £119,801 - uplifted by 3.5% 2023 Pay Award and uplifted by 2.5% 2024/25 Pay Award.	£119,953
Wyre	Chief Executive	£113,595 - £119,465	Range	3scp Range (2023): £110,824.34 to £116,551.70 – uplifted by 2.5% 2024/25 Pay Award.	£116,530
West Lancashire	Chief Operating Officer	£106,597	Spot	Uplifted by 2.5% 2024/25 Pay Award.	£106,597
North Devon	Chief Executive	£103,609	Spot		£103,609
				Average Salary	£128,552
				Average Salary (excluding South Holland)	£125,340

Appendix 2

1. Tier 1: Chief Executive / Head of Paid Service

- (ii) The Neighbouring Council data set and comparative pay (in highest ranked order) is set out in the attached table:

Neighbouring Council	Job title	2023 - 2024	Spot or Range	Notes	Range Mid-point or Spot
East Devon	Chief Executive	£138,989	Spot	£131,014 as at October 2023 - uplifted by 3.5% 2023/24 Pay Award and uplifted by 2.5% 2024/25 Pay Award.	£138,989
South Hams	Chief Executive (& HoPS)	£132,768	Spot	Joint service provision with West Devon. Uplifted by 2.5% 2024/25 Pay Award.	£132,768
Exeter	Chief Executive	£131,270	Spot	Spot (2023): £123,678 Uplifted by 3.5% 2023/24 Pay Award and uplifted by 2.5% 2024/25 Pay Award.	£131,207
Teignbridge	Managing Director	£119,491 - £127,238	Range	Range (2023): £116,577 to £124,135 - uplifted by 3.5% 2023/24 Pay Award and uplifted by 2.5% 2024/25 Pay Award.	£123,365
Mid Devon	Chief Executive	£125,765	Range	Uplifted by 2.5% 2024/25 Pay Award.	£125,765
Torridge	Chief Executive	£121,533	Not Known	Uplifted by 2.5% 2024/25 Pay Award.	£121,533
North Devon	Chief Executive	£103,609	Spot		£103,609
				Average Salary	£125,319

Appendix 3

2. Tier 2: Executive Director / Director

- (i) The CIPFA Council data set and comparative pay (in highest ranked order) is set out in the attached table:

CIPFA Council	Job title	2024 - 2025	Spot or Range	Notes	Range Mid-point or Spot
South Holland	Deputy Chief Executive: - Corporate Development - Communities - Programme Delivery - Growth	£108,657 - £134,788	Range	Range (2023): £106,007 - £131,500 - uplifted by 2.5% 2024/25 Pay Award.	£121,722
King's Lynn and West Norfolk	Executive Director (x3)	£111,391 - £116,695	Range	Range (2023): £108,675 - £113,849 - uplifted by 3.5% 2023/24 Pay Award and uplifted by 2.5% 2024/25 Pay Award.	£114,043
Adur & Worthing	Director: - Sustainability & Resources - Communities - Economy	£112,233 £110,775 £110,072	Spot	Joint service provision with Worthing. Uplifted by 2.5% 2024/25 Pay Award.	£111,027
Breckland	Deputy Chief Executive & Monitoring Officer Executive Director (x2)	£99,260 - £121,781	Range	Range (2023): £96,839 - £118,811 - uplifted by 2.5% 2024/25 Pay Award.	£110,521
South Kesteven	Deputy Chief Executive (Monitoring Officer)	£102,500 - £112,750	Range	Range (2023): £100,000 - £110,000 - uplifted by 2.5% 2024/25 Pay Award.	£107,625
South Kesteven	Director: - Growth & Culture - Housing & Projects - Commercial & Operational	£92,250 - £102,500	Range	Range (2023): £90,000 - £100,000 - uplifted by 2.5% 2024/25 Pay Award.	£97,375
North Norfolk	Director: - Resources – S151 Officer - Place and Climate Change - Communities	£83,716 - £97,265	Range	5scp Range: £81,674 - £94,893 (uplifted by 3.5% 2023 Pay Award)	£90,490
West Lancashire	Corporate Director: - Transformation, Housing & Resources - Place and Community	£92,420	Spot		£92,420
Teignbridge	Head of Corporate Services & section 151 Officer	£88,735 - £95,387	Range	Range (2023): £86,571 - £93,060 - uplifted by 3.5% 2023/24 Pay Award and uplifted by 2.5% 2024/25 Pay Award.	£92,060
Fylde	Deputy Chief Executive (Director - Resources)	£86,114 - £90,066	Range	Range (2023): £84,014 - £87,870 - uplifted by 3.5% 2023/24 Pay Award and uplifted by 2.5% 2024/25 Pay Award.	£88,090
North Devon	Director of Resources & Deputy Chief Executive	£88,185			£88,185
Teignbridge	Head of: - Place & Commercial Services - Community Services and Improvement	£81,507 - £87,624	Range	Range (2023): £79,519 - £85,487 - uplifted by 3.5% 2023/24 Pay Award and uplifted by 2.5% 2024/25 Pay Award.	£84,567
Wyre	Director:- Environment-Communities- Finance & Governance (Section 151)	£84,050	Spot		£84,050

	Officer)- Transformation & Change				
Fylde	Chief Finance & Section 151 Officer	£81,284 - £85,017	Range	Range (2023): £79,301 - £82,943 - uplifted by 3.5% 2023/24 Pay Award and uplifted by 2.5% 2024/25 Pay Award.	£83,150
Torridge	Head: - Legal & Governance - Communities and Place	£81,940	Not Known	Uplifted by 2.5% 2024/25 Pay Award.	£81,940
Wyre Forest	Head: - Resources and Section 151 Officer - Community and Environment - Strategic Growth - Solicitor to the Council and Monitoring Officer	£71,750 - £76,875	Spot	Range (2023): £70,000 - £75,000	£74,313
Torridge	Finance Manager (s151)	£66,650	Not Known	Uplifted by 2.5% 2024/25 Pay Award.	£66,650
Wyre Forest	Head of Revenues, Benefits and Customer Services	£61,500 - £66,625	Spot	Range (2023): £60,000 - £65,000 - uplifted by 2.5% 2024/25 Pay Award.	£64,063
<i>Average</i>					<i>£91,794</i>

Appendix 4

2. Tier 2: Executive Director / Director

- (ii) The Neighbouring Council data set and comparative pay (in highest ranked order) is set out in the attached table:

Neighbouring Council	Job title	2024 - 2025	Spot or Range	Notes	Range Mid-point or Spot
East Devon	Director: - Finance (S151 Officer) and Interim HoPS - Housing, Health & Environment	£97,375 - £102,499	Range	Range (2023): £95,000 - £99,999 - uplifted by 2.5% 2024/25 Pay Award.	£99,937
Exeter	Director (x6), inc: Finance (s151 Officer) City Solicitor City Development Comms & Marketing	£94,130	Spot	Spot (2023): £88,729 Uplifted by 3.5% 2023/24 Pay Award and uplifted by 2.5% 2024/25 Pay Award.	£94,130
West Devon	Deputy Chief Executive and Director of Customer Service and Delivery	£92,925	Range	Joint service provision with South Hams Range Not Known Uplifted by 2.5% 2024/25 Pay Award.	£92,925
Mid Devon	Deputy Chief Executive and Section 151 Officer	£92,325	Spot	Uplifted by 2.5% 2024/25 Pay Award.	£92,325
Teignbridge	Head of Corporate Services & section 151 Officer	£88,735 - £95,387	Range	Range (2023): £86,571 - £93,060 - uplifted by 3.5% 2023/24 Pay Award and uplifted by 2.5% 2024/25 Pay Award.	£90,060
Mid Devon	Director: - Corporate Affairs & Business Transformation - Place	£90,555	Spot	Uplifted by 2.5% 2024/25 Pay Award.	£90,555
East Devon	Director of Governance & Licensing	£87,125 - £92,249	Range	Range (2023): £85,000 - £89,999. Uplifted by 2.5% 2024/25 Pay Award.	£89,687
North Devon	Director of Resources & Deputy Chief Executive	£88,185			£88,185
Teignbridge	Head of: - Place & Commercial Services - Community Services and Improvement	£81,507 - £87,624	Range	Range (2023): £79,519 - £85,487 - uplifted by 3.5% 2023/24 Pay Award and uplifted by 2.5% 2024/25 Pay Award.	£84,567
West Devon	Director of Place and Enterprise Director of Strategic Finance and Section 151 Officer	£84,294	Range	Joint service provision with South Hams Range Not Known Uplifted by 2.5% 2024/25 Pay Award.	£84,294
Torridge	Head: - Legal & Governance - Communities and Place	£81,940	Not Known	Uplifted by 2.5% 2024/25 Pay Award.	£81,940
<i>Average</i>					<i>£89,448</i>

Appendix 5

3. Tier 3: Assistant Director / Heads of Service

- (i) The CIPFA Council data set and comparative pay (in highest ranked order) is set out in the attached table:

CIPFA Councils	Job title	2023 - 2024	Spot or Range	Notes	Range Mid-point or Spot
South Holland	Assistant Director - Strategic Projects Assistant Director - Strategic Growth and Development Assistant Director – Housing Assistant Director – Finance Assistant Director - Wellbeing and Community Leadership Assistant Director – Neighbourhoods Assistant Director – Corporate Assistant Director – Governance Assistant Director - Planning and Strategic Infrastructure Assistant Director - Economic Growth Assistant Director – Regulatory Assistant Director - Leisure and Culture Assistant Director - General Fund Assets	£83,955 - £107,850	Range	Range (2023): £81,907 - £105,219 Uplifted by 2.5% 2024/25 Pay Award.	£95,902
South Kesteven	Deputy Director Finance and ICT Assistant Director of Operations and Public Protection Assistant Director – Governance (Deputy Monitoring Officer) Assistant Director of Planning Assistant Director of Housing Assistant Director – Finance (Deputy Section 151 Officer) Assistant Director – Culture and Leisure	£82,000 - £92,250	Range	Range (2023): £80,000 - £90,000 Uplifted by 2.5% 2024/25 Pay Award.	£87,125
King's Lynn and West Norfolk	Assistant Director - Resources (s151) Assistant Director - Environment & Planning Assistant Director - Property & Projects	£84,870 - £90,173	Range	Range (2023): £82,800 - £87,974 - uplifted by 3.5% 2023/24 Pay Award and uplifted by 2.5% 2024/25 Pay Award.	£87,522
Adur & Worthing	Chief Financial Officer Head of Legal Services Head of Housing	£82,087 - £89,255	Range	Joint service provision with Worthing Range: £80,085 - £87,078 (includes 2023/24 Pay Award uplift). Uplifted by 2.5% 2024/25 Pay Award.	£85,671

King's Lynn and West Norfolk	Assistant Director - Programme & Project Delivery Assistant Director - Regeneration, Housing & Place Assistant Director - Central Services Assistant Director - Operations & Commercial	£79,566 - £84,870	Range	Range (2023): £77,625 - £82,800 (uplifted by 3.5% 2023 Pay Award). Uplifted by 2.5% 2024/25 Pay Award.	£82,218
King's Lynn and West Norfolk	Assistant Director - Governance & Licencing (Monitoring Officer)	£74,261 - £80,625	Range	Range (2023): £72,450 - £78,659 (uplifted by 3.5% 2023 Pay Award). Uplifted by 2.5% 2024/25 Pay Award.	£77,443
Breckland	Assistant Director Finance (& Section 151 Officer) Assistant Director Health and Housing Assistant Director Economy and Growth Assistant Director People and Governance Assistant Director Contracts and Operations Assistant Director Property and Infrastructure	£66,040 - £89,245	Range	Range: £64,429 - £78,971 Uplifted by 2.5% 2024/25 Pay Award.	£73,943
King's Lynn and West Norfolk	Assistant Director - Health Well-being & Public Protection	£68,957 - £74,261	Range	Range (2023): £67,275 - £72,450 (uplifted by 3.5% 2023 Pay Award) Uplifted by 2.5% 2024/25 Pay Award.	£71,609
West Lancashire	Head of Finance, Procurement and Commercial Services (Section 151) Head of Planning and Regulatory Services Head of Wellbeing and Place Head of Environmental Services Head of Housing Services Head of Corporate and Customer Services Head of Legal and Democratic Services	£69,983 - £71,164	Range	3scp Range (2023): £68,276; £68,852; £69,428 Uplifted by 2.5% 2024/25 Pay Award.	£70,573
Teignbridge	Solicitor to the Council and Monitoring Officer	£64,992 - £72,210	Not Known	Range (2023): £63,407 - £70,449 (uplifted by 3.5% 2023 Pay Award) Uplifted by 2.5% 2024/25 Pay Award.	£68,601
South Kesteven	Heads of Service	£61,500 - £71,750	Range	Range (2023): £60,000 - £70,000 Uplifted by 2.5% 2024/25 Pay Award.	£66,625
North Devon	Head of Organisational Development Head of Policy and Performance Management Head of Environmental Enhancement Head of Planning, Housing and Health Head of Customer Focus Head of Place, Property and Regeneration Head of Governance	£59,728 - £72,906	Range	Range (2023): £56,300 - £68,723 (uplifted by 3.5% 2023 Pay Award) Uplifted by 2.5% 2024/25 Pay Award.	£66,317

Wyre	Assistant Director Public Protection Assistant Director Engineering Services Assistant Director Environmental Services Assistant Director Planning & Building Control Assistant Director Housing, Leisure and Community Services Assistant Director Property Development & Projects Assistant Director Finance, Revenue & Benefits (s151) Assistant Director Governance & Legal (Monitoring Officer)	£62,525	Spot	Uplifted by 2.5% 2024/25 Pay Award.	£62,525
North Norfolk	Assistant Director for Sustainable Growth Assistant Director for Planning Assistant Director for People Services Assistant Director for Environmental & Leisure Services Assistant Director for Finance, Assets & Legal Assistant Director for Organisational Resources	£57,621 - £66,783	Range	5scp Range (2023): £56,216; £57,630; £59,053; £63,698; £65,154 (uplifted by 3.5% 2023 Pay Award) Uplifted by 2.5% 2024/25 Pay Award.	£62,202
Wyre Forest	Principal Solicitor HR & OD Manager ICT Manager Principal Accountant and Deputy Section 151 Officer Community and Environment Strategic Manager Planning Manager	£54,668 - £56,963	Range	£53,335 - £55,574 Uplifted by 2.5% 2024/25 Pay Award.	£55,816
Fylde	Head of Governance Head of Parks, Leisure and Cultural Services Head of Planning Head of Technical Services Head of Environmental and Housing Services Head of Corporate Services Head of Regeneration Projects	£51,545 - £58,068	Range	Range (2023): £50,288 - £56,652 (uplifted by 3.5% 2023 Pay Award) Uplifted by 2.5% 2024/25 Pay Award.	£54,807
Torridge	Various Manager Roles HR & Comms Manager Strategy, Performance & ICT Manager	Not Known	Not Known		£0
Adur & Worthing	Head of Planning & Development Head of Place & Economy Head of Major Projects & Investment Head of Facilities & Technical Services Head of Well-being Head of Revenues & Benefits Head of Customer & Digital Services Head of Human Resources	Not Known	Range	Joint service provision with Worthing	£0
				Average	£73,056

Appendix 6

3. Tier 3: Assistant Director / Heads of Service

(ii) The Neighbouring Council data set and comparative pay (in highest ranked order) is set out in the attached table:

Neighbouring Councils	Job title	2023 - 2024	Spot or Range	Notes	Range Mid-point or Spot
East Devon	Assistant Director - Planning Strategy & Development Management Assistant Director - Growth, Development and Prosperity	£76,875 - £81,999	Range	Range (2023): £75,000 - £79,999 Uplifted by 2.5% 2024/25 Pay Award.	£79,437
Mid Devon	District Solicitor and Monitoring Officer	£72,868 - £77,203	Range	Range (2023): £71,091 - £75,320 (uplifted by 3.5% 2023 Pay Award) Uplifted by 2.5% 2024/25 Pay Award.	£75,036
East Devon	Assistant Director - Environmental Health Assistant Director - Countryside and Leisure Assistant Director – Streetscene Assistant Director Revenues, Benefits, Customer Access, Fraud and Compliance Assistant Director - Place, Assets & Commercialism Assistant Director Regulated Housing Assistant Director Statutory Housing	£71,750 - £76,874	Range	Range (2023): £70,000 - £74,999 Uplifted by 2.5% 2024/25 Pay Award.	£74,312
Exeter	Corporate Manager (x3)	£69,114	Spot	Spot (2023): £65,148 Uplifted by 3.5% 2023/24 Pay Award and uplifted by 2.5% 2024/25 Pay Award.	£69,114
Teignbridge	Solicitor to the Council and Monitoring Officer	£64,992 - £72,261	Not Known	Range (2023): £63,407 - £70,449 (uplifted by 3.5% 2023 Pay Award) Uplifted by 2.5% 2024/25 Pay Award.	£68,627
North Devon	Head of Organisational Development Head of Policy and Performance Management Head of Environmental Enhancement Head of Planning, Housing and Health Head of Customer Focus Head of Place, Property and Regeneration Head of Governance	£59,728 - £72,906	Range	Range (2023): £56,300 - £68,723 (uplifted by 3.5% 2023 Pay Award) Uplifted by 2.5% 2024/25 Pay Award.	£66,317
Mid Devon	Corporate Manager - Public Health, Regulation & Housing - People, Governance & Waste - Digital Transformation & Customer Engagement	£62,489 - £66,190	Range	Range (2023): £60,965 - £64,576 (uplifted by 3.5% 2023 Pay Award) Uplifted by 2.5% 2024/25 Pay Award.	£64,340

	- Property, Leisure & Climate Change - Income, Benefits & Recovery - Financial Services				
West Devon	Head of Communications Head of Revenues, Benefits & Housing Head of Development Management Head of Assets Practice Head of Projects & Strategy Head of Environmental Health & Licensing Head of Commissioning & Contracts Monitoring Officer Business Manager Specialists & Monitoring Officer Business Manager, Case Management Customer Service Improvement Manager	Not Known	Not Known		£0
South Hams	Head of Maritime Head of IT Head of Place Making Head of Human Resources Head of Legal & Monitoring Officer Head of Finance (Deputy S.151 Officer)	Not Known	Not Known		£0
Torrige	Various Manager Roles HR & Comms Manager Strategy, Performance & ICT Manager	Not Known	Not Known		£0
<i>Average</i>					<i>£71,026</i>