Appendix 3 - Pay Policy Data

Position	Annual Salary	Pay Ceiling	Employers Pension Contribution forecast	Employers Rate %	Left Role
Chief Executive	£167,688	£167,688	N/A	N/A	
Deputy Chief Executive	£145,581	£145,581	£37,244.87	26.16%	
Chief Operating Officer	£127,296	£134,957	£16,638.86	26.16%	
Executive Director of Families	£127,296	£134,957	£17,399.02	26.16%	
Executive Director of Pensions	£141,765	£145,581	£39,714.22	26.16%	
Director of Finance	£119,954	£119,954	£33,604.04	26.16%	
Director of Communications and External Relations	£109,050	£119,954	£30,549.35	26.16%	
Director of Regeneration	£119,954	£119,954	£31,806.32	26.16%	
Director of Strategy	£109,050	£119,954	£30,549.35	26.16%	
Director of Public Health	£119,954	£119,954	£33,604.04	26.16%	
Director of City Housing and Environment	£116,356	£119,954	£32,596.07	26.16%	
Black Country Transport Director	£116,356	£119,954	£32,596.07	26.16%	
Deputy Director Social Care	£91,090	£96,449	£25,518.00	26.16%	
Deputy Director of Adults Services	£91,090	£96,449	£25,253.80	26.16%	
Deputy Director of People and Change	£91,090	£96,449	£25,518.00	26.16%	
Deputy Director of Education	£87,317	£96,449	£24,461.06	26.16%	
Assistant Director Pensions	£91,090	£96,449	£25,518.09	26.16%	
Chief Accountant	£78,624	£81,199	£22,025.77	26.16%	
Head of Revenues and Benefits	£65,929	£67,916	£16,538.73	26.16%	
Head of The Hub	£59,984	£60,969	£16,803.97	26.16%	
Head of Procurement	£64,933	£67,916	£18,190.38	26.16%	
Head of Commercial	£58,993	£60,969	£16,465.54	26.16%	
Head of Service Health & Safety	£58,993	£60,969	£16,487.35	26.16%	
Head of Equality, Diversity and Inclusion	£58,993	£60,969	£16,526.38	26.16%	
Head of Legal Services	£67,916	£67,916	£19,026.02	26.16%	
Head of City Development	£67,916	£67,916	£19,026.02	26.16%	
Head of Enterprise	£67,916	£67,916	£19,026.02	26.16%	
Head of City Planning	£67,916	£67,916	£19,026.02	26.16%	
Head of Adult Education	£54,332	£67,916	£14,385.95	26.16%	
Head of Assets	£67,916	£67,916	£19,026.02	26.16%	
Head of Project and Works	£67,916	£67,916	£19,026.02	26.16%	
Head of Facilities	£67,916	£67,916	£19,026.02	26.16%	
Assistant Director - Investment Strategy	£105,113	£119,954	£29,446.43	26.16%	
Head of Finance	£73,482	£81,199	£20,585.37	26.16%	
Head of Governance and Corporate Services	£66,922	£67,916	£18,747.56	26.16%	
Head of Operations	£67,916	£67,916	£17,571.84	26.16%	
Consultant in Public Health	£78,192	£90,387	£4,206	14.38%	
Consultant in Public Health	£78,192	£90,387	£11,398	14.38%	
Head of Communities (Public Health)	£70,910	£81,199	£10,973.69	26.16%	
Head of Service - Leisure & wellbeing	£59,984	£60,969	£16,803.98	26.16%	
Head of Service Children's Strategy and Partnership	£81,199	£81,199	£22,747.14	26.16%	
Responsible Investment Officer	£44,863	£48,847	£12,568.01	26.16%	
Investment Pooling Partner Support Officer	£30,451	£33,782	£8,530.60	26.16%	
Head of City Investment	£58,993	£60,969	£16,323.53	26.16%	
Head of Skills	£67,916	£67,916	£19,026.02	26.16%	
Resilience Manager	£47,845	£48,847	£13,403.39	26.16%	
Head of Partnerships (Public Health)	£70,910	£81,199	£9,541.16	26.16%	

Position (Leavers)	Annual Salary	Pay Ceiling		Employers Rate %	Left Role
Consultant in Public Health	£70,203		£4,206	14.38%	31/08/2021

Localism Act

(2)In this Chapter "chief officer", in relation to a relevant authority, means each of the following—
(a)the head of its paid service designated under section 4(1) of the Local Government and Housing Act 1989;
(b)its monitoring officer designated under section 5(1) of that Act;
(c)a statutory chief officer mentioned in section 2(6) of that Act.
(d)a non-statutory chief officer mentioned in section 2(7) of that Act;
(e)a deputy chief officer mentioned in section 2(8) of that Act.

Local Gov't & Housing Act

(7) In this section "non-statutory chief officer" means, subject to the following provisions of this section—
(a) a person for whom the head of the authority's paid service is directly responsible;
(b) a person who, as respects all or most of the duties of his post, is required to report directly or is directly accountable to the head of the authority's paid service; and
(c) any person who, as respects all or most of the duties of his post, is required to report directly or is directly accountable to the local authority themselves or any committee or sub-committee of the authority.
(8) In this section "deputy chief officer" means, subject to the following provisions of this section, a person who, as respects all or most of the duties of his post, is required to report directly or is directly accountable to one or more of the statutory or non-statutory chief officers.
(9) A person whose duties are solely secretarial or clerical or are otherwise in the nature of support services shall not be regarded as a non-statutory chief officer or a deputy chief officer for the purposes of this Part.