

Chief executive and chief officer pay survey

Research report

Winter 2018



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Summary

The chief executive and chief officer pay survey was conducted by the Local Government Association's (LGA) Research and Information Team on behalf of the Workforce Team and collected information on occupation and levels of seniority, salaries, and workforce characteristics for all senior officers within the scope of the JNCs in councils in England and Wales.

The survey was the first of its kind for a number of years and was conducted during winter 2018 and was sent to all heads of human resources (or equivalent position) in English and Welsh councils with the aim of helping council employers to benchmark the characteristics and pay of their senior teams as well as establish a base-line for national policy discussions and future research.

The final overall response rate was 44 per cent. By council type the highest response rate came from shire counties (15 responses/56 per cent) and the lowest was from London boroughs (12 responses 36 per cent).

Regionally, the response rate was highest in Yorkshire and the Humber and Wales (both 14 responses/64 per cent) and lowest in the East Midlands (13 responses/29 per cent).

Results

- Across England and Wales the median salary for chief executives was £132,177. The median salary for first tier managers was £95,097, for second tier managers £80,514 and £62,382 for third tier managers.
- London boroughs consistently had the highest median salaries for management. Chief executives had a median salary of £184,811, followed by £134,994 for first tier managers, £96,103 for second tier managers and £67,620 for third tier managers.
- Lowest median salaries were found in shire districts. For chief executives the median salary was £113,008, £77,520 for first tier managers, followed by £65,272 and £56,816 respectively for second and third tier managers.
- In England and Wales 68 per cent of chief executives were male, compared to 32 per cent women.
- The highest proportions of female chief executives were found in metropolitan districts and London boroughs (60 and 64 per cent – a count of nine and six).
- The proportion of male first tier managers was relatively similar across council types, ranging from 58 per cent to 62 per cent. The average for England and Wales was 60 per cent.
- At second tier management the gender division is less pronounced. The average for England and Wales is 55 per cent male, compared to 45 per cent female. Across the council types, the proportion of women ranges from 44 per cent to 48 per cent.

- In shire districts 61 per cent of third tier managers are female, this compared to an average of 52 per cent across England and Wales. The lowest proportion of third tier female managers was in shire districts at 41 per cent.
- When aggregated the gender split between male and female chief executives and chief officers is 53 per cent male and 47 per cent female.
- Ninety-seven per cent of all chief executives in England and Wales are White. Except for shire districts 100 per cent of all chief executives were white, in the shire districts the figure was 95 per cent.
- White individuals accounted for 95 per cent of first tier managers, 94 per cent of second tier managers and 88 per cent of third tier managers in England and Wales. London boroughs were the most diverse council type, 'other' stood at 11 per cent for first tier managers, 18 per cent for second tier managers and 22 per cent for third tier managers.
- Membership to the full local government pension scheme (LGPS) stood at 82 per cent of chief executives, whilst 13 per cent were in the 50/50 scheme, 4 per cent were not in the scheme. Figures for full membership was higher for first tier managers and lower managers: 91 per cent for first tier, 95 per cent for second tier and 94 per cent for third tier.
- Chief executives aged between 55 and 59 accounted for 32 per cent of the surveys population, an additional 31 per cent were aged between 50 and 54. There were four chief executives (3 per cent) aged 65 and over. Age profile was similar for first tier managers with 29 per cent aged 45 to 49 and 27 per cent between 50 and 54.

Introduction

The chief executive and chief officer pay survey was conducted by the Local Government Association's (LGA) Research and Information Team on behalf of the Workforce Team and collected information on occupation and levels of seniority, salaries, and workforce characteristics for all senior officers within the scope of the JNCs in councils in England and Wales.

Methodology

The survey was conducted during winter 2018 and was sent to all heads of human resources (or equivalent position) in English and Welsh councils.

The final overall response rate was 44 per cent. Table 1 shows the response rate broken down by council type. The highest response rate came from shire counties (15 responses/56 per cent) and the lowest was from London boroughs (12 responses 36 per cent).

Council type	Completed	Response rate (%)
Shire counties	15	56
London boroughs	12	36
Metropolitan districts	16	44
Shire districts	85	42
Unitary authorities	35	45
Total	163	44

Regionally, the response rate was highest in Yorkshire and the Humber and Wales (both 14 responses/64 per cent) and lowest in the East Midlands (13 responses/29 per cent). See Table 2.

Table 2: Response rate by region

Council type	Completed	Response rate (%)
East Midlands	13	29
East of England	22	42
London	12	36
North East	4	33
North West	18	44
South East	26	35
South West	23	56
West Midlands	17	51
Yorkshire and the Humber	14	64
Wales	14	64
Total	163	44

Where tables and figures report the base, the description refers to the group of councils who were asked the question and the number in brackets refers to the number of officers on which the calculations are based. Please note that bases vary throughout the survey.

Where the response base is less than 50, care should be taken when interpreting percentages, as small differences can seem magnified. Therefore, where this is the case in this report, the non-percentage values are reported, in brackets, alongside the percentage values.

The results are broken down into two groups, with shire districts as one group and single tier and county councils combining to form the second group. This is because district councils are usually much smaller than both single tier and county councils. Presenting the results in this way means they can be viewed in the context of organisation size.

Throughout the report percentages in figures and tables may add to more than 100 per cent due to rounding.

Definitions

The chief executive and chief officer designations referred to throughout this report are defined below.

- Chief Executive - Head of paid service, reports only to elected mayor or the council executive committee
- 1st tier officer - reports to the head of paid service e.g. Director, Chief Officer or Strategic Director.
- 2nd tier officer - reports to a 1st tier manager e.g. Assistant Director, Head of Service, Deputy Chief Officer. 3rd tier officer - reports to a 2nd tier manager e.g. Service Manager, Deputy Head of Service.
- Other officer - all other chief officers e.g. council solicitor with no departmental responsibility, 4th tier officers within scope of the JNC agreement.

- Actual salary – The basic salary paid, excluding any additional payments, e.g. market supplements, performance related pay, long-service increments.

Chief executive and chief officer pay survey

This section provides the full set of results.

Actual salary

The survey found that the overall median salary for chief executives was £132,177. The lowest salary received by any chief executive among respondents to the survey was £84,022, which was in a shire district, and the highest pay was £214,200, which was in a metropolitan district.

In general the lowest median pay was found in shire districts (£113,008) and the highest median pay was found in London boroughs (£184,811). The difference in pay reflects the higher pay in London compared to the rest of the country, and the size of population covered and the fewer services delivered by shire districts. Table 3 below shows a breakdown of chief executive actual salary by council type.

Council type	Mean	Median	Min	Max	FTE
Shire counties	£173,180	£176,885	£113,322	£200,000	16.8
London boroughs	£185,115	£184,811	£166,479	£201,798	12.0
Metropolitan districts	£168,308	£170,850	£122,058	£214,200	16.0
Shire districts	£113,940	£113,008	£84,022	£158,886	75.5
Unitary authorities	£141,937	£140,858	£104,398	£188,643	33.0
England and Wales	£137,774	£132,177	£84,022	£214,200	153.3

Base: all respondents (153.3 full time equivalent chief executives)

The overall median salary for first tier managers was £95,097. The lowest salary received by any first tier manager among respondents to the survey was £45,861, which was in a shire district, and the highest pay was £177,567, which was in a London borough.

In general the lowest median pay was found in shire districts (£77,520) and the highest median pay was found in London boroughs (£134,994). Table 4 below shows a breakdown of first tier manager actual salary by council type.

Council type	Mean	Median	Min	Max	FTE
Shire counties	£111,894	£114,068	£48,257	£158,765	100.1
London boroughs	£132,231	£134,994	£82,743	£177,567	75.0
Metropolitan districts	£110,573	£111,022	£54,252	£162,548	118.7
Shire districts	£79,235	£77,520	£45,861	£118,728	248.8
Unitary authorities	£101,873	£100,098	£57,568	£154,290	175.2
England and Wales	£99,823	£95,097	£45,861	£177,567	717.7

Base: all respondents (717.7 full time equivalent first tier managers)

The overall median salary for second tier managers was £80,514. The lowest salary received by any second tier manager among respondents to the survey was £41,449, which was in a shire district, and the highest pay was £172,444, which was in a London borough.

In general the lowest median pay was found in shire districts (£65,272) and the highest median pay was found in London boroughs (£96,103). Table 5 below shows a breakdown of second tier manager actual salary by council type.

Council type	Mean	Median	Min	Max	FTE
Shire counties	£86,425	£88,985	£48,257	£140,000	218.1
London boroughs	£95,171	£96,103	£41,449	£172,444	241.7
Metropolitan districts	£85,055	£83,567	£58,120	£142,752	213.5
Shire districts	£65,643	£65,272	£42,438	£91,998	242.8
Unitary authorities	£78,886	£78,285	£52,476	£117,056	360.0
England and Wales	£81,687	£80,514	£41,449	£172,444	1,276.0

Base: all respondents (1,276.0 full time equivalent second tier managers)

The overall median salary for third tier managers was £62,382. The lowest salary received by any third tier manager among respondents to the survey was £40,823, which was in a shire district, and the highest pay was £120,000, which was in a county.

In general the lowest median pay was found in shire districts (£54,675) and the highest median pay was found in London boroughs (£67,620). Table 6 below shows a breakdown of third tier manager actual salary by council type.

Council type	Mean	Median	Min	Max	FTE
Shire counties	£63,398	£61,736	£44,742	£120,000	344.1
London boroughs	£69,346	£67,620	£42,187	£114,923	530.1
Metropolitan districts	£64,147	£61,795	£49,990	£107,537	130.8
Shire districts	£57,024	£54,675	£40,823	£74,668	76.4
Unitary authorities	£59,406	£56,816	£47,338	£85,841	189.8
England and Wales	£64,874	£62,382	£40,823	£120,000	1,271.1

Base: all respondents (1,271.1 full time equivalent third tier managers)

The overall median salary for other managers was £54,215. The lowest salary received by any “other” manager among respondents to the survey was £43,629, and the highest pay was £132,000.

Table 6 below shows a breakdown of other manager actual salary by council type. Please note that comparisons between different council types should be made with caution due to the small number of full time equivalent posts involved.

Table 7: Other managers (actual salary)

Council type	Mean	Median	Min	Max	Nos.
Shire counties	£53,568	£49,721	£43,629	£79,670	189.0
London boroughs	£71,649	£65,881	£60,504	£132,600	53.4
Metropolitan districts	-	-	-	-	0.0
Shire districts	£55,717	£55,975	£47,035	£66,272	5.7
Unitary authorities	£53,899	£55,130	£48,039	£55,130	54.0
England and Wales	£56,388	£54,215	£43,629	£132,600	302.0

Base: all respondents (302.0 full time equivalent other managers)

Gender

Overall, 53 per cent of chief executives and chief officers across England and Wales were male and 47 per cent female. The lowest proportion of female chief officers was found in shire districts (39 per cent) and the highest proportion of female chief officers was found in shire counties (55 per cent). See Table 12.

Table 8: All CE/COs (headcount by sex)

Council type	Male		Female		Total	
Shire counties	296	45%	355	55%	651	100%
London boroughs	344	50%	338	50%	682	100%
Metropolitan districts	240	55%	200	45%	440	100%
Shire districts	359	61%	225	39%	584	100%
Unitary authorities	392	55%	326	45%	718	100%
England and Wales	1631	53%	1444	47%	3075	100%

Base: all respondents (3075 chief executives and chief officers)

The survey found that 68 per cent of chief executives across England and Wales were male and 32 per cent female. Across council types, the lowest proportion of female chief executives was found in shire districts (21 per cent/15 chief executives) and the highest proportion of female chief executives was found in metropolitan districts (64 per cent/nine chief executives). See Table 9.

Table 9: Chief executives (headcount by sex)

Council type	Male		Female		Total	
Shire counties	10	67%	5	33%	15	100%
London boroughs	4	40%	6	60%	10	100%
Metropolitan districts	5	36%	9	64%	14	100%
Shire districts	56	79%	15	21%	71	100%
Unitary authorities	20	67%	10	33%	30	100%
England and Wales	95	68%	45	32%	140	100%

Base: all respondents (140 chief executives)

Across England and Wales, 60 per cent of first tier managers were male and 40 per cent female. The lowest proportion of female first tier managers was found in shire districts (38 per cent) and the highest proportion of female first tier managers was found in metropolitan districts (42 per cent). See Table 10.

Table 10: First tier managers (headcount by sex)

Council type	Male		Female		Total	
Shire counties	51	61%	32	39%	83	100%
London boroughs	37	60%	25	40%	62	100%
Metropolitan districts	66	58%	47	42%	113	100%
Shire districts	139	62%	87	38%	226	100%
Unitary authorities	89	60%	60	40%	149	100%
England and Wales	382	60%	251	40%	633	100%

Base: all respondents (633 first tier managers)

Across England and Wales, 55 per cent of second tier managers were male and 45 per cent female. The lowest proportion of female second tier managers was found in shire districts and shire counties (both 44 per cent) and the highest proportion of female second tier managers was found in metropolitan districts (48 per cent). See Table 11.

Table 11: Second tier managers (headcount by sex)

Council type	Male		Female		Total	
Shire counties	92	56%	73	44%	165	100%
London boroughs	115	54%	97	46%	212	100%
Metropolitan districts	100	52%	91	48%	191	100%
Shire districts	119	56%	92	44%	211	100%
Unitary authorities	174	55%	140	45%	314	100%
England and Wales	600	55%	493	45%	1093	100%

Base: all respondents (1093 second tier managers)

Across England and Wales, 48 per cent of third tier managers were male and 52 per cent female. The lowest proportion of female third tier managers was found in shire districts (41 per cent) and the highest proportion of female third tier managers was found in shire counties (61 per cent). See Table 12.

Table 12: Third tier managers (headcount by sex)

Council type	Male		Female		Total	
Shire counties	75	39%	119	61%	194	100%
London boroughs	166	47%	190	53%	356	100%
Metropolitan districts	69	57%	53	43%	122	100%
Shire districts	41	59%	28	41%	69	100%
Unitary authorities	91	50%	92	50%	183	100%
England and Wales	442	48%	482	52%	924	100%

Base: all respondents (924 third tier managers)

Across England and Wales, 39 per cent of other managers were male and 61 per cent female. Please note that comparisons between different council types should be made with caution due to the small number of posts involved. See Table 13.

Table 13: Other managers (headcount by sex)

Council type	Male		Female		Total	
Shire counties	68	35%	126	65%	194	100%
London boroughs	22	52%	20	48%	42	100%
Metropolitan districts	0	-	0	-	0	-
Shire districts	4	57%	3	43%	7	100%
Unitary authorities	18	43%	24	57%	42	100%
England and Wales	112	39%	173	61%	285	100%

Base: all respondents (285 other managers)

Overall, 53 per cent of chief executives and chief officers across England and Wales were male and 47 per cent female. The lowest proportion of female chief officers was found in shire districts (39 per cent) and the highest proportion of female chief officers was found in shire counties (55 per cent). See Table 12.

Table 14: All CE/COs (headcount by sex)

Council type	Male		Female		Total	
Shire counties	296	45%	355	55%	651	100%
London boroughs	344	50%	338	50%	682	100%
Metropolitan districts	240	55%	200	45%	440	100%
Shire districts	359	61%	225	39%	584	100%
Unitary authorities	392	55%	326	45%	718	100%
England and Wales	1631	53%	1444	47%	3075	100%

Base: all respondents (3075 chief executives and chief officers)

Ethnicity

Due to the small numbers involved it has been necessary to group all of the ethnic origin categories into two for presentation purposes. These are 'white' which includes the White - British, Irish and Other categories, and 'black and minority ethnic' (BAME) which includes all of the other categories listed in the survey form. All findings exclude officers for whom the ethnic origin was undisclosed or listed as not known.

Overall, eight per cent of chief executives and chief officers across England and Wales were BAME. The lowest proportion of BAME chief officers was found in unitary authorities (two per cent) and the highest proportion of BAME chief officers was found in London boroughs (20 per cent). See Table 21.

Table 15: All CE/COs (headcount by ethnicity)

Council type	White		BAME		Total	
Shire counties	516	94%	31	6%	547	100%
London boroughs	485	80%	121	20%	606	100%
Metropolitan districts	353	96%	14	4%	367	100%
Shire districts	518	95%	27	5%	545	100%
Unitary authorities	550	98%	11	2%	561	100%
England and Wales	2422	92%	205	8%	2627	100%

Base: all respondents (2627 chief executives and chief officers)

The survey found that three per cent of chief executives across England and Wales for whom data were provided were BAME. See Table 16.

Table 16: Chief executives (headcount by ethnicity)

Council type	White		BAME		Total	
Shire counties	13	100%	0	0%	13	100%
London boroughs	9	100%	0	0%	9	100%
Metropolitan districts	10	100%	0	0%	10	100%
Shire districts	62	95%	3	5%	65	100%
Unitary authorities	24	100%	0	0%	24	100%
England and Wales	118	97%	3	3%	121	100%

Base: all respondents (121 chief executives)

Across England and Wales, six per cent of first tier managers were BAME. The lowest proportion of BAME first tier managers was found in unitary authorities (one per cent) and the highest proportion of BAME first tier managers was found in London boroughs (11 per cent). See Table 17.

Table 17: First tier managers (headcount by ethnicity)

Council type	White		BAME		Total	
Shire counties	66	91%	7	9%	73	100%
London boroughs	45	89%	5	11%	50	100%
Metropolitan districts	89	96%	4	4%	93	100%
Shire districts	193	93%	15	7%	208	100%
Unitary authorities	124	99%	1	1%	125	100%
England and Wales	517	94%	32	6%	549	100%

Base: all respondents (549 first tier managers)

Across England and Wales, six per cent of second tier managers were BAME. The lowest proportion of BAME second tier managers was found in unitary authorities (one per cent) and the highest proportion of BAME second tier managers was found in London boroughs (18 per cent). See Table 18.

Table 18: Second tier managers (headcount by ethnicity)

Council type	White		BAME		Total	
Shire counties	134	94%	9	6%	143	100%

London boroughs	151	82%	33	18%	184	100%
Metropolitan districts	150	97%	4	3%	154	100%
Shire districts	191	97%	6	3%	197	100%
Unitary authorities	243	99%	3	1%	246	100%
England and Wales	869	94%	55	6%	924	100%

Base: all respondents (924 second tier managers)

Across England and Wales, 12 per cent of third tier managers were BAME. The lowest proportion of BAME third tier managers was found in shire districts and unitary authorities (both four per cent) and the highest proportion of BAME third tier managers was found in London boroughs (22 per cent). See Table 19.

Table 19: Third tier managers (headcount by ethnicity)

Council type	White		BAME		Total	
Shire counties	149	95%	8	5%	157	100%
London boroughs	251	78%	72	22%	323	100%
Metropolitan districts	104	94%	6	6%	110	100%
Shire districts	65	96%	2	4%	67	100%
Unitary authorities	120	96%	5	4%	125	100%
England and Wales	689	88%	93	12%	782	100%

Base: all respondents (782 third tier managers)

Across England and Wales, 21 per cent of other managers were BAME. Please note that comparisons between different council types should be made with caution due to the small number of posts involved. See Table 20.

Table 20: Other managers (headcount by ethnicity)

Council type	White		BAME		Total	
Shire counties	154	95%	8	5%	162	100%
London boroughs	29	73%	11	28%	40	100%
Metropolitan districts	0	-	0	-	0	-
Shire districts	7	100%	0	0%	7	100%
Unitary authorities	39	95%	2	5%	41	100%
England and Wales	229	92%	21	8%	250	100%

Base: all respondents (250 other managers)

Overall, eight per cent of chief executives and chief officers across England and Wales were BAME. The lowest proportion of BAME chief officers was found in unitary authorities (two per cent) and the highest proportion of BAME chief officers was found in London boroughs (20 per cent). See Table 21.

Table 21: All CE/COs (headcount by ethnicity)

Council type	White		BAME		Total	
Shire counties	516	94%	31	6%	547	100%
London boroughs	485	80%	121	20%	606	100%
Metropolitan districts	353	96%	14	4%	367	100%

Shire districts	518	95%	27	5%	545	100%
Unitary authorities	550	98%	11	2%	561	100%
England and Wales	2422	92%	205	8%	2627	100%

Base: all respondents (2627 chief executives and chief officers)

Age

The survey found that nearly two-thirds (63 per cent) of chief executives across England and Wales were aged between 50 and 59. Only one per cent of chief executives were under 40. The age profile changes depending on the level of seniority and the percentage of senior officers who are over 50 is lower for each of the management levels in turn. For example 56 per cent of first tier managers are over 50, but 48 per cent of third tier managers. Thirteen per cent of third tier managers were under 40. See Table 22.

Officer	Under 40	40 - 49	50 - 59	60+
Chief executives	1%	20%	63%	16%
First tier managers	6%	29%	56%	9%
Second tier managers	8%	33%	51%	8%
Third tier managers	13%	30%	48%	10%
Other managers	12%	34%	46%	8%
All CE/COs	9%	31%	51%	9%

Local Government Pension Scheme membership

Overall, 93 per cent of chief executives and chief officers across England and Wales were in the full scheme and a further two per cent were in the 50/50 scheme. The lowest proportion of chief officers who were not in the scheme was found in shire districts (two per cent) and the highest proportion of chief officers not in the scheme was found in London boroughs (seven per cent). See Table 21.

Council type	In full scheme		In 50/50 scheme		Not in scheme	
Shire counties	690	91%	18	2%	47	6%
London boroughs	675	92%	12	2%	50	7%
Metropolitan districts	397	94%	12	3%	15	4%
Shire districts	512	97%	9	2%	8	2%
Unitary authorities	692	93%	14	2%	35	5%
England and Wales	2966	93%	65	2%	155	5%

Base: all respondents (3186 chief executives and chief officers)

The survey found that 82 per cent of chief executives across England and Wales for were in membership of the full local government pension scheme (LGPS), and 18 per cent were in the 50/50 scheme whereby half contributions are made in return for half the benefit.

Full scheme membership was highest in shire districts where 89 per cent of chief executives (62 chief executives) in the survey were members of the full scheme, and lowest in London boroughs (67 per cent/six chief executives). See Table 24.

Table 24: Chief executives (headcount by LGPS membership)

Council type	In full scheme		In 50/50 scheme		Not in scheme	
Shire counties	11	73%	3	20%	1	7%
London boroughs	6	67%	2	22%	1	11%
Metropolitan districts	11	79%	2	14%	1	7%
Shire districts	62	89%	6	9%	2	3%
Unitary authorities	23	79%	5	17%	1	3%
England and Wales	113	82%	18	13%	6	4%

Base: all respondents (137 chief executives)

Across England and Wales, 91 per cent of first tier managers were in the full scheme, with a further three per cent in the 50/50 scheme. The lowest proportion of first tier managers who were not in the scheme was found in shire districts (less than one per cent) and the highest proportion of first tier managers not in the scheme was found in shire counties (12 per cent). See Table 25.

Table 25: First tier managers (headcount by LGPS membership)

Council type	In full scheme		In 50/50 scheme		Not in scheme	
Shire counties	71	83%	5	6%	10	12%
London boroughs	52	84%	4	6%	6	10%
Metropolitan districts	96	89%	4	4%	8	7%
Shire districts	206	99%	2	1%	1	0%
Unitary authorities	139	90%	4	3%	12	8%
England and Wales	564	91%	19	3%	37	6%

Base: all respondents (620 first tier managers)

Across England and Wales, 95 per cent of second tier managers were in the full scheme and a further two per cent were in the 50/50 scheme. The lowest proportion of second tier managers who were not in the scheme was found in metropolitan districts and shire districts (both two per cent) and the highest proportion of second tier managers not in the scheme was found in shire counties and London boroughs (both five per cent). See Table 26.

Table 26: Second tier managers (headcount by LGPS membership)

Council type	In full scheme		In 50/50 scheme		Not in scheme	
Shire counties	168	92%	4	2%	10	5%
London boroughs	197	93%	4	2%	11	5%
Metropolitan districts	172	96%	5	3%	3	2%
Shire districts	176	98%	1	1%	3	2%
Unitary authorities	316	95%	4	1%	11	3%
England and Wales	1029	95%	18	2%	38	4%

Base: all respondents (1085 second tier managers)

Across England and Wales, 94 per cent of third tier managers were in the full scheme and six per cent were not in the scheme. The lowest proportion of third tier managers who were not in the scheme was found in shire districts (two per cent) and the highest proportion of third tier managers not in the scheme was found in London boroughs (eight per cent). See Table 27.

Table 27: Third tier managers (headcount by LGPS membership)

Council type	In full scheme		In 50/50 scheme		Not in scheme	
Shire counties	260	94%	2	1%	16	6%
London boroughs	380	92%	1	0%	31	8%
Metropolitan districts	118	97%	1	1%	3	2%
Shire districts	62	98%	0	0%	1	2%
Unitary authorities	174	95%	1	1%	9	5%
England and Wales	994	94%	5	0%	60	6%

Base: all respondents (1059 third tier managers)

Across England and Wales, 93 per cent of other managers were in the full scheme and a further two per cent were in the 50/50 scheme. Please note that comparisons between different council types should be made with caution due to the small number of posts involved. Table 28.

Table 28: Other managers (headcount by LGPS membership)

Council type	In full scheme		In 50/50 scheme		Not in scheme	
Shire counties	180	93%	4	2%	10	5%
London boroughs	40	95%	1	2%	1	2%
Metropolitan districts	0	-	0	-	0	-
Shire districts	6	86%	0	0%	1	14%
Unitary authorities	40	95%	0	0%	2	5%
England and Wales	266	93%	5	2%	14	5%

Base: all respondents (285 other managers)

Pay in other sectors

The following section outlines average pay in various other sectors for reference. Comparisons with should be made with caution due to the differing nature of job roles.

- During 2017/18, University vice chancellors or equivalent in England received median pay of £255,000. This compares to £132,000 for chief executives in England and Wales.¹
- According to NHS Improvement guidance, chief executives in NHS acute and foundation trusts could be paid more on average depending on the turnover of their organisation:
 - Small trusts (£0-£200 million) – median salary £165,500
 - Medium trusts (£200-£400 million) – median salary £182,500
 - Large trusts (£400-500 million) – median salary £197,500
 - Very large trusts (£500 million+) – median salary £225,500²

¹ <https://www.officeforstudents.org.uk/advice-and-guidance/student-wellbeing-and-protection/value-for-money/senior-staff-pay/>

² HSJ - <https://www.hsj.co.uk/workforce/top-trust-chief-executives-could-command-a-126k-salary-premium/7016018.article>



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