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## RESEARCH NOTE 11 **TOWN HALL RICH LIST**

This note reveals details of **578** of the most highly paid people in local government – people earning above **£100,000 a year** in councils right across the country.

Following on from the TPA's Public Sector Rich List, (which was published in November 2006 and detailed excessive pay in quangos, Whitehall departments, public corporations and other public bodies, <http://www.taxpayersalliance.com/PublicSectorRichList.pdf>) the TaxPayers' Alliance has conducted extensive research using the Freedom of Information Act (2000) to obtain the names, positions, total remuneration and remuneration details of all staff earning above £100,000 a year in 2004-05 and 2005-06 in 230 local authorities, covering every corner of the United Kingdom.

Local authorities refuse to make this information publicly available in their annual accounts, and the TaxPayers' Alliance has encountered a coordinated cover-up attempt from a number of town halls, presumably concerned that publication of this information will increase local opposition to another round of above-inflation council tax increases.

Nevertheless we have succeeded in obtaining responses from the vast majority of local councils and can present the startling figures, which illustrate the sheer scale of inflated pay for senior staff in local government.

The key findings are:

- There are **5 people** in local councils who earn more than **£200,000 a year**.
- There are **64 people** in town halls who earn more than **£150,000 a year**.
- The number of people earning above £100,000 in local authorities is increasing at an alarming rate. There are **578 people** on these "fat cat" salaries, compared with **429 people** the year before, an increase of **35 per cent**.

- Consequently, the total pay bill for these senior staff stands at **£72 million**, compared with **£53 million** the year before, an increase of **36 per cent**.
- Senior staff turnover in local authorities is rapid, but there are **350 people** who feature on the Rich List in both 2004-05 and 2005-06. Their average pay rise was **6.09 per cent**, three times the official rate of inflation and far higher than the 1.9 per cent pay awards granted to nurses last week.
- The average remuneration is almost **£125,000 per annum**. This works out at almost **£2,500 a week**. Although many people on the list are likely to work longer, based on the standard public sector 35-hour week, this equates to almost **£70 an hour**.
- Despite growing resentment over rising council tax bills, with the majority of councils agreeing another above-inflation increase for 2007-08, the town hall recruitment drive shows no signs of abating. In the last few weeks alone, the TaxPayers' Alliance has spotted the following job adverts in Society Guardian (scanned copies of these adverts are available on request):
  - Chief Executive, Highland Council, £133,000
  - Director of Adult Services, Newcastle City Council, up to £110,000
  - Director of Health, Housing & Adult Services, Sunderland City Council, £110,000
  - Executive Director – Strategy & Resources, Oldham Council, £105,000

## Comment from the TaxPayers' Alliance

**Corin Taylor**, Head of Research at the TaxPayers' Alliance, said:

*"Families up and down the country are struggling with the demands of inflation-busting council tax bills and they will be outraged to know that much of their hard-earned money has gone on fat cat salaries. Local services are being cut back and town halls need to be shaken out of their culture of complacency."*

**Andrew Allum**, Chairman of the TaxPayers' Alliance, said:

*"Thousands of pensioners are having to choose between heating their homes and paying their council tax bills. It's a complete insult to their dignity that so much of their money goes down the drain on top salaries for council staff. Town halls need to get a grip and cut back on gold-plated salaries, or they will find that council tax quickly becomes the new poll tax."*

## The ways in which ever higher salaries are paid

A number of interesting points emerged from the research, which illustrate some of the ways that town hall bosses award themselves ever more lucrative pay deals.

**Local elections.** Local council Chief Executives, and in some cases other senior officers, undertake Returning Officer duties for local elections. This enables them to award themselves hefty payouts for these duties.

*This is a particularly common experience in Wales. For example, the Chief Executive of Caerphilly council, Malgwyn Davies, was paid £20,824.84 for Returning Officer duties in 2004-05. But it is not just confined to Wales. In 2004-05, the Chief Executive of North Tyneside council, John Marsden, was paid election fees of £14,075.*

**Reorganisations.** Senior staff turnover in many local councils seems to be remarkably rapid, and many of the same local authorities are undertaking reorganisations almost every year. These reorganisations appear to be a convenient excuse to increase pay at the top end.

*For example, Camden council reorganised parts of its executive team in 2005-06, granting huge pay rises in the process. Peter Bishop's position changed from Director of Environment to Director of Culture & Environment; Neil Litherland's position changed from Director of Housing to Director of Housing & Adult Social Care; and Heather Schroeder's position changed from Director of Social Services to Director of Children, Schools & Families. The remuneration of each of the three was increased from £112,003 to £145,200, a rise of almost 30 per cent in a single year.*

**Penny-pinching expense claims.** It might be reasonable to think that a town hall executive earning £125,000 a year would not see a need to trifle with small expense details. But many of them make sure they claim every last penny.

*For example, the Chief Executive of Kirklees council, Robert Vincent, claimed £9.90 for travel, £4.30 for meals and £1.34 for bank charges in 2005-06. In 2004-05, he claimed £5 for car parking and £1.43 for bank charges. John Lindsay, the Chief Executive of East Lothian council, claimed subsistence of £4.45 in 2004-05 and £13.34 in 2005-06.*

**Deprived boroughs.** One of the most surprising findings from our research is that the poorest areas – where people find it most difficult to pay their council tax – often employ the highest number of staff earning above £100,000.

*For example, the council with the highest number of people earning above £100,000 a year is Tower Hamlets with 27 people. Tower Hamlets is one of*

*the poorest boroughs in the country. Similarly the Chief Executive of Merthyr Tydfil council in South Wales, which has high unemployment and close to if not the highest proportion of people on Incapacity Benefit in Britain, enjoys a pay deal of £127,658.*

## Further details

The Appendix to this note contains further details of the Town Hall Rich List. Four tables detail:

- The 10 most highly paid people in local councils;
- The 10 largest pay rises;
- The 8 councils with at least 10 people earning above £100,000;
- The 10 highest payments for Returning Officer and election duties;

The full Town Hall Rich List can be found at the end of this document.

## Sources and methodology

1. The Town Hall Rich List was compiled from responses to Freedom of Information Act (2000) requests submitted in January 2007 to 230 local authorities covering the entire surface area of the United Kingdom. Requests were submitted to the Greater London Assembly, the City of London, London borough councils, English county councils, English unitary authorities, Welsh unitary authorities, Northern Irish district councils, Scottish councils, and English metropolitan district councils. The only councils that were not included were the English non-metropolitan district councils, although these are one tier below the English county councils. We do plan to include these councils in next year's Rich List. The TaxPayers' Alliance is very grateful to Heather Brooke, freedom of information campaigner and author of *Your Right to Know*, which has just been republished by Pluto Press, for her help in drafting the FoI requests.

2. This is the first ever list of the highest paid people in local government. As explained in point 10, we have been battling with local councils to obtain the information. Our battle is not yet entirely won, and we are releasing the Town Hall Rich List now to assist with our campaign to make local authorities reveal just how they are spending taxpayers' money.

3. In a number of cases the individual was not with the local authority for both 2004-05 and 2005-06. In these cases the cells are blank and there is no calculation made for the percentage increase in remuneration. Where details of arrival/departure dates etc. were provided in the FoI responses, they have been included.

4. In certain cases the individual was not with the local authority for the entire year and in some of these cases the FoI response provided an annualised remuneration figure, which we have used. As before, where details of arrival/departure dates etc. were provided in the FoI responses, they have been included.

5. In some other cases the individual held more than one post over the period, or the job title changed. In these instances the first job title is displayed, followed by a "/" and then the most up-to-date job title. The year of transition is also generally provided.

6. A number of councils have no staff earning more than £100,000, and these are represented by "*No staff over £100,000*". We hope this remains the case in these local authorities, but are greatly disappointed that so few councils earn this label.

7. The responses from the local councils varied greatly in quality and detail. The list gives details of the councils who we feel did not provide a completely full response, and in each case we have given the reason why.

8. In some cases, therefore, further research was needed. For those councils that indicated positions but not names, we obtained the names from the *Local Government Directory* (2004, 2005 and 2006 editions) and from the *Municipal Year Book* (2007 edition). Interestingly, a number of the positions given in the FoI responses were not identical to those listed in the *Local Government Directory* and the *Municipal Year Book*. It is clearly difficult even for official publications (and perhaps even FoI officers!) to keep up with the endless reorganisations that local authorities seem to go through. This lack of management continuity may be a key reason why so many local authorities perform so poorly. We were unable to obtain a very small number of names, and so these have been represented by a question mark.

9. In other cases, local councils only provided us with a salary/remuneration band (for example, £130,000 - £139,999) rather than an exact remuneration figure. In these cases we have taken the higher figure in the band, because we do not feel that a range would have been used if the salary/remuneration had been at the lower end. We would like to point out to any local authorities that feel this is unfair that we asked for the exact remuneration and in these instances it was not provided.

10. In some cases local authorities do not award bonuses or benefits in kind. In other cases the local authorities refused to release this information. We are disappointed with this and will continue battling to obtain the full pay details of senior council staff.

11. In a minority of cases, both the name and the position was withheld. For councils with only one person earning above £100,000, it has been assumed that the relevant individual is the Chief Executive, since in virtually all cases the Chief Executive is the highest paid council official. For other councils, where more than one person is listed as earning above £100,000, there are a small number of question marks for both names and positions.

12. A minority of local authorities are still trying to cover-up this information and prevent its release into the public domain, through refusing to publish names and positions (as above), endless delays and prevarications, and various spurious reasons for refusal. Some have even contrived to "lose" the original Freedom of Information request. We wonder what these local authorities have to hide, and whether they are afraid that release of this information would increase local opposition to another round of above-inflation council tax rises. We urge local newspapers and members of the public locally to assist us in putting pressure on these recalcitrant local authorities to release full details of senior staff pay. These councils are represented by "*Not yet disclosed*" in the list and in each case we have also given the reason why.

13. We are ourselves appealing against number of these recalcitrant local authorities and plan to bring a case before the Information Commissioner. The principle should be established that details of names, positions, total remuneration and remuneration details of senior staff in the public sector should be made publicly available. After all, listed companies are legally required to publish Directors' basic salary, benefits in kind, variable payments, company pension contributions, total remuneration and a comparison with the previous year's total. Taxpayers also have a right to know this information about senior staff in town halls.

14. We are clearly not responsible for the accuracy of information contained within i) the various responses to our Freedom of Information requests, and ii) the *Local Government Directory* and *Municipal Year Book*. We also accept that in a list of this size, there may be one or two errors. We are happy to take corrections from anyone named in the Town Hall Rich List, and any complaints will be addressed within 20 working days in line with our standard complaints procedure.



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## APPENDIX A1

Table A1.1: Top 10 town hall salaries

	COUNCIL	PERSON	POSITION	TOTAL REMUNERATION 2005-06, £	NOTES
1	Renfrewshire	Tom Scholes	Chief Executive	233,029.72	Remuneration included a Redundancy payment of £113,015.10 and Travel Expenses of £161.50
2	Kent	Peter Gilroy	Chief Executive	229,999.00	
3	Wandsworth	Gerald Jones	Chief Executive & Director of Administration	227,424.15	Remuneration included: Health insurance and health check - £1,156 on average; Performance-related bonus - £18,033.15 (average of 8.66% of salary)
4	Surrey	Dr Richard Shaw	Chief Executive	207,843.00	
5	Norfolk	Tim Byles	Chief Executive	204,165.00	Remuneration included: Performance-related Payment - £16,813; Mileage and Sundries - £2,991
6	Cambridgeshire	Ian Stewart	Chief Executive	199,999.00	
7	City of London	Chris Duffield	Town Clerk	190,270.00	Salary bands are including of London weighting: £4,370 for 2005-06
8	Kensington and Chelsea	Derek Myers	Town Clerk & Chief Executive	190,000.00	Remuneration includes undisclosed annual performance-related bonus
9	Kent	Graham Badman	Strategic Director of Education & Libraries	189,999.00	
10	Hertfordshire	Caroline Tapster	Chief Executive	188,500.00	Remuneration includes Financial Alternative to a Lease Car of £3,500
	<b>HM Government</b>	<b>Tony Blair</b>	<b>Prime Minister</b>	<b>186,429.00</b>	



Table A1.2: The 10 largest town hall pay rises

	COUNCIL	PERSON	POSITION	TOTAL REMUNERATION 2004-05, £	TOTAL REMUNERATION 2005-06, £	INCREASE, %	NOTES
1	Renfrewshire	Tom Scholes	Chief Executive	116,427.90	233,029.72	100.15%	2005-06 remuneration included a Redundancy payment of £113,015.10 and Travel Expenses of £161.50
2	Lambeth	Stewart Holton	Executive Director - Housing	104,339.04	157,970.45	51.40%	Remuneration included: 2004-05: CO expenses - £2,334; Other payments - £1,820 2005-06: CO expenses - £1,945; Pay in lieu - £28,750; Bonus - £24,023; Other payments - £7,775
3	Kent	Peter Gilroy	Strategic Director of Social Services/Chief Executive	159,999.00	229,999.00	43.75%	Changed positions in 2005-06
4	Lambeth	Phyllis Dunipace	Executive Director - Education	107,397.96	142,930.62	33.09%	Remuneration included: 2004-05: CO expenses - £2,334; Other payments - £1,875 2005-06: CO expenses - £2,334; Bonus - £24,380; Other payments - £3,569

5	Wandsworth	R Evans	Deputy Director of Housing/Director of Housing	122,714.71	161,854.36	31.89%	Changed positions in 2005-06. Remuneration included: 2004-05: Health insurance and health check - £1,045 on average; Performance-related bonus - £9,947.71 (average of 8.89% of salary) 2005-06: Health insurance and health check - £1,156 on average; Performance-related bonus - £12,807.36 (average of 8.66% of salary)
6	Surrey	Michael Jennings	Director for Policy	104,064.00	135,393.00	30.11%	
7	Camden	Peter Bishop	Director of Environment/Director - Culture & Environment	112,003.00	145,200.00	29.64%	Changed job titles in 2005-06
8	Camden	Neil Litherland	Director of Housing/Director - Housing & Adult Social Care	112,003.00	145,200.00	29.64%	
9	Camden	Heather Schroeder	Director of Social Services/Director - Children, Schools & Families	112,003.00	145,200.00	29.64%	A person of the same name was also employed as Area Director by Surrey County Council in 2004-05, with a salary of £131,130. Changed job titles in 2005-06
10	Kent	David Lewis	Strategic Director - Resources	139,999.00	179,999.00	28.57%	

Table A1.3: The 8 councils with at least 10 people earning above £100,000

	COUNCIL	NUMBER OF PEOPLE EARNING ABOVE £100,000 IN 2005-06
1	Tower Hamlets	27
2	Wandsworth	17
3	Lambeth	14
-	London Assembly	14
5	Devon	11
-	Glasgow City	11
7	City of London	10
-	Surrey	10

Table A1.4: The 10 highest payments for Returning Officer and election duties

	COUNCIL	PERSON	POSITION	TOTAL REMUNERATION, £	PAYMENT FOR RETURNING OFFICER AND ELECTION DUTIES, £
1	Caerphilly	Malgwyn Davies	Chief Executive	<b>2004-05:</b> 121,181.68	<b>2004-05:</b> 20,824.84
2	Wrexham	Isobel Garner	Chief Executive	<b>2004-05:</b> 109,661.00	<b>2004-05:</b> 16,150.00
3	North Tyneside	John Marsden	Chief Executive	<b>2004-05:</b> 149,012.00	<b>2004-05:</b> 14,075.00
4	Denbighshire	Ian Miller	Chief Executive	<b>2004-05:</b> 115,076.45	<b>2004-05:</b> 12,761.45
5	Belfast City	Peter McNaney LLB	Chief Executive	<b>2005-06:</b> 122,743.53	<b>2005-06:</b> 8,138.73
6	Perth and Kinross	Bernadette Malone	Chief Executive	<b>2004-05:</b> 112,039.05	<b>2004-05:</b> 7,548.00
7	Walsall	Annie Shepperd	Chief Executive	<b>2005-06:</b> 178,723.80	<b>2005-06:</b> 7,500.00
8	Walsall	Annie Shepperd	Chief Executive	<b>2004-05:</b> 173,214.05	<b>2004-05:</b> 7,285.95
9	Kingston upon Hull	Jan Didrichsen	Chief Executive	<b>2004-05:</b> 197,100.66	<b>2004-05:</b> 6,636.63
10	Telford and Wrekin	Michael Frater	Chief Executive	<b>2005-06:</b> 157,885.02	<b>2005-06:</b> 5,380.52

## APPENDIX A2

Table A2.1: The Town Hall Rich List

COUNCIL	PERSON	POSITION	TOTAL REMUNERATION 2004-05, £	TOTAL REMUNERATION 2005-06, £	INCREASE, %	NOTES	COMPLETENESS OF FOI RESPONSE
<b>London Assembly</b>							
London Assembly	Anthony Mayer	Chief Executive	171,756.00	176,823.00	2.95%		
	Anne McNeel	Executive Director Finance and Performance	120,229.00	123,776.00	2.95%		
	Janet Worth	Executive Director Corporate Services	120,229.00	123,776.00	2.95%		
	David Lunts	Executive Director Policy and Partnerships	120,229.00	123,776.00	2.95%		
	Simon Fletcher	Chief of Staff	117,011.00	123,776.00	5.78%		
	Mark Roberts	Director Secretariat	114,503.00	117,882.00	2.95%		
	Redmond O'Neill	Director Public Affairs and Transport	114,503.00	117,882.00	2.95%		
	Neale Coleman	Director Business Planning and Regeneration	114,503.00	117,882.00	2.95%		
	Murziline Parchment	Director Major Projects and Service Delivery	114,503.00	117,882.00	2.95%		
	John Ross	Director Economic and Business Policy	114,503.00	117,882.00	2.95%		
	Joy Johnson	Director Media and Marketing	114,503.00	117,882.00	2.95%		

	Lee Jasper	Director Equalities and Policing	114,503.00	117,882.00	2.95%		
	John Duffy	Director Environment	114,503.00	117,882.00	2.95%		
	Howard Carter	Head of Legal and Procurement		109,000.00			

#### City of London and London boroughs

City of London	Chris Duffield	Town Clerk	184,910.00	190,270.00	2.90%	Salary bands are including of London weighting: £4,250 for 2004-05 and £4,370 for 2005-06	Would only provide a salary band rather than an exact remuneration
	Peter Derrick	Chamberlain	142,720.00	146,860.00	2.90%	Salary bands are including of London weighting: £4,250 for 2004-05 and £4,370 for 2005-06	
	Andrew Colvin	Comptroller and City Solicitor	123,690.00	127,270.00	2.89%	Salary bands are including of London weighting: £4,250 for 2004-05 and £4,370 for 2005-06	
	Philip Everett	Director of Technical Services	123,690.00	127,270.00	2.89%	Salary bands are including of London weighting: £4,250 for 2004-05 and £4,370 for 2005-06	
	Paul Double	Remembrancer	110,390.00	113,590.00	2.90%	Salary bands are including of London weighting: £4,250 for 2004-05 and £4,370 for 2005-06	
	Edward Hartill	City Surveyor	110,390.00	113,590.00	2.90%	Salary bands are including of London weighting: £4,250 for 2004-05 and £4,370 for 2005-06	
	Peter Rees	The City Planning Officer	110,390.00	113,590.00	2.90%	Salary bands are including of London weighting: £4,250 for 2004-05 and £4,370 for 2005-06	
	Ms J A Goodall	Director of Community and Children's Services		113,590.00		Salary bands are including of London weighting: £4,250 for 2004-05 and £4,370 for 2005-06	

	Sir John Tusa	Managing Director - Barbican Centre	110,390.00	113,590.00	2.90%	Salary bands are including of London weighting: £4,250 for 2004-05 and £4,370 for 2005-06	
	Roger Watson	Director of Environmental Services	110,390.00	113,590.00	2.90%	Salary bands are including of London weighting: £4,250 for 2004-05 and £4,370 for 2005-06	
	Terry Rogers	Director of Community Services	110,390.00			Salary bands are including of London weighting: £4,250 for 2004-05 and £4,370 for 2005-06	
Barking and Dagenham	Robert Whiteman	Chief Executive	145,983.00	150,288.00	2.95%		
	Roger Luxton	Director of Education, Arts & Libraries	105,066.00	108,165.00	2.95%		
	Julie Parker	Director of Finance	105,066.00	108,165.00	2.95%		
	John Tatam	Director of Corporate Strategy	105,066.00	108,165.00	2.95%		
	David Woods	Director of Housing & Health	105,066.00	108,165.00	2.95%		
	Niall Bolger	Director of Regeneration & Environment	105,066.00				
	Julia Ross	Director of Social Services	105,066.00				
Barnet	<i>Not yet disclosed</i>						DELAY
Bexley	Nick Johnson	Chief Executive	182,999.00	180,999.00	-1.09%	Remuneration included: 2004-05: Lease car, health cover, election duties and entertainment worth a total of £13,000 2005-06: Lease car, health cover and entertainment worth a total of £11,000	Refused to provide name and would only provide a salary band rather than an exact salary
	Peter Ellershaw	Director of Environmental & Regeneration Services	134,999.00	144,999.00	7.41%	Remuneration include "choices" worth £5,000 in both 2004-05 and 2005-06	
	Deborah Absalom	Director of Children's & Young People's Services		143,999.00		Remuneration included lease car and health cover worth a total of £4,000	

	Bob Posner	Director of Law & Administration	133,999.00	142,999.00	6.72%	Remuneration included: 2004-05: Standby payment, lease car, health cover and election duties worth a total of £14,000 2005-06: Standby payment, lease car and health cover worth a total of £13,000	
	David Berry	Deputy Chief Executive & Director of Finance & Business Services	134,999.00	134,999.00	0.00%	Remuneration include lease car and health cover worth a total of £5,000 in both 2004-05 and 2005-06	
	Simon Leftley	Director of Adult Social Services	123,999.00	133,999.00	8.06%	Remuneration include a lease car worth £4,000 in both 2004-05 and 2005-06	
Brent	Gareth Daniel	Chief Executive	149,304.00	180,000.00	20.56%		Refused to provide name and would only provide salary band rather than exact remuneration
	Richard Saunders	Director of Environmental Services/Director of Environment & Culture	106,170.00	130,000.00	22.45%	Position title changed in 2005-06	
	John Christie	Director of Education/Director of Children & Families	106,170.00	130,000.00	22.45%	Position title changed in 2005-06	
	Martin Cheeseman	Director of Housing	106,170.00	130,000.00	22.45%	Was called "Director of Housing" in 2004-05	
	Phil Newby	Head of Policy and Regeneration		130,000.00			
	Duncan McLeod	Director of Finance & Corporate Resources		130,000.00			
	Valerie Jones	Director of HR & Diversity		130,000.00			
	Bernard Diamant	Director of Corporate Services	126,390.00				
	Jenny Goodall	Director of Social Services	106,170.00				
Bromley	David Bartlett	Chief Executive	150,000.00	159,000.00	6.00%		Would only provide a remuneration band rather than an exact remuneration
	Paul Dale	Director of Resources	110,000.00	119,000.00	8.18%		
	Gordon Hayward	Director of Environment & Leisure Services	110,000.00	119,000.00	8.18%		



	Terry Rich	Director of Adult & Community Services	110,000.00	119,000.00	8.18%		
	Ken Davies	Director of Children & Young People		119,000.00			
Camden	Moirra Gibb	Chief Executive	153,265.00	182,600.00	19.14%		Refused to disclose bonus etc details
	Peter Bishop	Director of Environment/ Director - Culture & Environment	112,003.00	145,200.00	29.64%	Changed job titles in 2005-06	
	Neil Litherland	Director of Housing/ Director - Housing & Adult Social Care	112,003.00	145,200.00	29.64%		
	Heather Schroeder	Director of Social Services/ Director - Children, Schools & Families	112,003.00	145,200.00	29.64%	A person of the same name was also employed as Area Director by Surrey County Council in 2004-05, with a salary of £131,130. Changed job titles in 2005-06	
	Mike O'Donnell	Director - Finance		132,000.00			
	Alison Lowton	Director - Law & Administration		114,000.00			
	Mike Cooke	Director - Organisational Development		114,000.00			
	Bob Litchfield	Director of Education	112,003.00				
	John Mabey	Director of Finance	112,003.00				
Croydon	<i>Not yet disclosed</i>						REFUSAL - UNDER APPEAL
Ealing	Keith Townsend	Executive Director - Customer Services		134,681.08			Refused to provide a remuneration breakdown
	Mr TD Dauncey	Executive Director		125,561.54			
	Darra Singh	Chief Executive		123,099.36			
	Su Gomer	Managing Director - Ealing Homes	103,822.20	116,226.22	11.95%		

	Judith Finlay	Director of Children & Families		115,494.82			
	Mun Thong Phung	Service Director - Adult Support		100,440.80			
	Gillian Guy	Chief Executive	188,313.00				
	Johanna Law-Riding	Executive Director - Customer Engagement	159,620.25				
	John Birch	Director Environment Group	142,494.88				
	Stephen Lawes	Executive Director - Finance & Business Support	142,313.04				
	Mr R Davies	Interim Marketing Director	123,499.56				
	Anne Corrigan	Service Director - ICT & Facilities	102,118.00				
Enfield	<i>Not yet disclosed</i>						REFUSAL - UNDER APPEAL
Greenwich	Mary Ney	Chief Executive	155,552.00	160,143.00	2.95%		Refused to provide name and would only provide a salary scale rather than an exact remuneration
	John Comber	Director of Human Resources & Organisational Improvement	114,308.00	117,681.00	2.95%		
	Chris Perry	Director of Finance	114,308.00	117,681.00	2.95%		
	Paul Burnett	Director of Education	114,308.00	117,681.00	2.95%		
	Richard Thompson	Director of Housing/ Director of Neighbourhood Services	114,308.00	117,681.00	2.95%	Position title changed in 2005-06	
	David McCollum	Director of Strategic Planning/ Deputy Chief Executive	114,308.00	117,681.00	2.95%	Position changed in 2005-06	
	John Nawrockyi	Director of Social Services		117,681.00			

	Gurmel Singh-Kandola	Director of Culture & Community Services		117,681.00			
	Frances Dolan	Director of Strategic Planning		117,681.00			
	Bob Ward	Director of Social Services	114,308.00				
	Margaret Snook	Director of Culture	114,308.00				
Hackney	Penelope Thompson	Chief Officer	160,105.00	164,839.00	2.96%	Remuneration included: 2004-05: Travel allowance - £1,374; Other basic payments - £2,925 2005-06: Allowances - £1,425; Other basic payments - £3,012	
	Steven Tucker	Director of Housing	122,984.00	126,538.00	2.89%	Remuneration included: 2004-05: Travel allowance - £1,374 2005-06: Allowances - £1,425	
	Gillian Steward	Director of Customer & Corporate Services		123,755.00		Remuneration included allowances of £1,425	
	Timothy Shields	Director of Finance & Resources	112,186.00	120,985.00	7.84%	Remuneration included: 2004-05: Travel allowance - £1,374 2005-06: Allowances - £1,425	
	Kim Wright	Director of Community Services		120,985.00		Remuneration included allowances of £1,425	
	Fiona Fletcher-Smith	Director of Neighbourhoods & Regeneration		118,205.00		Remuneration included allowances of £1,425	
	Robert Morgan	Deputy Director of Social Services	106,785.00	109,395.00	2.44%	Remuneration included: 2004-05: Travel allowance - £1,374; Other payments - £15,838 2005-06: Allowances - £1,425; Other payments - £15,838	
	Meic Sullivan-Gould	Head of Legal Services		102,717.00		Remuneration included: Allowances - £1,425; Other payments - £22,908	

	Mary Richardson	Director of Social Services	131,984.00			Remuneration included: Travel allowance - £1,374; Other payments - £9,000	
	Clare Lloyd-Jones	Director of Law & Democratic Services	102,981.00			Remuneration included travel allowance of £1,374	
Hammersmith and Fulham	Geoff Alltimes	Chief Executive	160,000.00	180,000.00	12.50%		Refused to provide name and would only provide a remuneration band rather than an exact remuneration
	Jane West	Director of Finance	120,000.00	130,000.00	8.33%		
	James Reilly	Director of Social Services/ Director of Community Services	120,000.00	130,000.00	8.33%	Position title changed in 2005-06	
	Roger Khanna	Director of Direct Services	120,000.00	120,000.00	0.00%		
	Nigel Pallace	Director of Environment	110,000.00	120,000.00	9.09%		
	Sandy Adamson	Director of Education	110,000.00	120,000.00	9.09%		
	?	Director of Children's Services		120,000.00			
Haringey	<i>Not yet disclosed</i>						<i>DELAY</i>
Harrow	<i>Not yet disclosed</i>						<i>NO RESPONSE</i>
Havering	Stephen Evans	Chief Executive	143,850.00	148,095.00	2.95%		Would only provide a salary range rather than an exact remuneration and refused to provide details of benefits in kind or bonuses etc
	Rita Greenwood	Group Director	103,092.00	106,134.00	2.95%		
	Mark Gaynor	Group Director	103,092.00	106,134.00	2.95%		
	Cynthia Griffin	Group Director	103,092.00	106,134.00	2.95%		
	Andrew Ireland	Group Director		106,134.00			
	Heather Bonfield	Group Director	103,092.00				
	Marilyn Richards	Group Director	103,092.00				

Hillingdon	<i>Not yet disclosed</i>						<i>NO RESPONSE AT ALL</i>
Hounslow	Mark Gilks	Chief Executive	131,636.00	135,519.00	2.95%		Refused to include a mileage payment for actual miles travelled or reimbursement of travel expenses (train and bus fares)
Islington	<i>Not yet disclosed</i>						<i>ACKNOWLEDGMENT OF FOI BUT NO RESPONSE</i>
Kensington and Chelsea	Derek Myers	Town Clerk & Chief Executive	180,000.00	190,000.00	5.56%	Remuneration includes undisclosed annual performance-related bonus	Would only provide salary band rather than an exact remuneration
	Sue Beauchamp	Executive Director of Finance, IS & Property Services	140,000.00	150,000.00	7.14%	Remuneration includes undisclosed annual performance-related bonus	
	Mike Stroud	Executive Director of Environmental Services & Deputy Town Clerk	120,000.00	130,000.00	8.33%	Left position in December 2006. Remuneration includes undisclosed annual performance-related bonus	
	Mike French	Executive Director of Planning & Conservation	120,000.00	120,000.00	0.00%	Remuneration includes undisclosed annual performance-related bonus	
	Jean Daintith	Executive Director of Housing & Social Services	110,000.00	120,000.00	9.09%	Remuneration includes undisclosed annual performance-related bonus	
	Jackie Griffin	Executive Director of Education, Libraries & Arts	130,000.00	110,000.00	-15.38%	Left position in January 2006. Remuneration includes undisclosed annual performance-related bonus	
	George Bishop	Director of Personnel & General Services	110,000.00	110,000.00	0.00%	Remuneration includes undisclosed annual performance-related bonus	
	Gifty Edila	Director of Law & Administration	110,000.00	110,000.00	0.00%	Remuneration includes undisclosed annual performance-related bonus	
	Colin Hall	Head teacher, Holland Park School		110,000.00		Remuneration includes undisclosed annual performance-related bonus	

Kingston upon Thames	<i>Not yet disclosed</i>						REFUSAL - UNDER APPEAL
Lambeth	Derrick Anderson	Chief Executive		183,012.00		Was only in post for part of 2005-06. Full year salary therefore given. Remuneration included CO expenses of £195	Refused to provide name
	?	Interim Chief Executive		175,577.64		Was only in post for part of 2005-06. Remuneration included: CO expenses - £2,334; Bonus - £29,297; Other payments - £1,481	
	Stewart Holton	Executive Director - Housing	104,339.04	157,970.45	51.40%	Remuneration included: 2004-05: CO expenses - £2,334; Other payments - £1,820 2005-06: CO expenses - £1,945; Pay in lieu - £28,750; Bonus - £24,023; Other payments - £7,775	
	Eric Bohl	Executive Director - Corporate Services	123,535.68	144,035.52	16.59%	Remuneration included: 2004-05: CO expenses - £2,334; Other payments - £2,161 2005-06: CO expenses - £2,334; Bonus - £14,530; Other payments - £1,116	
	Phyllis Dunipace	Executive Director - Education	107,397.96	142,930.62	33.09%	Remuneration included: 2004-05: CO expenses - £2,334; Other payments - £1,875 2005-06: CO expenses - £2,334; Bonus - £24,380; Other payments - £3,569	
	Faith Boardman	Chief Executive	192,595.46	141,766.67	-26.39%	Was only in post for part of 2005-06. Remuneration included: 2004-05: CO expenses - £2,334; Other payments - £3,063; 2005-06: CO expenses - £1,556; Pay in lieu - £16,977	

Robert Overall	Executive Director - Environment	104,626.71	127,413.00	21.78%	Remuneration included: 2004-05: CO expenses - £2,334; Other payments - £1,053 2005-06: CO expenses - £2,334; Bonus - £12,191; Other payments - £338
Ian O'Donnell	Executive Director - Finance		124,852.00		Was only in post for part of 2005-06. Full year salary therefore given. Remuneration included CO expenses of £1,199
Richard Ennis	Executive Director - Finance	120,163.83	120,655.00	0.41%	Was only in post for part of 2005-06. Full year salary therefore given. Remuneration included: 2004-05: CO expenses - £2,334; Other payments - £2,091 2005-06: Bonus - £32,546
Chris Lee	Assistant Chief Executive	111,459.00	117,340.94	5.28%	Remuneration included: 2004-05: CO expenses - £2,334; Other payments - £1,946 2005-06: CO expenses - £2,334; Other payments - £2,223
?	Head Teacher		105,976.75		Remuneration included other payments of £6,693
?	Director - Business Development	101,870.04	104,805.96	2.88%	Remuneration included: 2004-05: CO expenses - £2,334; Other payments - £1,776 2005-06: CO expenses - £2,334
Linden Rowley	Director - Community Renewal	101,870.04	102,472.00	0.59%	Was only in post for part of 2005-06. Full year salary therefore given. Remuneration included: 2004-05: CO expenses - £2,334; Other payments - £1,776 2005-06: CO expenses - £389; Pay in lieu - £29,757
Mike Dickens	Director - Legal & Democratic Services		100,589.92		Remuneration included CO expenses of £2,334

	Andrew Webster	Executive Director - Social Services	128,655.00			Remuneration included: CO expenses - £2,334; Other payments - £2,254	
Lewisham	Barry Quirk	Chief Executive	173,000.00	178,000.00	2.89%		
	Frankie Sulke	Executive Director for Education & Culture/ Executive Director for Regeneration	110,000.00	125,000.00	13.64%	Moved from Executive Director for Education & Culture to Executive Director for Regeneration in 2005	
	Lesley Seary	Executive Director for Customer Services		125,000.00			
	Pat Hayes	Executive Director for Regeneration	110,000.00	118,000.00	7.27%		
	Janet Senior	Executive Director for Resources		116,000.00			
	Aileen Buckton	Executive Director for Community Services		116,000.00			
	Rob Whiteman	Deputy Chief Executive	140,000.00				
Merton	Ged Curran	Chief Executive	149,143.74	154,812.91	3.80%		
	Richard Rawes	Director of Environment & Regeneration	103,670.99	114,760.00	10.70%		
	Michael Parsons	Director of Corporate Services	104,897.88	107,894.04	2.86%		
	Rea Mattocks	Director of Housing & Social Services	103,383.32				
	Susan Evans	Transition Director	100,458.16				
Newham	Dave Burbage	Chief Executive	147,000.00	151,338.00	2.95%		Refused to provide name or position
	Employee M	?	121,008.00	132,804.00	9.75%		
	Employee W	?	121,008.00	124,578.00	2.95%		





	Employee H	?	110,004.00	121,488.00	10.44%		
	Employee T	?	106,008.00	116,340.00	9.75%		
Redbridge	Roger Hampson	Chief Executive	140,733.00	144,885.00	2.95%	Information was provided in calendar year form. 2006 therefore equates to 2005-06 etc. Remuneration included London weighting of £1,602 in 2005	Refused to provide name
	Lisa Marston	Director of Housing and Community	119,555.00	125,104.00	4.64%	Information was provided in calendar year form. 2006 therefore equates to 2005-06 etc. Remuneration included: 2005: London weighting - £1,602; Performance-related payment - £1,868 2006: Performance-related payment - £2,035	
	Geoff Pearce	Director of Finance and Resources	119,555.00	125,104.00	4.64%	Information was provided in calendar year form. 2006 therefore equates to 2005-06 etc. Remuneration included: 2005: London weighting - £1,602; Performance-related payment - £1,868 2006: Performance-related payment - £2,035	
	Len Norton	Director of Environment and Regeneration		124,697.00		Information was provided in calendar year form. 2006 therefore equates to 2005-06 etc. Remuneration included: 2005: London weighting - £1,602 2006: Performance-related payment - £1,628	
	Pat Reynolds	Director of Children's Services		117,342.00		Information was provided in calendar year form. 2006 therefore equates to 2005-06 etc.	
	Lesley Seary	Director of Customer Services and Performance		116,358.00		Information was provided in calendar year form. 2006 therefore equates to 2005-06 etc. Remuneration included a performance-related payment of £921 in 2006	

	David Zammit	Director of Environment and Regeneration	117,687.00			Information was provided in calendar year form. 2006 therefore equates to 2005-06 etc. Remuneration included: 2005: London weighting - £1,602 2006: Performance-related payment - £1,628	
Richmond upon Thames	Gillian Norton	Chief Executive	135,968.00	145,302.00	6.86%		
	Mark Maidment	Director of Finance & Corporate Services	109,970.00	117,277.00	6.64%	Remuneration included a retention payment of £10,162 in 2004-05 and £10,661 in 2005-06	
Southwark	Robert Coomber	Chief Executive	168,547.69	186,995.40	10.95%		Refused to provide name or remuneration details
	Chris Bull	Director of Health and Social Care	140,485.60	146,906.82	4.57%		
	Alison Delyth	Director of Education and Learning		132,216.66			
	Keith Broxup	Director of Housing	117,548.20	126,384.29	7.52%		
	Paul Evans	Director of Regeneration	110,550.09	122,775.30	11.06%		
	Romi Bowen	Director of Children's Services	103,754.21	122,034.33	17.62%		
	?	Director of Community Care Services		115,724.00			
	Bill Murphy	Assistant Chief Executive	106,505.45	111,063.00	4.28%		
	Simon Jenkin	Director of Education and Learning	121,724.50				
	Sarah Naylor	Assistant Chief Executive	102,210.34				
Sutton	<i>Not yet disclosed</i>						ACKNOWLEDGMENT OF FOI BUT NO RESPONSE
Tower Hamlets	Martin Smith	Director of Resources		159,760.23		Remuneration includes ongoing costs of 27.3% of salary	Refused to provide name or information

	Kevan Collins	Corporate Director - Children's Services		159,760.23		Remuneration includes ongoing costs of 27.3% of salary	for 2004-05
	Emma Peters	Corporate Director - Development & Renewal		154,096.65		Remuneration includes ongoing costs of 27.3% of salary	
	Alex Cosgrave	Corporate Director - Environment & Culture		148,173.38		Remuneration includes ongoing costs of 27.3% of salary	
	John Goldup	Director of Adult's Services		140,840.90		Remuneration includes ongoing costs of 27.3% of salary	
	Maureen McEleney	Director of Housing Management		139,267.47		Remuneration includes ongoing costs of 27.3% of salary	
	Isabella Freeman	Assistant Chief Executive - Legal Services		137,709.32		Remuneration includes ongoing costs of 27.3% of salary	
	Sara Williams	Assistant Chief Executive		134,348.60		Remuneration includes ongoing costs of 27.3% of salary	
	Alastair King	Service Head - Policy & Partnerships		121,929.21		Remuneration includes ongoing costs of 27.3% of salary	
	?	Assistant Director - Head of Strategy & Development		118,843.46		Remuneration includes ongoing costs of 27.3% of salary	
	?	Head of Customer Access		118,843.46		Remuneration includes ongoing costs of 27.3% of salary	
	?	Service Head - Children's Social Care		118,843.46		Remuneration includes ongoing costs of 27.3% of salary	
	Terry Damiano	Assistant Director - Housing Management		115,753.89		Remuneration includes ongoing costs of 27.3% of salary	
	?	Assistant Director - Central Housing Services		115,753.89		Remuneration includes ongoing costs of 27.3% of salary	
	Ray Gerlach	Service Head - Cultural Services		115,753.89		Remuneration includes ongoing costs of 27.3% of salary	
	?	Service Head - Building Schools for the Future		115,753.89		Remuneration includes ongoing costs of 27.3% of salary	
	?	Service Head - Early Years Children & Learning		112,660.50		Remuneration includes ongoing costs of 27.3% of salary	
	Chris Holme	Service Head - Resources		112,660.50		Remuneration includes ongoing costs	

						of 27.3% of salary	
	?	Service Head - ICT		112,660.50		Remuneration includes ongoing costs of 27.3% of salary	
	?	Service Head - 2012 Olympic & Paralympic Games		112,660.50		Remuneration includes ongoing costs of 27.3% of salary	
	?	Thames Gateway Strategy Executive		109,574.75		Remuneration includes ongoing costs of 27.3% of salary	
	?	Service Head - Performance Business Development		106,481.36		Remuneration includes ongoing costs of 27.3% of salary	
	Bryan Jones	Service Head - Environmental Control		103,399.43		Remuneration includes ongoing costs of 27.3% of salary	
	Owen Whalley	Service Head - Major Project Development		103,399.43		Remuneration includes ongoing costs of 27.3% of salary	
	John Palmer	Service Head - Street Management		103,399.43		Remuneration includes ongoing costs of 27.3% of salary	
	?	Monitoring Officer		103,399.43		Remuneration includes ongoing costs of 27.3% of salary	
	Christine Gilbert	Chief Executive		100,325.13		Remuneration includes ongoing costs of 27.3% of salary. Chief Executive's position is now vacant	
Waltham Forest	<i>Not yet disclosed</i>						<i>NO RESPONSE</i>
Wandsworth	Gerald Jones	Chief Executive & Director of Administration	221,294.63	227,424.15	2.77%	Remuneration included: 2004-05: Health insurance and health check - £1,045 on average; Performance-related bonus - £17,981.63 (average of 8.89% of salary) 2005-06: Health insurance and health check - £1,156 on average; Performance-related bonus - £18,033.15 (average of 8.66% of salary)	Would only provide a salary band rather than an exact salary and would only provide average cash benefit of health insurance and health check and average bonus as a % of salary

	Chris Buss	Director of Housing/ Director of Finance & Deputy Chief Executive	157,483.12	183,745.00	16.68%	Changed positions in 2005-06. Remuneration included: 2004-05: Health insurance and health check - £1,045 on average; Performance- related bonus - £12,785.12 (average of 8.89% of salary) 2005-06: Health insurance and health check - £1,156 on average; Performance-related bonus - £14,552 (average of 8.66% of salary)
	Paul Robinson	Director of Education	157,483.12	161,854.36	2.78%	Remuneration included: 2004-05: Health insurance and health check - £1,045 on average; Performance- related bonus - £12,785.12 (average of 8.89% of salary) 2005-06: Health insurance and health check - £1,156 on average; Performance-related bonus - £12,807.36 (average of 8.66% of salary)
	Bill Myers	Director of Technical Services	157,483.12	161,854.36	2.78%	Remuneration included: 2004-05: Health insurance and health check - £1,045 on average; Performance- related bonus - £12,785.12 (average of 8.89% of salary) 2005-06: Health insurance and health check - £1,156 on average; Performance-related bonus - £12,807.36 (average of 8.66% of salary)
	Peter Brennan	Director of Leisure & Amenity Services	157,483.12	161,854.36	2.78%	Remuneration included: 2004-05: Health insurance and health check - £1,045 on average; Performance- related bonus - £12,785.12 (average of 8.89% of salary) 2005-06: Health insurance and health check - £1,156 on average; Performance-related bonus - £12,807.36 (average of 8.66% of salary)

	R Evans	Deputy Director of Housing/ Director of Housing	122,714.71	161,854.36	31.89%	Changed positions in 2005-06. Remuneration included: 2004-05: Health insurance and health check - £1,045 on average; Performance-related bonus - £9,947.71 (average of 8.89% of salary) 2005-06: Health insurance and health check - £1,156 on average; Performance-related bonus - £12,807.36 (average of 8.66% of salary)
	P McCue	Interim Director of Social Services		161,854.36		Remuneration included: Health insurance and health check - £1,156 on average; Performance-related bonus - £12,807.36 (average of 8.66% of salary)
	Phil Ward	Head of Corporate Services	122,714.71	126,189.98	2.83%	Remuneration included: 2004-05: Health insurance and health check - £1,045 on average; Performance-related bonus - £9,947.71 (average of 8.89% of salary) 2005-06: Health insurance and health check - £1,156 on average; Performance-related bonus - £9,964.98 (average of 8.66% of salary)
	Nigel Powlson	Head of Professional Services	122,714.71	126,189.98	2.83%	Remuneration included: 2004-05: Health insurance and health check - £1,045 on average; Performance-related bonus - £9,947.71 (average of 8.89% of salary) 2005-06: Health insurance and health check - £1,156 on average; Performance-related bonus - £9,964.98 (average of 8.66% of salary)

	Andy Waren	Head of Environmental Services	122,714.71	126,189.98	2.83%	Remuneration included: 2004-05: Health insurance and health check - £1,045 on average; Performance-related bonus - £9,947.71 (average of 8.89% of salary) 2005-06: Health insurance and health check - £1,156 on average; Performance-related bonus - £9,964.98 (average of 8.66% of salary)
	Martin Walker	Borough Solicitor	122,714.71	126,189.98	2.83%	Remuneration included: 2004-05: Health insurance and health check - £1,045 on average; Performance-related bonus - £9,947.71 (average of 8.89% of salary) 2005-06: Health insurance and health check - £1,156 on average; Performance-related bonus - £9,964.98 (average of 8.66% of salary)
	W Farrington	Borough Valuer	122,714.71	126,189.98	2.83%	Remuneration included: 2004-05: Health insurance and health check - £1,045 on average; Performance-related bonus - £9,947.71 (average of 8.89% of salary) 2005-06: Health insurance and health check - £1,156 on average; Performance-related bonus - £9,964.98 (average of 8.66% of salary)
	A Clyro	Assistant Director - Operational Services	122,714.71	126,189.98	2.83%	Remuneration included: 2004-05: Health insurance and health check - £1,045 on average; Performance-related bonus - £9,947.71 (average of 8.89% of salary) 2005-06: Health insurance and health check - £1,156 on average; Performance-related bonus - £9,964.98 (average of 8.66% of salary)

	Roger Appleton	Head of Policy & Strategy		126,189.98		Remuneration included: Health insurance and health check - £1,156 on average; Performance-related bonus - £9,964.98 (average of 8.66% of salary)	
	A Butler	Assistant Director of Education		126,189.98		Remuneration included: Health insurance and health check - £1,156 on average; Performance-related bonus - £9,964.98 (average of 8.66% of salary)	
	M Evans	Deputy Director of Education		126,189.98		Remuneration included: Health insurance and health check - £1,156 on average; Performance-related bonus - £9,964.98 (average of 8.66% of salary)	
	Robert Erskine	Borough Planner		126,189.98		Remuneration included: Health insurance and health check - £1,156 on average; Performance-related bonus - £9,964.98 (average of 8.66% of salary)	
	Simon Heywood	Director of Finance & Deputy Chief Executive	178,777.44			Left position in 2005-06. Remuneration included: Health insurance and health check - £1,045 on average; Performance-related bonus - £14,510.44 (average of 8.89% of salary)	
	Peter West	Director of Social Services	157,483.12			Left position in 2005-06. Remuneration included: Health insurance and health check - £1,045 on average; Performance-related bonus - £12,785.12 (average of 8.89% of salary)	
Westminster	Peter Rogers	Chief Executive	143,433.00	147,378.00	2.75%		Would only disclose basic salary and not
	Colin Wilson	Director of Legal Services	114,747.00	117,903.00	2.75%		



	John Unsworth	Director of Finance	114,747.00	117,903.00	2.75%		bonuses etc
	Julie Jones	Director of Social & Community Services	114,747.00	117,903.00	2.75%		
	Victor Baylis	Director of Customer Services	114,747.00	117,903.00	2.75%		
	Joe Duckworth	Director of Environment & Leisure		117,903.00			
	Graham Ellis	Director of Policy & Communications		100,221.00			
	Robert Currie	Director of Community Protection	101,340.00				

#### English county councils

Bedfordshire	Andrea Hill	Chief Executive		162,920.00		Remuneration included essential car user allowance of £1,750	
	Jonathan Flowers	Strategic Director - Resources/ Deputy Chief Executive/ Director of Strategy & Democracy	106,749.96	116,750.00	9.37%	Positions changed in 2004-05 and 2005-06. Remuneration included essential car user allowance of £1,749.96 in 2004-05 and £1,750 in 2005-06	
	Julian Ridge	Interim Chief Accountant	108,400.00	108,400.00	0.00%		
	David Doran	Strategic Director - Learning		105,682.00		Remuneration included essential car user allowance of £1,750	
	Timothy Mallyn	Director of Environment		103,727.00		Remuneration included essential car user allowance of £1,750	
	James Bell	Director of Finance		103,726.00		Remuneration included essential car user allowance of £1,750	
	Richard Wilkinson	Chief Executive	107,160.96			Is now retired. Remuneration included essential car user allowance of £1,749.96	
Buckinghamshire	Chris Williams	Chief Executive	151,154.00	160,454.00	6.15%	Remuneration includes benefits worth up to £5,000	Would only provide a salary range rather

	Ian Trenholm	Strategic Director		111,275.00		Remuneration includes benefits worth up to £5,000	than an exact salary
	Neil Gibson	Strategic Director		111,275.00		Remuneration includes benefits worth up to £5,000	
	Rita Lally	Strategic Director		111,275.00		Remuneration includes benefits worth up to £5,000	
	Sue Imbriano	Strategic Director		111,275.00		Remuneration includes benefits worth up to £5,000	
	Dean Taylor	Strategic Director		111,275.00		Remuneration includes benefits worth up to £5,000	
	Gerry Batchelor	Corporate Director		106,730.00		Remuneration includes benefits worth up to £5,000	
	Gillian Hibberd	Corporate Director		106,730.00		Remuneration includes benefits worth up to £5,000	
Cambridgeshire	Ian Stewart	Chief Executive	179,999.00	199,999.00	11.11%		Would only provide a remuneration range rather than an exact remuneration
	Mike Parsons	Director of Resources/ Deputy Chief Executive (Corporate Services)	109,999.00	129,999.00	18.18%	Became Deputy Chief Executive in 2005-06	
	Brian Smith	Director of Environment & Transport/ Deputy Chief Executive (Environment & Community)	109,999.00	129,999.00	18.18%	Became Deputy Chief Executive in 2005-06	
	Gordon Jeyes	Deputy Chief Executive (Children & Young People)		129,999.00			
	Andrew Baxter	Director of Education, Libraries & Heritage	109,999.00	119,999.00	9.09%	Remuneration included lease car benefits of £1,062 in 2004-05 and £1,222 in 2005-06	
Cheshire	Jeremy Taylor	Chief Executive	143,772.00	148,014.00	2.95%		

	John Weeks	Director of Community Services	107,750.94	113,780.00	5.60%	Remuneration included an Ex-Gratia payment of £5,000 in 2004-05 and £8,000 in 2005-06	
	Peter Cocker	Director of Environment		108,772.60		Remuneration included an Ex-Gratia payment of £9,000	
Cornwall	Peter Stethridge	Chief Executive	144,354.00	152,994.00	5.99%	Left position on 31-01-2006	Would only provide a salary band rather than an exact remuneration
	Frank Twynning	County Treasurer	101,544.00	107,625.00	5.99%		
	Ian Kennaway	County Solicitor	101,544.00	107,625.00	5.99%		
Cumbria	<i>Not yet disclosed</i>						NO RESPONSE
Derbyshire	Nick Hodgson	Chief Executive	128,439.00	139,752.00	8.81%	Remuneration included an extra (unspecified) payment of £7,524 in 2005-06	Would only provide a salary band rather than an exact remuneration
	Gerald Tommy	Deputy Chief Executive and Director of Corporate Resources	109,173.00	119,919.00	9.84%	Remuneration increased from £112,395 at the start of 2005-06 to £119,919 on 01-01-2006	
	David Harvey	Director of Environmental Services		110,001.00		Remuneration increased from £102,477 at the start of 2005-06 to £110,001 on 01-01-2006	
	Bruce Buckley	Director of Social Services/ Director of Children and Younger Adults		110,001.00		Became Director of Children and Younger Adults on 01-01-2006. Remuneration was increased from £102,477 to £110,001 on the same date	
	Peter Swaby	County Treasurer		102,477.00			
	David Shaw	Acting Chief Education Officer		102,477.00			
Devon	Philip Jenkinson	Chief Executive	128,052.00	150,000.00	17.14%		Refused to provide name
	?	Head teacher		126,262.00			
	?	Head teacher		125,000.00			

	?	Director		120,000.00			
	?	Director		114,690.00			
	?	Head teacher		112,974.00			
	?	Occupational health doctor		107,579.00			
	?	Head teacher		106,514.00			
	?	Director		100,491.00			
	?	Director		100,491.00			
	?	Director		100,491.00			
	?	Head teacher	118,773.00				
	?	Director	111,405.00				
Dorset	David Jenkins	Chief Executive	137,847.28	157,184.33	14.03%	Remuneration included a lease car allowance of £4,500 and private medical insurance of up to £675 in each year	Would only provide a salary band rather than an exact remuneration
	Elaine Taylor	Deputy Chief Executive	109,547.00	124,774.13	13.90%	Remuneration included a lease car allowance of £4,500 and private medical insurance of up to £675 in each year	
	Steve Pitt	Director		119,133.33		Remuneration included a lease car allowance of £4,500 and private medical insurance of up to £675	
	Miles Butler	Director		119,077.13		Remuneration included a lease car allowance of £4,500 and private medical insurance of up to £675	
	Peter Lewis	Director		119,002.16		Left position in November 2006 following an efficiency review leading to a reduction in the number of Director posts. Remuneration included a lease car allowance of £4,500 and private medical insurance of up to £675	



Durham	Mark Lloyd	Chief Executive		150,000.00			Would only provide a salary band rather than an exact remuneration
	Chris Tunstall	Deputy Chief Executive		120,000.00			
	Andrew North	Deputy Chief Executive		120,000.00			
	Kingsley Smith	Chief Executive	143,000.00			Retired July 2005	
East Sussex	Cheryl Miller	Chief Executive	150,000.00	154,425.00	2.95%		Would only provide salary band rather than an exact remuneration
	Sean Nolan	Deputy Chief Executive and Director of Corporate Resources	127,500.00	131,262.00	2.95%		
	Matt Dunkley	Director of Children's Services		122,184.00			
	Bob Wilkins	Director of Transport and Environment	106,611.00	109,755.00	2.95%		
	Andrew Ogden	Director of Law and Personnel		109,755.00			
	Denise Stokoe	Director of Education	106,611.00				
Essex	<i>Not yet disclosed</i>						ACKNOWLEDGMENT OF FOI BUT NO RESPONSE
Gloucestershire	Peter Bungard	Chief Executive		148,988.00		Peter Bungard replaced Joyce Redfern as Chief Executive in 2005-06. Remuneration included: Car allowance - £771; Honorarium - £595; Mileage - £1,904; Miscellaneous expenses - £792; Subsistence - £246; Telephone calls - £118; Travel expenses - £540; VAT - £77	

	Joyce Redfern	Chief Executive	134,641.00			Peter Bungard replaced Joyce Redfern as Chief Executive in 2005-06. Remuneration included: Car allowance - £744; Honorarium - £2,591; Mileage - £701; Miscellaneous expenses - £109; Pay arrears - £2,598; Special allowance - £594; Subsistence - £114; Telephone rental - £31; Travel expenses - £262; VAT - £25	
	Peter Jones	Chief Fire Officer	115,707.00			Remuneration included: Honorarium - £2,888; Pay arrears - £7,529; Subsistence - £115; Telephone rental - £124; Travel expenses - £32	
Hampshire	<i>Not yet disclosed</i>						REFUSAL - UNDER APPEAL
Herefordshire	<i>Not yet disclosed</i>						REFUSAL - UNDER APPEAL
Hertfordshire	Caroline Tapster	Chief Executive	185,000.00	188,500.00	1.89%	Remuneration includes Financial Alternative to a Lease Car of £3,500	Refused to provide name
	John Harris	Chief 1 Director Children Schools & Families	130,062.00	142,762.00	9.76%	Remuneration includes Financial Alternative to a Lease Car of £3,062	
	John Wood	Chief 1 Director of Environment	130,062.00	139,587.00	7.32%	Remuneration includes Financial Alternative to a Lease Car of £3,062	
	Alan Warner	Chief 2 Director People & Property	130,062.00	137,047.00	5.37%	Remuneration includes Financial Alternative to a Lease Car of £3,062	
	?	Chief 2 Director of Commercial Services and Information	118,103.00	125,581.00	6.33%	Remuneration includes Financial Alternative to a Lease Car of £3,062	
	Sarah Pickup	Chief 2 Director of Adult Care Services	110,062.00	118,087.00	7.29%	Remuneration includes Financial Alternative to a Lease Car of £3,062	
	Andrew Laycock	Chief 3 County Secretary	104,519.00	112,128.00	7.28%	Remuneration includes Financial Alternative to a Lease Car of £3,062	
	Chris Sweeney	Chief 3 Finance Director	104,519.00	112,128.00	7.28%	Remuneration includes Financial Alternative to a Lease Car of £3,062	

	Roy Wilsher	Chief Fire Officer		107,562.00		Remuneration includes Financial Alternative to a Lease Car of £3,062	
	David O'Dwyer	Chief Fire Officer	108,580.00			Remuneration includes Financial Alternative to a Lease Car of £3,063	
Kent	Peter Gilroy	Strategic Director of Social Services/ Chief Executive	159,999.00	229,999.00	43.75%	Changed positions in 2005-06	Would only provide a salary band rather than an exact remuneration
	Graham Badman	Strategic Director of Education & Libraries	159,999.00	189,999.00	18.75%		
	David Lewis	Strategic Director - Resources	139,999.00	179,999.00	28.57%		
	Mike Pitt	Chief Executive	219,999.00	169,999.00	-22.73%	Left position in 2005-06	
	Pete Raine	Strategic Director of Strategic Planning	149,999.00	139,999.00	-6.67%		
	Oliver Mills	Social Services Director of Operations/ Strategic Director of Social Services		139,999.00		Job title changed in 2005-06	
	Geoffrey Wild	County Secretary	109,999.00	119,999.00	9.09%		
	DE Cockburn	Chief Information Officer		109,999.00			
	AP Ireland	Area Director of Social Services (West Kent) - Commissioning & Planning		109,999.00			
Lancashire	Christopher Trinick	Chief Executive	176,434.00	181,827.00	3.06%	Remuneration included: 2004-05: Contribution to lease car - £5,500; Returning officer - £5,040 2005-06: Contribution to lease car - £6,000; Returning officer - £5,040	
	Jim Edney	Executive Director for Resources and Deputy Chief Executive	131,809.00	135,594.00	2.87%	Remuneration included: 2004-05: Market supplement - £15,000; Contribution to lease car - £5,500 2005-06: Market supplement - £15,000; Contribution to lease car - £6,000	

	Graham Harding	Executive Director for Environment	122,732.00	126,288.00	2.90%	Remuneration included: 2004-05: Market supplement - £15,000; Contribution to lease car - £5,500; Institute of Civil Engineers membership fee - £271 2005-06: Market supplement - £15,000; Contribution to lease car - £6,000; Institute of Civil Engineers membership fee - £318
	Richard Jones	Executive Director of Adult and Community Services	115,821.00	124,304.00	7.32%	Remuneration included: 2004-05: Market supplement - £15,000; Contribution to lease car - £5,500 2005-06: Market supplement - £15,000; Contribution to lease car - £6,000; Payment for emergency duty - £3,107
	Sue Mulvany	Executive Director for Children and Young People	115,510.00	121,197.00	4.92%	Remuneration included: 2004-05: Market supplement - £15,000; Contribution to lease car - £5,500 2005-06: Market supplement - £15,000; Contribution to lease car - £6,000
Leicestershire	John Sinnott	Chief Executive	145,341.40	149,649.00	2.96%	Remuneration includes: 2004-05: Car allowance - £435; Lease car - £5,102; Telephone allowance - £124.40 2005-06: Car allowance - £435; Lease car - £5,292; Telephone allowance - £120
	Anthony Harrop	Director of Social Services/Director of Corporate Management	102,573.38	110,041.00	7.28%	Transferred positions on 01-10-2005. Remuneration includes: 2004-05: Car allowance - £435; Lease car - £2,407; Telephone allowance - £182.38 2005-06: Car allowance - £435; Lease car - £4,250; Telephone allowance - £185
	Gareth Williams	Director of Children's Services		109,449.27		Remuneration includes: Car allowance - £435; Lease car - £2,674



	Elizabeth McCalla	County Solicitor		105,910.00		Remuneration includes: Car allowance - £435; Lease car - £1,849; Practising Certs - £1,140	
	Alan Morrison	Director of Community Services		105,120.00		Remuneration includes: Car allowance - £435; Lease car - £2,111; Telephone allowance - £88	
	Alan Youd	Director of Resources	107,620.00			Remuneration includes: Car allowance - £435; Lease car - £2,305; Telephone allowance - £114	
Lincolnshire	Tony McArdle	Chief Executive	169,584.00	165,000.00	-2.70%	Remuneration included a relocation payment of £4,584 in 2004-05	
	Peter Duxbury	Director of Children's Services	125,003.11	120,000.00	-4.00%	Remuneration included a relocation payment of £5,003.11 in 2004-05	
	Peter Moore	Director of Resources	120,594.96	120,000.00	-0.49%	Remuneration included medical insurance of £49.58 a month in 2004-05	
	Ian Anderson	Director for Communities	120,000.00	120,000.00	0.00%		
	Richard Wills	Director for Development	120,000.00	120,000.00	0.00%		
	Marcus Coleman	Assistant Chief Executive	115,000.00	100,000.00	-13.04%	Remuneration included a relocation payment of £15,000 in 2004-05	
Norfolk	Tim Byles	Chief Executive	198,554.00	204,165.00	2.83%	Remuneration included: 2004-05: Performance-related Payment - £15,750; Mileage and Sundries - £2,231 2005-06: Performance-related Payment - £16,813; Mileage and Sundries - £2,991	
	Alan Tidmarsh	Director of E Services & Efficiency	100,496.00	126,694.00	26.07%	Remuneration included: 2004-05: Performance-related payment - £5,508; Mileage and Sundries - £656 2005-06 - Performance-related payment - £5,659; Mileage and Sundries - £705; Redundancy - £47,493	

	Lisa Christensen	Director of Social Services/ Director of Children's Services	119,808.00	125,441.00	4.70%	Became Director of Children's Services in 2005-06. Remuneration included: 2004-05: Performance-related payment - £7,791 2005-06 - Performance-related payment - £9,721; Mileage and Sundries - £397	
	Paul Adams	Director of Corporate Resources & Cultural Services		117,065.00		Remuneration included: Performance-related Payment - £8,489; Mileage and Sundries - £1,902	
	Bob Summers	Director of Finance	104,278.00	106,861.00	2.48%	Remuneration included: 2004-05: Performance-related payment - £8,262; Mileage and Sundries - £1,684 2005-06 - Performance-related payment - £8,489; Mileage and Sundries - £1,255	
	Harold Bodmer	Director of Adult Social Services		100,847.00		Remuneration included: Performance-related Payment - £5,377; Mileage and Sundries - £156	
	Dr Bryan Slater	Director of Education	117,964.00			Remuneration included: Performance-related Payment - £3,270; Mileage and Sundries - £2,677	
Northamptonshire	Peter Gould	Chief Executive	177,168.00	182,394.00	2.95%		Would only provide a salary range rather than an exact remuneration
	John Nielson	Executive Director - Finance/ Director for Business Support	118,677.00	122,178.00	2.95%	Position title changed in 2005	
	Rory Borealis	Executive Director - Governance/ Director for Customers and Strategy	118,677.00	122,178.00	2.95%	Position title changed in 2005	
	Michael Reid	Executive Director - Operations/ Commercial Director	118,677.00	122,178.00	2.95%	Position title changed in 2005	
	Andrew Sortwell	Director for Schools/ Director for Children and Young People	109,635.00	122,178.00	11.44%		

	Danny Brennan	Director for Sustainability/ Director for Community Leadership	109,635.00	112,869.00	2.95%	Position title changed in 2005	
	Mark Charters	Director for Community Services	109,635.00	112,869.00	2.95%		
	David Archer	Director for Public Protection	109,635.00	112,869.00	2.95%		
	Hilary Jeanes	Director for HR and Organisational Development	109,635.00	112,869.00	2.95%		
Northumberland	Mark Henderson	Chief Executive	145,957.87	149,232.03	2.24%	Remuneration included P11D benefit of £6,994.93 in 2004-05 and £6,426.03 in 2005-06	
	Trevor Doughty	Executive Director of Children's Services		110,305.79		Remuneration included P11D benefit of £4,258.79	
North Yorkshire	<i>Not yet disclosed</i>						<i>REFUSAL - UNDER APPEAL</i>
Nottinghamshire	Roger Latham	Chief Executive	144,601.00	148,775.00	2.89%	Remuneration includes Benefits in Kind of £829 in 2004-05 and £761 in 2005-06	
	Pamela Tulley	Director of Education	106,531.00	111,311.00	4.49%	Remuneration includes Benefits in Kind of £913 in 2004-05 and £989 in 2005-06	
	David Pearson	Acting Director of Social Services		109,150.00		Remuneration includes Benefits in Kind of £418	
	Peter Webster	Director of Environment		102,931.00		Remuneration includes Benefits in Kind of £926 in 2004-05 and £1,024 in 2005-06	
	Arthur Deakin	Director of Resources		101,952.00		Remuneration includes Benefits in Kind of £47 in 2004-05 and £45 in 2005-06	
	Michael Burrows	Director of Culture and Community		101,316.00		Remuneration includes Benefits in Kind of £935 in 2004-05 and £999 in 2005-06	



	Stuart Brook	Director of Social Services	106,252.00			Left part of the way through 2004-05. Remuneration includes Benefits in Kind of £634	
Oxfordshire	Joanna Simons	Chief Executive	150,000.00	154,425.00	2.95%		
	Richard Dudding	Strategic Director for Environment & Economy	101,643.00	107,772.00	6.03%		
	John Jackson	Strategic Director for Resources	101,643.00	107,772.00	6.03%		
	Charles Waddicor	Strategic Director for Social & Community Services	101,643.00	107,772.00	6.03%	Position title was "Strategic Director of Social & Health Care" until 31-12-2005	
	Keith Bartley	Strategic Director for Children, Young Persons & Families	101,634.00	107,772.00	6.04%	Position title was "Strategic Director of Learning and Culture" until 31-12-2005	
	John Parry	Strategic Director for Community Safety	101,634.00	107,772.00	6.04%	Remuneration included payment for additional duties of £2,124 in 2004-05 and £8,262 in 2005-06	
Shropshire	Carolyn Downs	Chief Executive	117,135.00	135,000.00	15.25%		
	Jack Collier	Corporate Director		101,250.00			
	Elizabeth Nicholson	Corporate Director		101,250.00			
Somerset	<i>Not yet disclosed</i>						ACKNOWLEDGEMENT OF FOI BUT NO RESPONSE
Staffordshire	<i>Not yet disclosed</i>						ACKNOWLEDGEMENT OF FOI BUT NO RESPONSE
Suffolk	Mike More	Chief Executive	129,999.00	139,999.00	7.69%		Would only provide a salary band rather than an exact remuneration



Surrey	Dr Richard Shaw	Chief Executive		207,843.00			
	Michael Taylor	Executive Director	131,130.00	135,393.00	3.25%		
	Debbie Ellis	Executive Director CSR	131,130.00	135,393.00	3.25%		
	Alan Adams	Executive Director	131,130.00	135,393.00	3.25%		
	Christopher McCarthy	Executive Director	131,130.00	135,393.00	3.25%		
	Dr Paul Gray	Executive Director	131,130.00	135,393.00	3.25%		
	Michael Jennings	Director for Policy	104,064.00	135,393.00	30.11%		
	Stephen Myers	Chief Fire Officer	104,064.00	107,448.00	3.25%		
	Ashley Ayre	Head of Children's Services	104,064.00	107,448.00	3.25%		
	Anna Wright	Director for Schools		107,448.00			
	Paul Cohen	Chief Executive	201,300.00				
	Heather Schroeder	Area Director	131,130.00			A person of the same name was also employed as Director of Social Services by Camden council in 2004-05, with a salary of £112,003	
Warwickshire	Ian Caulfield/ Jim Graham	Chief Executive	148,000.00	153,000.00	3.38%	Ian Caulfield retired as Chief Executive in July 2005 and was replaced by Jim Graham in October. The remuneration figure refers to the full year salary attached to the post. Ian Caulfield's (though not Jim Graham's) remuneration inclusive of an option to receive a lease car contribution of £8,000 per annum	

	Eric Wood	County Education Officer		110,000.00		Acted as Acting Chief Executive between July and October 2005 and was then seconded to the Police Authority. Remuneration inclusive of an option to receive a lease car contribution of £6,000 per annum
	David Clarke	County Treasurer/ Strategic Director of Resources	100,000.00	107,000.00	7.00%	Job title changed for the 2005-06 financial year. Remuneration inclusive of an option to receive a lease car contribution of £6,000 per annum
	Marion Davies	Strategic Director, Children, Young People & Families		106,000.00		Remuneration inclusive of an option to receive a lease car contribution of £6,000 per annum
	John Deegan	Strategic Director, Environment & Economy		105,000.00		Remuneration inclusive of an option to receive a lease car contribution of £6,000 per annum
	David Carter	Strategic Director, Performance & Development		104,000.00		Remuneration inclusive of an option to receive a lease car contribution of £6,000 per annum
West Sussex	Mark Hammond	Chief Executive	178,296.00	188,202.00	5.56%	Became Chief Executive on 09-08-2004, was previously Director for Environment and Development. Remuneration included: 2004-05: Expenses - £3,196 2005-06: Subsistence - £2,475; Travel - £2,419; Mileage - £2,955
	Bryan Robinson	County Treasurer		139,973.00		Became Country Treasurer on 25-04-2005, was previously Deputy Director for Resources and Deputy County Treasurer. Total remuneration included: Car - £6,268; Subsistence - £592; Travel - £622; Mileage - £183; Additional duties as Treasurer to Sussex Police Authority - £5,000

	John Dixon	Director for Adult Services	127,847.00	136,525.00	6.79%	Remuneration included: 2004-05: Expenses - £4,247 2005-06: Subsistence - £731; Travel - £317; Mileage - £3,169; Additional duties as Deputy Chief Executive to Sussex Police Authority - £5,000	
	Robert Black	Director for Children and Young People's Services	132,174.00	134,042.00	1.41%	Remuneration includes: 2004-05: Expenses - £8,574 2005-06: Car - £1,694; Subsistence - £605; Travel - £806; Mileage - £3,629	
	Kieran Stigant	Director for Environment & Development	129,778.00	132,408.00	2.03%	Became Director for Environment & Development on 09-08-2004, was previously Director for Community Engagement. Remuneration included: 2004-05: Expenses - £6,178 2005-06: Car - £4,021; Subsistence - £496; Travel - £583	
	Mike Kendall	County Secretary	124,842.00	129,125.00	3.43%	Remuneration included: 2004-05: Expenses - £1,242 2005-06: Subsistence - £633; Mileage - £1,184	
	Lesley Ottery	Director for Business Improvement		127,490.00		Took up position on 22-08-2005. Remuneration included expenses of £182	
	Martin Burrell	County Fire & Rescue Officer	108,168.00	110,648.00	2.29%	Remuneration included: 2004-05: Expenses - £3,168 2005-06: Subsistence - £744; Travel - £708; Mileage - £1,046	
	Helen Kilpatrick	Director for Resources and County Treasurer	150,987.00			Remuneration included: Expenses - £7,387; Additional duties as Deputy Chief Executive and Treasurer to Sussex Police Authority	
Wiltshire	Keith Robinson	Chief Executive	139,999.00	149,999.00	7.14%	Remuneration included P11D benefits of £4,191 in 2004-05 and £1,031 in 2005-06	Would only provide a salary band rather than an exact

	Janet Relfe	Deputy Chief Executive & Director of Corporate & Library Services	109,999.00	119,999.00	9.09%		remuneration
	Bob Wolfson	Director - Children & Education		109,999.00			
Worcestershire	<i>Not yet disclosed</i>						REFUSAL - UNDER APPEAL
<b>English unitary authorities</b>							
Bath and North East Somerset	John Everitt	Chief Executive	119,999.00	130,000.00	8.33%		Refused to provide total remuneration and would only provide a salary band
Blackburn with Darwen	Philip Watson	Chief Executive	142,369.70	146,609.38	2.98%		
	Graham Burgess	Executive Director	100,630.96	103,486.96	2.84%	Includes £4,000 "additional benefits"	
	Harry Catherall	Executive Director	100,504.00	103,360.00	2.84%	Includes £4,000 "additional benefits"	
	Alan Cotton	Director		102,284.28		Includes £3,750 "additional benefits"	
	Peter Morgan	Director		102,177.00		Includes £3,750 "additional benefits"	
	Adam Cedric Scott	Director		100,179.00		Includes £3,750 "additional benefits"	
Blackpool	<i>Not yet disclosed</i>						REFUSAL - UNDER APPEAL
Bournemouth	Pamela Donnellan	Chief Executive		116,358.00		Took over as Chief Executive in 2005-06. Full year salary given	Refused to provide remuneration breakdown
	Paul Godier	Chief Executive	113,025.00			Left position in 2005-06	
Bracknell Forest	Timothy Wheadon	Chief Executive	125,967.00	140,700.00	11.70%	Remuneration included a lump sum of up to £900 per annum in both years	Refused to provide name
	Tony Eccleston	Deputy Chief Executive	108,349.00	111,547.00	2.95%	Remuneration included a lump sum of up to £900 per annum in both years	



	Alex Walters	Director of Children's Services		101,406.00		Remuneration included a lump sum of up to £900 plus a 9.5 per cent Market Premium payment	
	?	Director		101,406.00		Remuneration included a lump sum of up to £900	
	?	Director		101,406.00		Remuneration included a lump sum of up to £900	
Brighton and Hove	<i>Not yet disclosed</i>						REFUSAL - UNDER APPEAL
Bristol, City of	Nick Gurney	Chief Executive		145,929.00			Would only provide salary band rather than an exact remuneration and failed to provide data for 2004-05. Failed to provide accurate information.
Darlington	Ada Burns	Chief Executive		146,700.00		Remuneration included additional payments of £1,700	Refused to provide name
	Margaret Asquith	Director of Children's Services		108,687.00		Remuneration included additional payments of £2,700	
	Cliff Brown	Director of Community Services		108,587.00		Remuneration included additional payments of £2,600	
	Barry Keel	Chief Executive	146,150.00			Remuneration included additional payments of £2,300	
Derby	Ray Cowlshaw	Chief Executive	122,868.68	141,195.16	14.92%	Includes: 2004-05: Essential car user allowance - £1,011.68; Telephone allowance - £210 2005-06: Essential car user allowance - £985.16; Telephone allowance - £210	Would only provide a range for base salary rather than an exact amount

East Riding of Yorkshire	Nigel Pearson	Director of Law, Administration, Planning & Property/ Chief Executive	113,846.66	130,815.04	14.90%	Became Chief Executive on 01-10-2005. Remuneration included: 2004-05: Car allowance - £4,380; Honorarium - £6,612.90; Mileage/subsistence - £553.76 2005-06: Car allowance - £5,259.96; Mileage/subsistence - £396.13
	John Mager	Director of Lifelong Learning/ Director of Children, Family & Adult Services	107,222.96	110,516.20	3.07%	Changed positions in 2005-06. Is now retired. Remuneration included: 2004-05: Car allowance - £4,380; Mileage/subsistence - £542.96 2005-06: Car allowance - £4,497.96; Mileage/subsistence - £700.24
	Jack Blackmore	Director of Social Services, Housing & Public Protection/ Director of Policy & Strategy	106,909.75	110,240.50	3.12%	Changed positions in 2005-06. Is now retired. Remuneration included: 2004-05: Car allowance - £4,380; Mileage/subsistence - £229.45 2005-06: Car allowance - £4,497.96; Mileage/subsistence - £394.54; Social worker fee - £30
	Huw Roberts	Director of Operational Services/ Director of Customer Services	106,877.31	110,181.72	3.09%	Changed positions in 2005-06. Remuneration included: 2004-05: Car allowance - £4,380; Mileage/subsistence - £197.31 2005-06: Car allowance - £4,497.96; Mileage/subsistence - £365.76
	Sue Lockwood	Director of Corporate Resources		103,776.82		Remuneration included: Car allowance - £4,048.50; Mileage/subsistence - £101.90; Responsibility allowance - £4,269.72
	Darryl Stephenson	Chief Executive	164,316.69			Is now retired. Remuneration included: Car allowance - £6,021.96; BUPA subscription - £2,860.33; Mileage/subsistence - £601.40

	John Butler	Director of Finance & Information Technology	109,254.39			Is now retired. Remuneration included: Car allowance - £4,380; Mileage/subsistence - £2,574.39	
	Eric Heath	Director of Personnel & Performance	106,797.25			Is now retired. Remuneration included: Car allowance - £4,380; Mileage/subsistence - £117.25	
Halton	<i>Not yet disclosed</i>						<i>ACKNOWLEDGEMENT OF FOI BUT NO RESPONSE</i>
Hartlepool	Paul Walker	Chief Executive	129,999.00	139,999.00	7.69%		Refused to provide remuneration details and would only refer to the published accounts for the salary band
Isle of Wight	Mike Fisher	Chief Executive	119,999.00			Left in 2005-06	Would only provide a salary band rather than an exact remuneration and refused to provide information on three members of staff who left in 2005-06, all of whom are detailed in the published accounts as earning above £100,000
Kingston upon Hull, City of	Kim Ryley	Chief Executive		174,102.00		Remuneration included: Election fee - £4,388; Performance-related pay - £10,000; Recruitment incentive - £1,044	
	Andrew Snowden	Corporate Director	110,594.97	114,030.96	3.11%	Remuneration included: 2004-05: Arrears for pay award - £1,973.33 2005-06: Mileage - £174.96	

	Kenneth Foote	Corporate Director	110,692.23	113,887.86	2.89%	Remuneration included: 2004-05: Mileage and subsistence - £97.26; Arrears for pay award - £1,973.33 2005-06: Mileage - £31.86	
	David Gibson	Corporate Director	110,746.39	113,856.00	2.81%	Remuneration included: 2004-05: Mileage and subsistence - £151.42; Arrears for pay award - £1,973.33	
	Stephen Barrett	Corporate Director	110,594.97	113,856.00	2.95%	Remuneration included arrears for pay award of £1,973.33 in 2004-05	
	Janet Whipps	Acting Chief Executive - Pathfinder		106,759.64			
	Jan Didrichsen	Chief Executive	197,100.66			Remuneration included: Election fee - £6,636.63; Added years taxable - £26,236.13; Arrears for pay award - £2,244.65; Holiday pay in lieu - £4,529.87; Redundancy - £75,829.88	
	Helen McMullen	Corporate Director	110,594.97			Remuneration included arrears for pay award of £1,973.33 in 2004-05	
Leicester	Rodney Green	Chief Executive	143,350.00	154,118.00	7.51%	Remuneration included: 2004-05: Telephone allowance - £119; Essential car user allowance - £744 2005-06: Telephone allowance - £119; Essential car user allowance - £771	
Luton	Colin Chick	Corporate Director - Environment & Regeneration		115,155.97		Remuneration included: Recruitment/retention allowance - £11,000; Car lease cash equivalent - £4,515; Election duties - £60	
	Jo Cleary	Corporate Director - Housing & Community Living		110,114.20		Remuneration included: Recruitment/retention allowance - £11,000; Car lease cash equivalent (includes arrears from previous year) - £7,901; Election duties - £60; GSCC fees - £30; Subsistence - £88.20	

	Tony Dessent	Corporate Director - Children & Learning		106,936.49		Remuneration included: Recruitment/retention allowance - £11,000; Car lease cash equivalent - £4,515; Election duties - £60; Mileage/subsistence - £326.49	
	Darra Singh	Chief Executive	121,251.37			Is no longer in position. Remuneration included: Election duties/returning officer - £420; Recruitment/retention allowance - £6,850; Mileage/subsistence - £920.37	
Medway	Judith Armitt	Chief Executive	128,520.00	132,312.00	2.95%	Remuneration includes a Special Allowance of £7,452 in 2004-05 and £7,671 in 2005-06	Refused to provide name and would only provide salary bands rather than exact salary
	Ann Windiate	Director of Health & Community Services	109,551.00	112,785.00	2.95%	Remuneration includes a Special Allowance of £6,681 in 2004-05 and £6,879 in 2005-06. Position changed to Director of Community Services on 01-01-2006	
	Neil Davies	Director of Finance and Corporate Services		112,785.00		Remuneration includes a Special Allowance of £6,879	
Middlesbrough	Jan Richmond	Chief Executive		123,915.00		Remuneration included car allowance of £993	
	Brian Dinsdale	Chief Executive	125,136.00			Remuneration included car allowance of £716	
Milton Keynes	John Best	Chief Executive	125,463.00	132,975.00	5.99%		
North East Lincolnshire	<i>Not yet disclosed</i>						ACKNOWLEDGEMENT OF FOI BUT NO RESPONSE
North Lincolnshire	Simon Driver	Chief Executive		109,929.66		Remuneration included 7% lease car	
	Mike Hunter	Deputy Chief Executive		106,780.65		Remuneration included 7% lease car	
North Somerset	Graham Turner	Chief Executive		120,000.00			



Nottingham	<i>Not yet disclosed</i>						<i>NO RESPONSE</i>
Peterborough	<i>Not yet disclosed</i>						<i>DELAY</i>
Plymouth	Barry Keel	Chief Executive		158,673.00			
Poole	John McBride	Chief Executive	107,791.00	113,429.00	5.23%	Remuneration included private medical insurance and mileage of £343 in 2004-05 and £326 in 2005-06	
Portsmouth	Marion Headicar	Chief Executive	122,325.00	125,898.00	2.92%		
Reading	<i>Not yet disclosed</i>						<i>NO RESPONSE</i>
Redcar and Cleveland	Colin Moore	Chief Executive	122,562.90	143,628.90	17.19%		Refused to provide name
	Maurice Bates	Director of Health & Social Care		107,172.40			
	Ray Richardson	Director of Finance, Performance & Procurement		105,815.80			
	Dr Joan Rees	Director of Development		105,372.42			
	Jenny Lewis	Director of Education		105,181.00			
	Simon Dale	Director of Area Management		103,283.51			
Rutland	<i>Not yet disclosed</i>						<i>ACKNOWLEDGEMENT OF FOI BUT NO RESPONSE</i>
Slough	Cheryl Coppel	Chief Executive	100,000.00	100,000.00	0.00%		Refused to provide exact remuneration figure. Minimum remuneration estimate was therefore made
	Janet Tomlinson	Director - Education & Children's Services		100,000.00			
	Dawn Warwick	Director - Community & Cultural Services		100,000.00			

South Gloucestershire	Amanda Phillips	Chief Executive	132,000.00	144,000.00	9.09%	Remuneration included: 2004-05: Travel expenses - £1,000; Employer pension contribution - £13,000 2005-06: Travel expenses - £2,000; Employer pension contribution - £15,000	Refused to provide name
	Therese Gillespie	Director of Children & Young People		125,000.00		Remuneration included: Travel expenses - £1,000; Employer pension contribution - £13,000	
Southampton	Brad Roynon	Chief Executive	132,125.25	140,543.22	6.37%	Remuneration included: 2004-05: Essential lump sum - £943.11; Mortgage assistance - £550.74; Telephone rent - £122.40 2005-06: Essential lump sum - £999.86; Mortgage assistance - £232.96; Telephone rent - £122.40	
	Mr MD Smith	Executive Director Leisure, Culture & Tourism	107,537.40	114,503.49	6.48%	Remuneration included: 2004-05: Fixed car allowance - £3,588; Telephone rent - £122.40 2005-06: Fixed car allowance - £3,588; Pay in lieu of holiday amount - £2,499.09; Salary arrears - £3,762; Telephone rent - £122.40	
	Dr John Beer	Executive Director Health & Social Care	101,943.90	106,928.40	4.89%	Remuneration included: 2004-05: Fixed car allowance - £3,528; Telephone rent - £122.40 2005-06: Fixed car allowance - £3,528; Telephone rent - £122.40	
Southend-on-Sea	Robert Tinlin	Chief Executive & Town Clerk		144,000.00		Remuneration included: Benefits in kind - £5,000; Elections - £4,000	
	David Andrews	Borough Treasurer	113,000.00	118,000.00	4.42%	Remuneration included: 2004-05: Benefits in kind - £3,000 2005-06 - Benefits in kind - £3,000	

	John Williams	Deputy Town Clerk & Monitoring Officer	103,000.00	107,000.00	3.88%	Remuneration included: 2004-05: Benefits in kind - £1,000; Elections - £2,000 2005-06 - Benefits in kind - £1,000; Elections - £1,000	
	David Watts	Director of Technical & Environmental Services		106,000.00		Remuneration included benefits in kind of £1,000	
	Philip Stepney	Director of Community Services		104,000.00		Remuneration included benefits in kind of £3,000	
	John Dallaway	Director of Leisure, Culture & Amenity Services	101,000.00			Remuneration included benefits in kind of £3,000	
Stockton-on-Tees	George Garlick	Chief Executive	125,910.00	138,501.00	10.00%		
Stoke-on-Trent	<i>Not yet disclosed</i>						ACKNOWLEDGEMENT OF FOI BUT NO RESPONSE
Swindon	<i>Not yet disclosed</i>						ACKNOWLEDGEMENT OF FOI BUT NO RESPONSE
Telford and Wrekin	Michael Frater	Chief Executive	131,752.34	157,885.02	19.83%	Remuneration included: 2004-05: Telephone allowance - £124.20; Mileage lump sum - £744; Mileage - £713.36; Expenses - £170.78 2005-06: Returning Officer - £5,380.52; Telephone allowance - £124.20; Mileage lump sum - £771; Mileage - £1091.50; Expenses - £517.80	Refused to provide name
	?	Corporate Director		108,669.01		Remuneration included: Telephone allowance - £124.20; Mileage lump sum - £771; Mileage - £802.21; Expenses - £1,068.10	
	?	Corporate Director		102,009.23		Remuneration included: Telephone allowance - £124.20; Mileage lump sum - £771; Mileage - £470.63; Expenses - £113.40	



	?	Corporate Director		101,673.80		Remuneration included: Telephone allowance - £124.20; Mileage lump sum - £771; Mileage - £143.90; Expenses - £104.70	
Thurrock	<i>Not yet disclosed</i>						<i>REFUSAL - UNDER APPEAL</i>
Torbay	?	?	103,813.88	105,737.50	1.85%	Remuneration included: 2004-05: Honorary - £15,999.96; Essential user lump sum - £744; Expenses - £115.50; Mileage - £1,055.42 2005-06: Bonus - £23,801.50; Essential user lump sum - £385.50; Expenses - £87.10; Mileage - £422.40; Settlement - £9,225	Refused to provide name or position
	Richard Painter	Managing Director	156,354.37			Remuneration included: Benefits in kind - £23.26; Bonus - £15,000; Essential user lump sum - £744; Expenses - £1129.26; Mileage - £744.81	
Warrington	<i>Not yet disclosed</i>						<i>NO RESPONSE</i>
West Berkshire	Chris Gittens	Headteacher on secondment to the DfES		104,336.00		Salary paid by the DfES	Refused to provide name, salary and termination payment figure for Chris Emerson. The published accounts for 2004-05 list one member of staff earning between £100,000 and £109,999 and it was therefore assumed that this referred to the individual in question
	Chris Emerson	Head of Scrutiny	109,999.00			FoI response indicated that the total figure included a termination payment	

Windsor and Maidenhead	David Lunn	Chief Executive	126,618.00	128,093.00	1.16%	Remuneration included: 2004-05: Committee attendance - £2,089; Duties as Returning Officer - £4,415; Telephone allowance - £114 2005-06: Committee attendance - £1,344; Duties as Returning Officer - £3,095; Telephone allowance - £114	Would only provide a salary range rather than an exact salary
	David Oram	Director of Leisure, Culture & Property Services & Interim Director of Planning & Environment		125,227.23		Was Acting Chief Executive from June-September 2005 and Interim Director of Planning & Environment from December 2005-March 2006. Remuneration included: Committee attendance - £1,089; Telephone allowance - £114; Bonus - £15,000; Acting up allowance - £7,103.23	
	Jim Gould	Director of Social Services	110,352.50	113,022.20	2.42%	Remuneration included: 2004-05: Committee attendance - £1,341; Bonus - £10,000; Taxi travel - £11.50 2005-06: Committee attendance - £1,050; Duties as Returning Officer - £50; Bonus - £10,000; Taxi travel - £1.20	
Wokingham	Doug Patterson	Chief Executive	120,190.00	126,213.00	5.01%		Refused to provide name
	Paul Turrell	Deputy Chief Executive	106,725.00	109,872.00	2.95%		
York	David Atkinson	Chief Executive	112,143.00	114,318.00	1.94%		Refused to provide name and would only provide a salary band rather than an exact remuneration
<b>Welsh unitary authorities</b>							
Blaenau Gwent	<i>Not yet disclosed</i>						ACKNOWLEDGEMENT OF FOI BUT NO RESPONSE

Bridgend	Keri Lewis	Chief Executive	114,737.46	118,751.77	3.50%	Remuneration included a lease car worth £6,344.03 in both 2004-05 and 2005-06	Refused to provide name
Bridgend	Lyn James	Executive Director - Resources	116,718.87	119,553.09	2.43%	Remuneration included a lease car worth £8,993.38 in both 2004-05 and 2005-06	Refused to provide name
Caerphilly	Malgwyn Davies	Chief Executive	121,181.68	110,370.28	-8.92%	Remuneration included: 2004-05: Mileage - £211.30; Expenses - £321.44; Benefits in kind - £3,446.60; Returning Officer payment - £20,824.84 2005-06: Mileage - £588.33; Car lump sum - £706.75; Expenses - £112.60; Compensation for loss of lease car - £8,000; Benefits in kind - £820.87; Returning Officer payment - £925.73	
Cardiff	Byron Davies	Chief Executive	143,850.00	139,280.00	-3.18%		Refused to provide name
	?	Corporate Director	107,893.00	111,072.00	2.95%		
	?	Corporate Director	107,889.00	111,072.00	2.95%		
	?	Corporate Director	107,889.00	111,036.00	2.92%		
	Jo Farrar	Assistant Chief Executive		107,424.00			
	?	Corporate Director	118,164.00				
	?	Corporate Director	107,889.00				
Carmarthenshire	<i>Not yet disclosed</i>						REFUSAL - UNDER APPEAL
Ceredigion	<i>No staff over £100,000</i>						
Conwy	<i>No staff over £100,000</i>						
Denbighshire	Ian Miller	Chief Executive	115,076.45	108,033.00	-6.12%	Remuneration included: 2004-05: Honorarium: £6,000; Returning officer - £12,761.45 2005-06: Honorarium - £6,177; Returning officer - £2,700	

Flintshire	Philip McGreevy	Chief Executive		101,000.00			Refused to provide name or position. It was assumed that the remuneration package quoted referred to the Chief Executive
Gwynedd	<i>No staff over £100,000</i>						
Isle of Anglesey	<i>Not yet disclosed</i>						<i>NO RESPONSE</i>
Merthyr Tydfil	Alistair Neill	Chief Executive	123,969.00	127,658.00	2.98%	Remuneration includes Benefits in Kind worth £562 in 2004-05 and £615 in 2005-06	
Monmouthshire	<i>No staff over £100,000</i>						
Neath Port Talbot	<i>Not yet disclosed</i>						<i>NO RESPONSE</i>
Newport	<i>Not yet disclosed</i>						<i>NO RESPONSE</i>
Pembrokeshire	Bryn Parry-Jones	Chief Executive	139,999.00	139,999.00	0.00%		Would only provide a salary band rather than an exact remuneration
Powys	Mark Kerr	Chief Executive		109,780.95		Remuneration included: Company Car - £7,694; Election Fees - £834.66; Other Viable Expenses - £95.79	
Rhondda, Cynon, Taff	Keith Griffiths	Chief Executive		119,999.00			Refused to provide name or position. It was therefore assumed that the highest paid individual was the Chief Executive
	Kim Ryley	Chief Executive	100,000.00				

Swansea	<i>No staff over £100,000</i>						
The Vale of Glamorgan	John Evans	Chief Executive	109,976.93	126,046.34	14.61%	Remuneration included: 2004-05: Telephone allowance - £212.36; Subsistence - £46.62; P11D Taxable benefit cars/mileage - £950.62; P11D Car loan taxable benefit - £333.33 2005-06: Telephone allowance - £159.27; Subsistence - £184.88; P11D Taxable benefit cars/mileage - £997.69; P11D car loan taxable benefit - £263	
Torfaen	<i>Not yet disclosed</i>						<i>ACKNOWLEDGEMENT OF FOI BUT NO RESPONSE</i>
Wrexham	?	Retired	159,999.00				Refused to give name, position, salary or retirement payoff for the two retirees. Information was taken from the published accounts
	?	Retired	149,999.00				
	Isobel Garner	Chief Executive	109,661.00			Remuneration included: Election fees - £16,150; Relocation expenses - £2,000; Car benefit - £620; Telephone allowance - £104	
<b>Northern Irish district council areas</b>							
Antrim	<i>No staff over £100,000</i>						
Ards	<i>No staff over £100,000</i>						
Armagh	<i>No staff over £100,000</i>						
Ballymena	<i>No staff over £100,000</i>						
Ballymoney	<i>No staff over £100,000</i>						

Banbridge	<i>No staff over £100,000</i>						
Belfast	Peter McNaney LLB	Chief Executive	108,968.25	122,743.53	12.64%	Remuneration included: 2004-05: Car lump sum - 953.25 2005-06: Car lump sum - 985.80; additional payment for duties as Deputy Returning Officer for Belfast City Council's election - £8,138.73	
Carrickfergus	<i>No staff over £100,000</i>						
Castlereagh	<i>No staff over £100,000</i>						
Coleraine	<i>No staff over £100,000</i>						
Cookstown	<i>Not yet disclosed</i>						<i>NO RESPONSE</i>
Craigavon	<i>No staff over £100,000</i>						
Derry City	<i>No staff over £100,000</i>						
Down	<i>Not yet disclosed</i>						<i>NO RESPONSE</i>
Dungannon	<i>No staff over £100,000</i>						
Fermanagh	<i>Not yet disclosed</i>						<i>NO RESPONSE</i>
Larne	<i>No staff over £100,000</i>						
Limavady	<i>No staff over £100,000</i>						
Lisburn	<i>No staff over £100,000</i>						
Magherafelt	<i>No staff over £100,000</i>						

Moyle	No staff over £100,000						
Newry and Mourne	No staff over £100,000						
Newtownabbey	No staff over £100,000						
North Down	No staff over £100,000						
Omagh	No staff over £100,000						
Strabane	No staff over £100,000						
<b>Scottish council areas</b>							
Aberdeen City	Douglas Paterson	Chief Executive	119,277.00	122,193.00	2.44%	Remuneration included: 2004-05: Telephone allowance - £119; Travel - £1,265 2005-06: Travel - £822	Refused to provide remuneration details of 6 additional employees who were made redundant in 2005-06 and whose remuneration exceeded £100,000 because of a severance payment
Aberdeenshire	Not yet disclosed						REFUSAL - UNDER APPEAL
Angus	Alexander Watson	Chief Executive	100,701.00			A new Chief Executive was appointed in July 2005. His total remuneration in 2005-06 did not exceed £100,000	
Argyll and Bute	No staff over £100,000						
Clackmannanshire	No staff over £100,000						

Dumfries and Galloway	David Strang	Chief Constable	126,530.30	125,099.46	-1.13%	Remuneration includes Non-Taxable Payments of £2,082.96 in 2004-05 and £2,614.29 in 2005-06	
	Philip Jones	Chief Executive	120,584.06	123,724.37	2.60%	Remuneration includes Non-Taxable Payments of £3,911.47 in 2004-05 and £3,611.75 in 2005-06	
	Bob Ovens	Deputy Chief Constable	102,120.89			Remuneration includes a Non-Taxable Payment of £981	
Dundee City	<i>Not yet disclosed</i>						REFUSAL - UNDER APPEAL
East Ayrshire	Fiona Lees	Chief Executive	104,668.00	107,286.00	2.50%		
East Dunbartonshire	Sue Bruce	Chief Executive		110,277.75		Sue Bruce replaced Vicky Nash in 2004-05. Remuneration included annual car allowance of £833.95 and business travel expenses of £1,434.80	
	Vicky Nash	Chief Executive	106,551.05			Sue Bruce replaced Vicky Nash in 2004-05. Remuneration included annual car allowance of £833.95 and business travel expenses of £803.10	
East Lothian	John Lindsay	Chief Executive	110,584.00	113,786.81	2.90%	Package included: 2004-05: Travel - £14,358.15; Subsistence - £4.45; Telephone - £420.00 2005-06: Travel - £13,549.91; Interim Allowance - £1,231.81; Subsistence - £13.34; Telephone - £385.00	
East Renfrewshire	<i>Not yet disclosed</i>						NO RESPONSE
Edinburgh, City of	<i>Not yet disclosed</i>						REFUSAL - UNDER APPEAL
Eilean Siar	<i>No staff over £100,000</i>						
Falkirk	Mary Pitcaithly	Chief Executive	113,869.00	117,155.00	2.89%		



Fife	Douglas Sinclair	Chief Executive	145,748.71	150,054.57	2.95%	Remuneration included Other Expenses of £1,044.97 in 2004-05 and £1,098.04 in 2005-06	Refused to provide name
Glasgow City	George Black	Chief Executive	141,112.11	148,552.19	5.27%		
	David Comley	Director - Social Work	114,602.29	117,941.98	2.91%		
	Lynn Brown	Director - Financial Services	114,602.29	117,941.98	2.91%		
	Ronnie O'Connor	Director of Education	114,602.29	116,127.49	1.33%		
	Mr I Drummond	Solicitor to the Council	104,335.98	107,375.97	2.91%		
	Robert O'Neill	Director - Environmental Protection	104,335.98	107,375.97	2.91%		
	Mr R Booth	Director - Land Services	104,335.98	107,375.97	2.91%		
	William Docherty	Director - Building Services	104,335.98	107,375.97	2.91%		
	Mr FA Chambers	Director - Direct & Care Services	104,335.98	107,375.97	2.91%		
	Bridget McConnell	Director - Culture & Leisure	104,335.98	107,375.97	2.91%		
	Steve Inch	Director - Development & Regeneration		107,375.97		Promoted to Director 31-01-2005	
Highland	Arthur McCourt	Chief Executive	126,671.70	129,697.20	2.39%	Remuneration included expenses of £3,370.68 in 2004-05 and £2,759.16 in 2005-06	
	Alistair Dodds	Director of Corporate Services & Deputy Chief Executive		107,692.77		Remuneration included expenses of £2,604.69	

Inverclyde	Robert Cleary	Chief Executive		101,329.00		Robert Cleary left on 14-10-2005 and was replaced by John Mundell on 06-03-2006. Robert Cleary's remuneration included: Lump sum for essential car user allowance - £822; Travel costs - £363.32; Telephone rental/calls - £92.50. Full year salary given	
	John Mundell	Chief Executive		101,329.00		Robert Cleary left on 14-10-2005 and was replaced by John Mundell on 06-03-2006. John Mundell's remuneration included a lump sum for essential car user allowance of £822. Full year salary given	
Midlothian	<i>No staff over £100,000</i>						
Moray	<i>No staff over £100,000</i>						
North Ayrshire	Ian Snodgrass	Chief Executive		116,269.00		Remuneration included car user allowance of £822 and reimbursement of travel and subsistence expenditure of £757	
North Lanarkshire	Gavin Whitefield	Chief Executive	128,299.26	134,359.36	4.72%	Remuneration included performance-related pay of £4,321.26 in 2004-05 (the maximum performance-related pay was £11,869 in 2004-05) and £7,282.36 in 2005-06 (the maximum performance-related pay was £12,165 in 2005-06)	
	Michael O'Neill	Director of Education	103,404.54	107,847.09	4.30%	Remuneration included performance-related pay of £3,307.54 in 2004-05 (the maximum performance-related pay was £9,078 in 2004-05) and £5,787.09 in 2005-06 (the maximum performance-related pay was £9,306 in 2005-06)	

	Alistair Crichton	Director of Finance	102,977.54	107,758.91	4.64%	Remuneration included performance-related pay of £2,880.54 in 2004-05 (the maximum performance-related pay was £9,078 in 2004-05) and £5,698.91 in 2005-06 (the maximum performance-related pay was £9,306 in 2005-06)
	Tom McKenzie	Director of Housing and Property Services	102,891.53	107,758.91	4.73%	Remuneration included performance-related pay of £2,794.53 in 2004-05 (the maximum performance-related pay was £9,078 in 2004-05) and £5,698.91 in 2005-06 (the maximum performance-related pay was £9,306 in 2005-06)
	Paul Jukes	Director of Community Services	102,805.54	107,758.91	4.82%	Remuneration included performance-related pay of £2,708.54 in 2004-05 (the maximum performance-related pay was £9,078 in 2004-05) and £5,698.91 in 2005-06 (the maximum performance-related pay was £9,306 in 2005-06)
	John O'Hagan	Director of Administration		107,758.91		Remuneration included performance-related pay of £5,698.91 (the maximum performance-related pay was £9,306 in 2005-06)
	James Dickie	Director of Social Work		107,582.55		Remuneration included performance-related pay of £5,522.55 (the maximum performance-related pay was £9,306 in 2005-06)
	David Porch	Director of Planning and Environment	102,720.54	107,053.47	4.22%	Remuneration included performance-related pay of £2,623.54 in 2004-05 (the maximum performance-related pay was £9,078 in 2004-05) and £4,993.47 in 2005-06 (the maximum performance-related pay was £9,306 in 2005-06)

Orkney Islands	<i>No staff over £100,000</i>						
Perth and Kinross	Bernadette Malone	Chief Executive	112,039.05	112,855.51	0.73%	Remuneration included: 2004-05: Returning Officer fee, elections - £7,548; Reimbursement of travel expenses incurred - £408.05; Reimbursement of subsistence - £250 2005-06: Returning Officer fee, election - £2,500; Reimbursement of travel expenses incurred - £119.55	
	Janice Milne	Director of Environmental Services	138,833.66			Remuneration included a redundancy payment of £47,421.45 and reimbursement of travel expenses of £82.25	
Renfrewshire	Tom Scholes	Chief Executive	116,427.90	233,029.72	100.15%	2005-06 remuneration included a Redundancy payment of £113,015.10 and Travel Expenses of £161.50	
	Bernard Forteath	Director of Environmental Services		185,666.99		Remuneration includes a Redundancy payment of £114,665.10 and Travel Expenses of £269.81	
	William Hughes	Director of Finance		140,858.36		Remuneration includes £233.10 Travel Expenses and £2,243.29 Pay in lieu of holidays	
Scottish Borders	David Hume	Chief Executive	104,908.46	108,002.84	2.95%	Remuneration included a telephone allowance of £126.96 in both 2004-05 and 2005-06	Refused to provide name
Shetland Islands	<i>No staff over £100,000</i>						
South Ayrshire	Tom Cairns	Chief Executive	109,218.00	112,853.00	3.33%	Remuneration included taxable benefits of £2,276 in 2004-05 and £2,756 in 2005-06	Refused to provide name
South Lanarkshire	Archie Strang	Deputy Chief Executive/ Chief Executive	115,260.00	132,396.00	14.87%	Became Chief Executive in 2005-06	

	Linda Hardie	Executive Director - Community Resources/ Deputy Chief Executive	107,687.00	115,825.00	7.56%	Became Deputy Chief Executive in 2005-06. Remuneration included car user allowance of £822 in 2005-06	
	Ian Urquhart	Executive Director - Enterprise Resources	110,005.00	112,743.00	2.49%	Remuneration included car user allowance of £822 in each year	
	Jim Hayton	Executive Director - Housing & Technical Resources	106,976.00	111,191.00	3.94%	Remuneration included car user allowance of £822 in each year	
	Ken Arthur	Executive Director - Education Resources	106,154.00	111,191.00	4.74%	Remuneration included car user allowance of £822 in 2005-06	
	Norman Anderson	Executive Director - Community Resources		109,640.00		Remuneration included car user allowance of £822	
	Robert McIlwain	Executive Director - Corporate Resources		109,640.00		Remuneration included car user allowance of £822	
	Harry Stevenson	Executive Director - Social Work Resources		109,640.00		Remuneration included car user allowance of £822	
	Michael Docherty	Chief Executive	136,685.00			Remuneration included car user allowance of £822	
	Sandy Cameron	Executive Director - Social Work Resources	110,005.00			Remuneration included car user allowance of £822	
	Alan Cuthbertson	Executive Director - Corporate Resources	109,183.00				
Stirling	<i>No staff over £100,000</i>						
West Dunbartonshire	Tim Huntingford	Chief Executive	102,621.94	105,649.17	2.95%		
West Lothian	Alexander Linkston	Chief Executive	130,824.61	137,508.86	5.11%	Remuneration included: 2004-05: Benefits - £647.28; Employers pension contribution - £19,572.39 2005-06: Benefits - £513.86; Employers pension contribution - £21,192	

	Kate Reid	Director of Education	111,390.19	117,132.19	5.15%	Remuneration included: 2004-05: Benefits - £583.89; Employers pension contribution - £16,659.95 2005-06: Benefits - £521.59; Employers pension contribution - £18,038.64	
	James Dickson	Director of Development & Environmental Services	111,589.30	116,610.60	4.50%	Remuneration included: 2004-05: Benefits - £783; Employers pension contribution - £16,659.95 2005-06: Employers pension contribution - £18,038.64	
	Martin Armstrong	Director of Customer & Support Services		108,540.92		Remuneration included: Benefits - £628.26; Employers pension contribution - £16,693.19	
<b>English metropolitan districts</b>							
Barnsley	Philip Coppard	Chief Executive	113,273.00	116,611.00	2.95%	Remuneration included professional subscriptions of £248 in 2004-05 and £253 in 2005-06	
	David Kennedy	Executive Director	101,871.00	104,718.00	2.79%	Remuneration included professional subscriptions of £150 in 2004-05	
Birmingham	Stephen Hughes	Strategic Director - Resources	120,219.00	132,921.64	10.57%	2005-06 figure included a payment of £9,156.64 in respect of additional duties undertaken in the absence of a Chief Executive for part of the year	Refused to provide name
	Elaine Elkington	Strategic Director - Housing		131,180.75		2005-06 figure included a payment of £9,185.75 which was in respect of an underpayment made in the previous year	
	David Pywell	Strategic Director - Development	127,182.00	130,935.00	2.95%		
	Peter Hay	Strategic Director - Social Care & Health	127,182.00	130,935.00	2.95%		
	Tony Howell	Strategic Director - Learning & Culture	120,219.00	126,752.00	5.43%		

	David Maxted	Strategic Director - Local Services	120,219.00	123,765.00	2.95%		
	Lin Homer	Chief Executive	177,168.00			Was only in post for part of the year 2005-06, during which time she earned £60,798. Joined the Home Office in August 2005 as Director-General of the Immigration & Nationality Directorate. The Home Office Resource Accounts for 2005-06 show that between August 2005 and March 2006 she earned £135,000 - a full year equivalent salary of £200,000	
Bolton	Bernard Knight	Chief Executive	129,999.00	149,999.00	15.38%		Would only provide a salary band rather than an exact remuneration
	Steve Arnfield	Deputy Chief Executive		129,999.00		Remuneration included a special payment of £15,378.84	
	Margaret Blenkinsop	Director of Adult Services		129,999.00		Remuneration included a special payment of £14,712.16	
	Alan Fisher	Director of Environmental Services		109,999.00			
Bradford	Philip Robinson	Chief Executive	142,740.00	146,192.00	2.95%		Would only provide a salary band rather than an exact remuneration, and refused to give exact details of "additional payment" which brought total remuneration of Steve Morris above £100,000
	Alan Dalton	Assistant Chief Executive - Policy & Corporate Support	112,122.00	115,431.00	2.95%		
	Mark Carriline	Assistant Chief Executive - Education, Community & Social Care	112,122.00	115,431.00	2.95%		
	Wallace Sampson	Interim Assistant Chief Executive - Regeneration & Environment		115,431.00			
	David Kennedy	Assistant Chief Executive - Regeneration & Environment	112,122.00	115,431.00			



	Steve Morris	Director of Finance & ICT	100,000.00				
Bury	Mark Sanders	Chief Executive	100,000.00	100,000.00	0.00%		Refused to provide names or remuneration amounts - minimum remuneration estimates were therefore made
	Mike Kelly	Deputy Chief Executive	100,000.00	100,000.00	0.00%		
Calderdale	Paul Sheehan	Chief Executive	109,999.00	129,999.00	18.18%		Would only provide a salary band rather than an exact remuneration
	Carol White	Group Director - Children and Young People's Services		109,999.00			
Coventry	Stella Manzie	Chief Executive	134,387.00	138,171.00	2.82%		
	John Bolton	Director of Community Services		107,164.00		Remuneration included business car mileage of £850	
	Angela Ridgwell	Director of Finance and ICT		102,021.00			
	John McGuigan	Director of City Development		100,487.80		Remuneration included business car mileage of £788.80	
Doncaster	Susan Law	Managing Director		153,384.00			Refused to provide name and would only provide salary band rather than an exact remuneration
	Kelvin Simmonds	Head of Danum School Technology College		121,380.00		Fixed salary was £115,014 between 01-04-2005 and 31-08-2005 and £121,380 between 01-09-2005 and 31-03-2006	
	Paul Evans	Strategic Director - Neighbourhoods, Communities & Children's Services		110,000.00			
	Mandy Coalter	Strategic Director - Organisational Development & Culture		105,781.00			
	Paul Hart	Strategic Director - Development		105,781.00			





	Mark Eales	Specialist Director - Education Standards		105,781.00			
Dudley	Andrew Sparke	Chief Executive	141,350.00	145,520.00	2.95%		
Gateshead	<i>Not yet disclosed</i>						<i>REFUSAL - UNDER APPEAL</i>
Kirklees	Robert Vincent	Chief Executive	113,471.66	140,896.72	24.17%	Remuneration included: 2004-05: Car lump sum - £951.29; Essential miles - £298.14; Bank charges - £1.43; Car parking - £5; Chief Executive duties - £4,243.56 2005-06: Car lump sum - £1,063; Essential miles - £465.67; Commuted miles - £238.92; Travel allowance - £9.90; Meal Allowance - £4.30; Bank charges - £1.54	
Knowsley	<i>Not yet disclosed</i>						<i>DELAY</i>
Leeds	<i>Not yet disclosed</i>						<i>DELAY</i>
Liverpool	<i>Not yet disclosed</i>						<i>ACKNOWLEDGEMENT OF FOI BUT NO RESPONSE</i>
Manchester	Howard Bernstein	Chief Executive	155,770.50	170,664.00	9.56%		
	Tom Russell	Chief Executive, New East Manchester Ltd	123,482.24	127,425.72	3.19%		
	Richard Paver	City Treasurer	119,111.21	122,930.11	3.21%		
	Steve Mycio	Deputy Chief Executive	104,088.27	107,246.72	3.03%		
	Pauline Newman	Director of Social Services/ Director of Children's Services	105,550.01	106,826.59	1.21%		
	Eamonn Boylan	Deputy Chief Executive	103,020.15	106,059.00	2.95%		



	Peter North	Manchester Improvement Project Director		100,822.45			
	?	Chief Education Officer	105,809.54				
Newcastle upon Tyne	Ian Stratford	Chief Executive	142,487.70	157,504.66	10.54%	A total of £79,519.93 was paid in bonuses to the Newcastle upon Tyne staff listed here in 2004-05 and 2005-06	
	Barry Rowland	Executive Director of Operations and Business Management		107,668.35		A total of £79,519.93 was paid in bonuses to the Newcastle upon Tyne staff listed here in 2004-05 and 2005-06	
	Catherine Fitt	Executive Director of Social Services		106,677.48		A total of £79,519.93 was paid in bonuses to the Newcastle upon Tyne staff listed here in 2004-05 and 2005-06	
	Philip Turner	Director of Education and Libraries	143,393.00			A total of £79,519.93 was paid in bonuses to the Newcastle upon Tyne staff listed here in 2004-05 and 2005-06	
	Dervin Thomas	Director of Social Services	120,341.93			A total of £79,519.93 was paid in bonuses to the Newcastle upon Tyne staff listed here in 2004-05 and 2005-06	
North Tyneside	Gill Alexander	Strategic Director of Children, Young People and Learning		108,791.00		Remuneration included: Car allowance lump sum - £769; Car allowance mileage - £679	
	John Marsden	Chief Executive	149,012.00			Remuneration included: Election fees - £14,075; Car allowance lump sum - £743; Car allowance mileage - £1,295; Travel and subsistence - £185	
Oldham	Andrew Kilburn	Chief Executive	133,575.00	137,574.00	2.99%		Refused to provide name of those who have left the council
	Mike Chambers	Deputy Chief Executive	102,753.00	105,783.00	2.95%		



	Paul Makin	Executive Director - Children's Services		100,494.00		Left the council in March 2006	
	John Bird	Executive Director - Regeneration		100,494.00		Left the council in Jun 2006	
	Tom Flanagan	Executive Director - Environmental Services		100,494.00			
	Veronica Jackson	Executive Director - Social Services		100,494.00			
Rochdale	Roger Ellis	Chief Executive	120,000.00	125,000.00	4.17%		
	Terry Piggott	Executive Director of Education	100,000.00	110,072.00	10.07%		
	Margaret Carney	Executive Director of Resources		105,780.00			
Rotherham	Mike Cuff	Chief Executive	135,276.98	140,138.38	3.59%	Remuneration included: 2004-05: Performance pay - £3,977.90; Emergency plan fwd liaison - £1,053.73; Car allowance package - £3,999.96; Lease mileage & expenses/subsistence - £2,095.40 2005-06: Performance pay - £16,968; Emergency plan fwd liaison - £1,614.48; Car allowance package - £3,999.96; Lease mileage & expenses/subsistence - £1,197.94.	
Salford	John Willis	Chief Executive	123,300.00	135,000.00	9.49%	Salary band upper limit was £112,857 from 01-04-2004 to 30-09-2004; £123,300 from 01-10-2004 to 31-03-2005; £126,939 from 01-04-2005 to 30-11-2005; £135,000 from 01-12-2005 to 31-03-2006. Was also Clerk to Greater Manchester Police Authority - 20% of the salary paid by the Council was reimbursed by the Police Authority	Would only provide a salary band rather than an exact remuneration

	Anne Williams	Strategic Director of Community, Health & Social Care		107,103.00		Remuneration included a 12.5% differential/retention payment	
	Jill Baker	Strategic Director of Children's Services		107,103.00		Remuneration included a 12.5% differential/retention payment	
Sandwell	Nigel Summers	Chief Executive	149,345.01	153,636.51	2.87%	Remuneration included a payment of £23,508 in 2004-05 and £23,213.33 in 2005-06 in respect of work undertaken as Clerk to the West Midlands Fire and Rescue Authority	
	Dr Mary Allison Fraser (Allison)	Deputy/Interim Chief Executive	105,351.53	117,622.37	11.65%		
	Lynda Bateman	Executive Director	101,818.50	115,322.05	13.26%	Remuneration included a payment of £23,508 in 2004-05 and £23,970.32 in 2005-06 in respect of work undertaken as Treasurer to the West Midlands Fire and Rescue Authority	
	Steve Gregory	Executive Director - Urban Regeneration		104,143.35			
	Eric Griffiths	Executive Director - Education and Children's Services		103,599.48			
Sefton	Graham Haywood	Chief Executive	117,771.46	135,141.00	14.75%	Remuneration included: 2004-05: Back pay pensionable - £1,496.67; Basic pay plusage (E2) - £1385.25; Telephone allowance N/P (J7) - £139.56; Car allowance lump sum (Niable) (P1) - £560.67 2005-06: Telephone Allowance N/P (J7) - £139.56; Car allowance lump sum (Niable) (P1) - £177.84	

	Roger Pontefract	Strategic Director - Social & Community Services		119,325.49		Remuneration included: Back pay pensionable - £330.50; Telephone allowance N/P (J7) - £139.56; Car allowance (G1) - £79.45; Overtime flat non pensionable - £19,478.78; Car allowance lump sum (Niable) (P1) - £70.79	
	Alan Moore	Strategic Director - Regeneration		100,853.05		Remuneration included: Adjustment to gross pay (A1) - £30.04; Back pay pensionable - £330.50; Telephone allowance N/P (J7) - £139.56; Car allowance lump sum (Niable) (P1) - £95.08	
Sheffield	<i>Not yet disclosed</i>						<i>REFUSAL - UNDER APPEAL</i>
Solihull	Katherine Kerswell	Chief Executive	109,000.00	109,000.00	0.00%		Would only provide a salary band rather than an exact remuneration
South Tyneside	Irene Lucas	Chief Executive	119,999.00	128,940.00	7.45%		Refused to provide name and refused to provide information for 2004-05. It was therefore assumed that the individual was the Chief Executive. A salary band for 2004-05 was obtained from the published accounts
St. Helens	Carole Hudson	Chief Executive	135,327.24	144,495.24	6.77%	Remuneration includes Honorariums and Car Allowance of £13,326.24	Refused to provide name
	Ian Roberts	Assistant Chief Executive - Finance		103,863.00			

	?	Director of Adult Social Care and Health		101,655.00			
	Susan Richardson	Director of Children and Young People's Services		101,655.00			
	Paul Sanderson	Director of Environmental Protection		101,655.00			
Stockport	<i>Not yet disclosed</i>						<i>REFUSAL - UNDER APPEAL</i>
Sunderland	Ged Fitzgerald	Chief Executive	165,864.00	170,036.34	2.52%	Remuneration included a car benefit of £11,739 in both 2004-05 and 2005-06	
	Barbara Comiskey	Director of Education		112,574.43		Remuneration included a severance payment of £13,520	
Tameside	Janet Callender	Chief Executive	139,999.00	149,999.00	7.14%		Refused to provide name or position and would only provide a salary band rather than an exact remuneration. It was therefore assumed that the highest paid individual was the Chief Executive
Trafford	Dr Gary Pickering	Chief Executive	140,000.00			Left the council in early 2005, therefore it is likely that the total figure included some form of redundancy payment, given that his successor David McNulty, who took over in July 2005, earned less than £100,000 in 2005-06	Refused to provide name and position and would only provide a salary band. It was therefore assumed that the relevant individual was the Chief Executive

Wakefield	John Foster	Chief Executive	159,999.00	169,999.00	6.25%		Refused to provide name or Director's exact position and would only provide a salary band rather than an exact remuneration
	?	Director		109,999.00			
Walsall	Annie Shepperd	Chief Executive	173,214.05	178,723.80	3.18%	Remuneration included: 2004-05: Car allowance - £954; Performance-related payment - £14,650.10; Election fee - £7,285.95 2005-06: Car allowance - £990; Performance-related payment - £15,475.80; Election fee - £7,500	
	Carole Evans	Executive Director	115,950.00	118,758.00	2.42%	Remuneration included: 2004-05: Car allowance - £2,400; Performance-related payment - £10,000; Honorarium for election work - £800 2005-06: Car allowance - £2,400; Performance-related payment - £10,578	
	Jamie Morris	Executive Director	115,950.00	118,758.00	2.42%	Remuneration included: 2004-05: Car allowance - £2,400; Performance-related payment - £10,000; Honorarium for election work - £800 2005-06: Car allowance - £2,400; Performance-related payment - £10,578	
	Dave Martin	Executive Director	115,950.00	118,758.00	2.42%	Remuneration included: 2004-05: Car allowance - £2,400; Performance-related payment - £10,000; Honorarium for election work - £800 2005-06: Car allowance - £2,400; Performance-related payment - £10,578	

	David McNulty	Executive Director	115,950.00			Remuneration included: Car allowance - £2,400; Performance-related payment - £10,000; Honorary for election work - £800	
	Sonia Davidson-Grant	Executive Director	112,011.00			Remuneration included: Car allowance - £2,400; Performance-related payment - £10,000; Honorary for election work - £800	
Wigan	Joyce Redfern	Chief Executive		149,999.00			Refused to provide names or positions of others earning above £100,000. Would only provide salary band rather than exact remuneration
	Steve Jones	Chief Executive	199,999.00				
Wirral	Stephen Maddox	Chief Executive	119,630.76	126,296.76	5.57%		
	Jim Wilkie	Deputy Chief Executive and Director of Corporate Services	107,902.76	113,820.62	5.48%		
	Ian Coleman	Director of Finance	100,492.94	106,040.13	5.52%		
	Alan Stennard	Director of Housing and Environmental Protection	100,974.83	105,905.83	4.88%		
	Kevin Miller	Director of Adult Health and Social Care		105,505.44			
	Howard Cooper	Director of Children's Services	100,959.82	101,885.76	0.92%		
Wolverhampton	Derrick Anderson	Chief Executive	119,999.00	129,999.00	8.33%	Left towards end of 2005	Refused to provide names and only indicated positions and salary bands
	Brian Bailey	Director for Resources and Support	109,999.00	129,999.00	18.18%	Was also Acting Chief Executive from end of 2005	



			2004-05	2005-06			
		Total number of people	429	578			
		Total remuneration cost, £	52,677,992.17	71,807,964.68			
		Average remuneration, £	122,792.52	124,235.23			
	Total number of people earning above £100,000 in both years				350		
		Average increase 2004-05 to 2005-06			6.09%		