

## Officers' Remuneration 2022-23

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		
Full Name	Directorate	Team	Job Title	Category	Grade	Salary ceiling (i.e. max salary for their grade)	Responsibilities	Total Remuneration with Salary (incl. benefits and allowances), excl. exit packages and employer pension contributions	Banding	SSA total remuneration package incl. salary, benefits and allowances and exd. exit packages and pension contributions
Ian Dodds	Chief Executive Directorate ECCS Department	CED - Senior Management	Joint Director of Children's Services (Richmond and Kingston) Director of Children's Social Care	Permanent Permanent	SSA Hay 2 Assistant Director 2	206,879.00 113,661.00		159,100 137,124	£155,00-£159,999 £135,000-£139,999	159,100 137,124
	Adult Social Care and Public Health Directorate	ASD - Adult Social Care Services	Service Manager (RRRT)	Permanent	SSA MG1	65,691.00		94,497	£90,000-£94,999	0
	Environment and Community Services Directorate	ECS - Planning and Transport Strategy	Head of Development Management (Richmond)	Permanent	SSA MG3	90,015.00		89,406	£85,000-£89,999	0
	Resources Directorate	RES - Financial Services	Deputy Head (Audit)	Permanent	SSA MG3	90,015.00		87,075	£85,000-£89,999	0
	Housing and Regeneration Directorate	HRD - Senior Management Structure	Director of Housing & Regeneration	Permanent	SSA Hay 2	206,879.00	Responsible for the provision of housing strategy objectives and policies, estate 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 retained landlord function and management of housing stock. Ensures the department provides a comprehensive property service and economic development and regeneration programmes.	85,214	£85,000-£89,999	145,093
	Resources Directorate	RES - Financial Services	Head of Shared Audit Service	Fixed Term	SSA MG3	90,015.00	Leads and delivers an independent and effective internal audit partnership which meets statutory requirements and supports partner authorities to maintain a sound system of corporate governance and internal control within their organisations.	83,831	£80,000-£84,999	0
	Chief Executive Directorate ACS Comm Corp Pol&Stratgy	CED - Chief Executive's Group	Interim AD of Climate Change Policy and Communications	Fixed Term	SSA Hay 3	153,089.00	The post holder is responsible for a multi-disciplinary team delivering a range of strategic advice, analysis and support on climate change and sustainability to Directors, the Chief Executive and leading members. The post holder is responsible for policy development, the delivery of key actions, the monitoring of council-wide actions and engagement and communications in relation to climate change and sustainability.	80,197	£80,000-£84,999	34,117
			Health and Care Programme Manager	Fixed Term	No Specific Grade - Annual	79,132.00		79,132	£75,000-£79,999	79,132
	Adult Social Care and Public Health Directorate	ASD - Adult Social Care Services	Locality Manager (Teddington and Twickenham)	Permanent	SSA MG1	65,691.00		74,098	£70,000-£74,999	0
	Adult Social Care and Public Health Directorate	ASD - Adult Social Care Services	Senior Social Worker	Permanent	SSA PO4	50,209.41		74,020	£70,000-£74,999	0
	Environment and Community Services Directorate	ECS - Senior Management	Director of Environment and Community Services	Permanent	SSA Hay 2	206,879.00	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.	73,381	£70,000-£74,999	124,946
	Adult Social Care and Public Health Directorate	ASD - Adult Social Care Services	Senior Social Worker	Permanent	SSA PO4	50,209.41		72,270	£70,000-£74,999	0
	Chief Executive Directorate Environment and Community Services Directorate	CED - South London Partnership	Head of Knowledge Exchange and Partnership (Fixed Term)	Fixed Term	SSA MG2	77,856.00		70,859	£70,000-£74,999	0
		ECS - Planning and Transport Strategy	Building Control Manager - North	Permanent	SSA MG2	77,856.00		69,102	£65,000-£69,999	0
	Adult Social Care and Public Health Directorate	ASD - Adult Social Care Services	Senior Social Worker	Permanent	SSA PO4	50,209.41		67,659	£65,000-£69,999	0
	Environment and Community Services Directorate	ECS - Senior Management	Deputy Director of Environment & Community Services	Permanent	SSA Hay 3	153,089.00	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.	67,339	£65,000-£69,999	114,659
	Resources Directorate	RES - Senior Management	Director of Finance	Permanent	SSA Hay 2	206,879.00		66,402	£65,000-£69,999	113,062
	Housing and Regeneration Directorate	HRD - Property Services	Head of Construction	Permanent	SSA MG3	90,015.00		66,029	£65,000-£69,999	23,986
	Adult Social Care and Public Health Directorate	ASD - Adult Social Care Services	Assistant Locality Manager (T&T)	Permanent	SSA POS	53,336.49		65,822	£65,000-£69,999	0
	Environment and Community Services Directorate	ECS - Planning and Transport Strategy	Area Team Manager South (Development Management)	Permanent	SSA MG1	65,691.00		65,691	£65,000-£69,999	0

Adult Social Care and Public Health Directorate	ASD - Adult Social Care Services	Locality Manager (Richmond & Barnes)	Permanent	SSA MG1	65,691.00		65,691	£65,000-£69,999	0
Environment and Community Services Directorate	ECS - Contracts and Leisure	Service Manager (Parks)	Permanent	SSA MG1	65,691.00		65,691	£65,000-£69,999	0
Chief Executive Directorate	CED - South London Partnership	Term)	Fixed Term	SSA MG1	65,691.00		65,691	£65,000-£69,999	0
Community Services	ECS - Finance and Performance	Head of Finance	Permanent	SSA MG3	90,015.00		65,594	£65,000-£69,999	24,261
Environment and Community Services Directorate	ECS - Contracts and Leisure	Service Manager (Sports)	Permanent	SSA MG1	65,691.00		65,090	£65,000-£69,999	0
Chief Executive Directorate	CED - South London Partnership	Head of Economy Skills & Employment	Permanent	SSA MG2	77,856.00	The post holder will lead on employment and skills for the South London Partnership and be responsible for the development and successful delivery of sub-regional policies and programmes, which deliver improved economic, employment and skills outcomes for five London Boroughs.	64,105	£60,000-£64,999	0
Environment and Community Services Directorate	ECS - Contracts and Leisure	Head of Culture	Permanent	SSA MG3	90,015.00	Responsible to the Assistant Director for Contracts and Leisure, for delivering services associated with Sports, Parks, Arts and Grounds Maintenance of Cemeteries; for the contract management of the Leisure Contract, and to enable, lead, manage and develop those services at an operational and strategic level.	64,105	£60,000-£64,999	26,184
Chief Executive Directorate	CED - South London Partnership	SWL Public Health Consultant - Health Inequalities (Fixed Term)	Fixed Term	SSA MG4	106,338.00		63,197	£60,000-£64,999	0
Adult Social Care and Public Health Directorate	ASD - Adult Social Care Services	Emergency Duty Team Manager	Permanent	SSA P06	56,469.75		62,755	£60,000-£64,999	0
Adult Social Care and Public Health Directorate	ASD - Senior Management	Director of Adult Social Care and Public Health	Permanent	SSA Hay 2	206,879.00	Providing effective business support to the Education & Social Services Department. Liaising with local schools, health services and other agencies to achieve effective service operation.	62,243	£60,000-£64,999	96,570
Chief Executive Directorate	CED - Chief Executive's Group	Head of Stronger and Safer Communities	Permanent	SSA MG4	106,338.00		61,026	£60,000-£64,999	39,017
Environment and Community Services Directorate	ECS - Planning and Transport Strategy	Principal Policy and Information Planner	Permanent	SSA P06	56,469.75		59,293	£55,000-£59,999	0
Chief Executive Directorate	CED - Stronger and Safer Communities	Senior Community Safety Consultant	Permanent	SSA MG2	77,856.00		59,068	£55,000-£59,999	37,765
Housing and Regeneration Directorate	HRD - Property Services	Programme Manager	Permanent	SSA MG2	77,856.00		58,786	£55,000-£59,999	22,566
Resources Directorate	RES - Corporate Services	Customer Services Manager	Permanent	SSA P06	56,469.75		58,372	£55,000-£59,999	0
Environment and Community Services Directorate	ECS - Highway Operations and Street Scene	Sign Shop Supervisor	Permanent	SSA S02	40,102.02		57,997	£55,000-£59,999	0
Environment and Community Services Directorate	ECS - Traffic and Engineering	Principal Engineer	Permanent	SSA MG1	65,691.00		57,679	£55,000-£59,999	0
Environment and Community Services Directorate	ECS - Contracts and Leisure	Parks Operation Manager	Permanent	SSA P06	56,469.75		56,992	£55,000-£59,999	0
Adult Social Care and Public Health Directorate	ASD - Senior Management	Assistant Director - Commissioning and Quality Standards - TS	Temporary Supernumerary	SSA Hay 3	153,089.00		56,643	£55,000-£59,999	96446.7
Adult Social Care and Public Health Directorate	ASD - Senior Management	Director of Public Health	Permanent	SSA Hay 3	153,089.00	The Director of Public Health is the most senior advocate for public health across Richmond and Wandsworth. The post holder is the statutory chief officer responsible for public health duties which include health improvement, health protection and the delivery of public health services.	56,510	£55,000-£59,999	92,201
Environment and Community Services Directorate	ECS - Contracts and Leisure	Centre Manager (TPFC)	Permanent	SSA P03	47,082.33		56,174	£55,000-£59,999	0
Resources Directorate	RES - Financial Services	Principal Auditor	Permanent	SSA P05	53,336.49		56,077	£55,000-£59,999	0
Resources Directorate	RES - Financial Services	Principal Auditor	Permanent	SSA P05	53,336.49		56,077	£55,000-£59,999	0
Chief Executive Directorate	CED - Senior Management	Assistant Chief Executive (Policy and Performance)	Permanent	SSA Hay 3	153,089.00	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	55,954	£55,000-£59,999	95,273
Adult Social Care and Public Health Directorate	ASD - Adult Social Care Services	Senior Social Worker	Permanent	SSA P04	50,209.41		55,901	£55,000-£59,999	0
Environment and Community Services Directorate	ECS - Highway Operations and Street Scene	Highways Supervisor	Permanent	SSA S02	40,102.02		55,892	£55,000-£59,999	0
Chief Executive Directorate	CED - Senior Management	Chief Executive (Interim)	Permanent	SSA Hay 1	284,896.00	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 on the development of strategy, policy and the future direction of the Council.	55,482	£55,000-£59,999	94,470
Adult Social Care and Public Health Directorate	ASD - Adult Social Care Services	Senior Social Worker	Permanent	SSA P04	50,209.41		55,113	£55,000-£59,999	0
Resources Directorate	RES - Senior Management	Assistant Director of Resources (Corporate Services)	Permanent	SSA Hay 3	153,089.00	Responsible for developing a broad range of corporate and business support services, which may include taking on direct management of additional support services as required. Manages services that ensure the provision of reliable ICT to both Councils. Oversees the provision of shared HR services for both Councils and other shared service partners.	55,070	£55,000-£59,999	93,769

Environment and Community Services Directorate	ECS - Highway Operations and Street Scene	Skilled Road Worker	Permanent	SSA Scale 6	34,515.30		54,186	£50,000-£54,999	0
Resources Directorate	RES - Financial Services	Principal Auditor	Permanent	SSA POS	53,336.49		54,001	£50,000-£54,999	0
Adult Social Care and Public Health Directorate	ASD - Adult Social Care Services	Assistant Locality Manager (R&B)	Permanent	SSA POS	53,336.49		53,728	£50,000-£54,999	0
Environment and Community Services Directorate	ECS - Traffic and Engineering	Senior Engineer	Permanent	SSA PO4	50,209.41		53,724	£50,000-£54,999	0
Adult Social Care and Public Health Directorate	ASD - Adult Social Care Services	Assistant Locality Manager (T&T)	Fixed Term	SSA POS	53,336.49		53,511	£50,000-£54,999	0
Environment and Community Services Directorate	ECS - Contracts and Leisure	Service Infrastructure Manager	Permanent	SSA POS	53,336.49		53,392	£50,000-£54,999	0
Environment and Community Services Directorate	ECS - Planning and Transport Strategy	Thames Landscape Coordinator	Permanent	ier London Principal Office	54,975.00		52,929	£50,000-£54,999	0
Housing and Regeneration Directorate	HRD - Senior Management Structure	Assistant Director (Housing Services)	Permanent	SSA Hay 3	153,089.00	To meet statutory requirements regarding the provision of services to those who are homeless or threatened with homelessness and to let social housing in accordance with approved policies and allocation schemes. To assist in meeting established strategic housing objectives.	52,706	£50,000-£54,999	89,743
Environment and Community Services Directorate	ECS - Senior Management	Assistant Director of Environment & Community Services (Traffic & Engineering)	Permanent	SSA Hay 3	153,089.00	To ensure the delivery of high quality and cost effective highway improvement and engineering works, together with the effective management of related contracts and to ensure effective parking policies and parking related contracts are in place.	52,610	£50,000-£54,999	89,579
Resources Directorate	RES - Senior Management	Assistant Director of Resources (Financial Services)	Permanent	SSA Hay 3	153,089.00	Managing a range of financial services for both Councils, including the internal audit function; a fraud detection and investigation service; the procurement function; pensions administration services; the Councils' pension funds including oversight of investment strategy; and the management and supervision of both Councils' risk management and insurance arrangements. In a number of cases these services are also shared with other Councils.	52,429	£50,000-£54,999	89,272
Resources Directorate	RES - Financial Services	Principal Auditor	Permanent	SSA POS	53,336.49		52,401	£50,000-£54,999	0
Resources Directorate	RES - Corporate Services	Customer Services Team Manager	Permanent	SSA PO3	47,082.33		52,368	£50,000-£54,999	0
Environment and Community Services Directorate	ECS - Contracts and Leisure	Sports Development and Partnership Manager	Permanent	SSA POS	53,336.49		51,962	£50,000-£54,999	0
Environment and Community Services Directorate	ECS - Planning and Transport Strategy	Senior Building Control Surveyor	Permanent	SSA POS	53,336.49		51,408	£50,000-£54,999	0
Environment and Community Services Directorate	ECS - Highway Operations and Street Scene	Sign Shop Technician	Permanent	SSA SO1	37,509.51		51,335	£50,000-£54,999	0
Adult Social Care and Public Health Directorate	ASD - Adult Social Care Services	Assistant Locality Manager (R&B)	Permanent	SSA POS	53,336.49		51,004	£50,000-£54,999	0
Adult Social Care and Public Health Directorate	ASD - Adult Social Care Services	Assistant Locality Manager (R&B)	Permanent	SSA POS	53,336.49		51,004	£50,000-£54,999	0
Resources Directorate	RES - Financial Services	Principal Auditor	Permanent	SSA POS	53,336.49		50,944	£50,000-£54,999	0
Adult Social Care and Public Health Directorate	ASD - Commissioning and Quality Standards	Head of Commissioning - Adult Social Care & Provider Management	Permanent	SSA MG3	90,015.00		50,903	£50,000-£54,999	46,988
Environment and Community Services Directorate	ECS - Contracts and Leisure	Service Manager (Arts)	Permanent	SSA POS	53,336.49		50,861	£50,000-£54,999	0
Environment and Community Services Directorate	ECS - Traffic and Engineering	Senior Engineer	Permanent	SSA PO4	50,209.41		50,833	£50,000-£54,999	0
Chief Executive Directorate	CED - Chief Executive's Group	Assistant Customer Services Manager	Permanent	SSA PO4	50,209.41		50,789	£50,000-£54,999	0
Environment and Community Services Directorate	ECS - Planning and Transport Strategy	Senior Planner (Policy)	Permanent	SSA PO4	50,209.41		50,209	£50,000-£54,999	0
Directorate	HRD - Property Services	PMO Support Manager	Permanent	SSA POS	53,336.49		50,202	£50,000-£54,999	0
Adult Social Care and Public Health Directorate	ASD - Adult Social Care Services	Assistant Locality Manager (PT/18) (R&B)	Permanent	SSA POS	53,336.49		50,195	£50,000-£54,999	0