

Officers' Remuneration 2020-21

The Council entered into the Shared Staffing arrangement (SSA) with Wandsworth Council from 1 October 2016. The table below sets out the remuneration disclosures for senior officers whose salary is £50,000 or more per year, an analysis of exit packages paid during the year. Senior officers whose remuneration exceeded £150,000 are named. In line with the statement of accounts, published separately, all tables detailed below represent Richmond's proportion of salary costs with the remaining balance being charged to Wandsworth Council. As a result in this table some senior officers whose total remuneration is above £50,000 are omitted if the cost apportioned to Richmond falls below £50,000.

Every effort has been made to ensure data is accurate and consistent with the Statement of Accounts over the same period.

The accompanying organisational chart shows all relevant senior staff in the top three tiers with their total remuneration.

								Richmond - Total Remuneration		
Directorate	Team	Job Title	Category	Grade	Salary ceiling (i.e. max salary for this grade)		Responsibilities	Total Remuneration package incl. salary, benefits and allowances and paid and unpaid pension contributions	Banding	SSA total remuneration package incl. salary, benefits and allowances and paid and unpaid pension contributions
Chief Executive Directorate	CEO- Senior Management	Joint Director of Children's Services (Richmond and Kingston)	Permanent	SEA May 2	261,627.00			145,000	£145,000-£145,999	0
ECSS Department	ECSS Department	Director of Children's Social Care	Permanent	Assistant Director 2	105,636.00			114,000	£110,000-£114,999	0
Central Departments (LBR)	ACS Current Corp Pol & Strategy	Director South London Partnership	Permanent	Assistant Director 2	105,636.00			105,036	£100,000-£109,999	0
Chief Executive Directorate	CEO- Senior Management	Chief Executive	Temporary Supernumerary	SEA May 1	268,040.00		As statutory head of Paid Service, this role is the most senior official in both Councils, responsible for driving forward the vision of Members and providing leadership to the organisation. The postholder is the most senior senior officer adviser, advises and provides corporate leadership in shaping the shared services senior management teams, coordinating the provision of services and in the development of policy, strategy and in shaping the future direction of the Councils.	103,654	£100,000-£109,999	200,086
Resources Directorate	RES- Financial Services	Head of Shared Audit Service	Permanent	SEA MS4	102,194.00		Leads and delivers an independent and effective internal audit partnership which meets statutory requirements, and support partner authorities to maintain a sound system of corporate governance and internal control within their organisations. Evaluate the adequacy of governance, risk management, controls and use of resources through its planned and unplanned audit work and recommending improvements where necessary.	87,317	£85,000-£89,999	87,317
Resources Directorate	RES- Corporate Services	Head of Customer Services	Permanent	SEA MS3	86,514.00			85,497	£80,000-£89,999	85,497
Environment and Community Services Directorate	EC1- Planning and Transport Strategy	Head of Development Management (Richmond)	Permanent	SEA MS3	86,514.00			83,008	£80,000-£84,999	83,008
Chief Executive Directorate	CEO- Senior Management	Director of Resources and Deputy Chief Executive	Permanent	SEA May 1	261,627.00		Responsible for leading and managing both Councils' Finance, Human Resources and Information Technology functions including outsourced services. Acting as the Section 151 officer under the Local Government Act 1972 and deputising for Chief Executive in his absence to provide corporate leadership. In support of the Chief Executive and other chief officers, providing advice as to the development of strategy, policy and the future direction of the Council.	82,384	£80,000-£84,999	221,120
Resources Directorate	RES- Financial Services	Deputy Head (Audit)	Permanent	SEA MS2	86,514.00			80,786	£80,000-£84,999	80,786
Central Departments (LBR)	ACS Current Corp Pol & Strategy	Health and Care Programme Manager	Permanent	No Specific Grade - Annual	75,802.00			75,851	£75,000-£79,999	0
Adult Social Care and Public Health Directorate	ASD Adult Social Care Services	Service Manager (BMR)	Permanent	SEA MS3	62,347.00			78,965	£75,000-£79,999	78,965
Housing and Regeneration Directorate	HRS- Senior Management Structure	Director of Housing & Regeneration	Permanent	SEA May 2	261,627.00		Responsible for the provision of housing strategy, objectives and policies, initiate and area regeneration, meeting statutory requirements in relation to those who are threatened with or are homeless, and also responsible for the provision of Wandsworth's related bonded function and management of housing stock. Ensures the department provides a comprehensive property service and economic development and regeneration programmes.	75,759	£75,000-£79,999	208,619
Adult Social Care and Public Health Directorate	ASD- Senior Management	Director of Adult Social Care and Public Health	Permanent	SEA May 2	261,627.00		To lead and manage a full range of services providing universal information and advice, prevention, rehabilitation and longer term support services to older people and vulnerable adults, the focus of all services being the delivery of a cost effective support which promotes independence and choice for service users and carers.	75,057	£75,000-£79,999	202,804
Chief Executive Directorate	CEO- Policy and Performance	Deputy Head of Governance	Permanent	SEA MS2	74,302.00			73,166	£70,000-£74,999	73,166
Environment and Community Services Directorate	EC1- Planning and Transport Strategy	Applications Manager (Richmond)	Permanent	SEA MS2	74,302.00			73,454	£70,000-£74,999	73,454
Resources Directorate	RES- Financial Services	Audit Manager (WCC)	Permanent	SEA MS2	74,302.00			73,323	£70,000-£74,999	73,323
Environment and Community Services Directorate	EC1- Senior Management	Deputy Director of Environment & Community Services	Permanent	SEA May 2	148,832.00		To develop and manage the delivery of high quality and effective highway operations and street scene services that meet the needs of both Councils' residents.	70,157	£70,000-£74,999	188,615
Resources Directorate	RES- Corporate Services	Head of Electoral Services & Elections (Richmond)	Permanent	SEA MS2	74,302.00		To manage the administration of electoral registration and election management matters, supporting the Chief Executive Officer (CEO) as Electoral Registration Officer and Returning Officer and the Assistant Director of Resources (Corporate Services).	68,380	£65,000-£69,999	68,380
Environment and Community Services Directorate	EC1- Senior Management	Director of Environment and Community Services	Permanent	SEA May 2	261,627.00		Leads on the development and management of effective environment and community services for both Councils, both through direct delivery and contracts, spanning planning, highways, street scene, leisure and major environmental contracts. Ensures high profile front line services are shaped in close consultation with members and with resident needs, ensuring a positive impact on the day to day environment of both boroughs.	67,338	£65,000-£69,999	181,995
Adult Social Care and Public Health Directorate	ASD- Strategic Performance	Digital Project Manager (Paid Term)	Fixed Term	SEA ROS	50,004.00			61,051	£60,000-£64,999	61,051
Environment and Community Services Directorate	EC1- Planning and Transport Strategy	Building Control Manager - South	Permanent	SEA MS1	62,347.00			64,037	£60,000-£64,999	64,037
Adult Social Care and Public Health Directorate	ASD- Adult Social Care Services	Emergency Duty Team Manager	Permanent	SEA ROS	51,115.00			64,094	£60,000-£64,999	64,094
Environment and Community Services Directorate	EC1- Planning and Transport Strategy	Area Team Manager North (Development Management)	Permanent	SEA MS2	62,347.00			62,247	£60,000-£64,999	62,247
Adult Social Care and Public Health Directorate	ASD- Adult Social Care Services	Locality Manager (Richmond & Barnes)	Permanent	SEA MS1	62,347.00			62,247	£60,000-£64,999	62,247
Adult Social Care and Public Health Directorate	ASD- Adult Social Care Services	Sessional AMBP	Casual	SEA ROS	43,887.00			61,961	£60,000-£64,999	61,961
Environment and Community Services Directorate	EC1- Contracts and Leisure	Head of Culture	Permanent	SEA MS3	86,514.00			61,380	£60,000-£64,999	61,380
Environment and Community Services Directorate	EC1- Planning and Transport Strategy	Area Team Manager South (Development Management)	Permanent	SEA MS1	62,347.00			60,491	£60,000-£64,999	60,491
Adult Social Care and Public Health Directorate	ASD- Adult Social Care Services	Senior Social Worker AMBP	Permanent	SEA ROS	43,887.00			60,182	£60,000-£64,999	60,182
Environment and Community Services Directorate	EC1- Contracts and Leisure	Service Manager (Parks)	Permanent	SEA MS1	62,347.00			59,671	£55,000-£59,999	59,671
Housing and Regeneration Directorate	HRS- Housing Management	Cableline and CCTV Operator	Permanent	SEA Scale 5	28,846.00			58,584	£55,000-£59,999	58,584
Environment and Community Services Directorate	EC1- Contracts and Leisure	Service Manager (Sports)	Permanent	SEA MS1	62,347.00			58,941	£55,000-£59,999	58,941
Chief Executive Directorate	CEO- Customer and Partnerships	Head of Community and Partnerships	Permanent	SEA MS2	74,302.00			58,221	£55,000-£59,999	58,221
Environment and Community Services Directorate	EC1- Highway Operations and Street Scene	Highways Manager (Richmond/ Roade / Assets)	Permanent	SEA ROS	43,887.00			56,455	£55,000-£59,999	56,455
Resources Directorate	RES- Senior Management	Assistant Director of Resources (Financial Management)	Permanent	SEA May 2	148,832.00		Overseeing corporate financial management of the Councils' services and capital expenditure including the SSA and managing the Councils' non pension fund investments. Undertaking budget preparation for both Councils including Council tax and rent setting and the co-ordination and presentation of annual financial accounts and financial statements. Providing advice and challenge of departmental proposals for expenditure and income including financial options appraisal. Acting as the Deputy S151 officer in the absence of the Director of Resources and Deputy Chief Executive.	56,267	£55,000-£59,999	152,074
Housing and Regeneration Directorate	HRS- Housing Management	Cableline & CCTV Manager	Permanent	SEA ROS	51,115.00			55,815	£55,000-£59,999	55,815
Adult Social Care and Public Health Directorate	ASD- Adult Social Care Services	Locality Manager (Hillingdon and Tuckersham)	Permanent	SEA MS1	62,347.00			55,713	£55,000-£59,999	55,713
Resources Directorate	RES- Corporate Services	Customer Services Manager	Permanent	SEA ROS	51,115.00			54,861	£50,000-£54,999	54,861
Chief Executive Directorate	CEO- Customer and Partnerships	Programme Manager (BEC)	Permanent	SEA MS1	62,347.00			54,380	£50,000-£54,999	54,380
Adult Social Care and Public Health Directorate	ASD- Senior Management	Assistant Director - Commissioning and Quality Standards	Permanent	SEA May 3	148,832.00		To lead and manage the commissioning and contract management of a broad range of services for vulnerable adults. To lead the development of a Commissioning Team working across both boroughs.	54,327	£50,000-£54,999	146,931
Environment and Community Services Directorate	EC1- Contracts and Leisure	Arts/Cultural Manager	Permanent	SEA ROS	50,004.00			53,888	£50,000-£54,999	53,888
Adult Social Care and Public Health Directorate	ASD- Senior Management	Assistant Director - Business Resources	Permanent	SEA May 3	148,832.00		Providing effective business support to the Education & Social Services Department. Working with local schools, health services and other agencies to achieve effective service operation.	53,537	£50,000-£54,999	146,004
Environment and Community Services Directorate	EC1- Planning and Transport Strategy	Principal Planner Policy (Richmond)	Permanent	SEA ROS	51,115.00			53,115	£50,000-£54,999	53,115
Environment and Community Services Directorate	EC1- Planning and Transport Strategy	Principal Planner (Development Management)	Permanent	SEA ROS	51,115.00			53,111	£50,000-£54,999	53,111
Chief Executive Directorate	CEO- Customer and Partnerships	Tourism and Marketing Manager	Permanent	SEA ROS	51,115.00			52,143	£50,000-£54,999	52,143
Chief Executive Directorate	CEO- Senior Management	Assistant Chief Executive (Policy and Performance)	Permanent	SEA May 3	148,832.00		Leads on the development and management of effective environment and community services for both Councils, both through direct delivery and contracts, spanning planning, highways, street scene, leisure and major environmental contracts. Ensures high profile front line services are shaped in close consultation with members and with resident needs, ensuring a positive impact on the day to day environment of both boroughs.	52,069	£50,000-£54,999	146,072
Adult Social Care and Public Health Directorate	ASD- Senior Management	Director of Public Health	Permanent	SEA May 3	148,832.00		To Director of Public Health is the most senior advice for public health across Richmond and Wandsworth. The post holder is kept statutory chief officer responsible for public health duties which include health improvement, health protection and the delivery of public health services.	51,778	£50,000-£54,999	136,360
Adult Social Care and Public Health Directorate	ASD- Adult Social Care Services	Senior Social Worker	Permanent	SEA ROS	43,887.00			51,639	£50,000-£54,999	51,639
Environment and Community Services Directorate	EC1- Finance and Performance	Head of Finance	Permanent	SEA MS2	86,514.00			51,622	£50,000-£54,999	51,622
Adult Social Care and Public Health Directorate	ASD- Adult Social Care Services	Senior Social Worker	Permanent	SEA ROS	43,887.00			51,489	£50,000-£54,999	51,489
Resources Directorate	RES- Financial Services	Principal Auditor	Permanent	SEA ROS	50,004.00			50,925	£50,000-£54,999	50,925
Resources Directorate	RES- Financial Services	Principal Auditor	Permanent	SEA ROS	50,004.00			50,034	£50,000-£54,999	50,034