

**Senior Salaries as at 1.1.16**

Basildon Council have 31 employees whose remuneration is at least £50,000

Salary in £5k brackets	Number of employees
£50,000-£55,000	5
£55,001-£60,000	5
£60,001-£65,000	8
£65,001-£70,000	1
£70,001-£75,000	4
£75,001-£80,000	0
£80,001-£85,000	0
£85,001-£90,000	0
£90,001-£95,000	2
£95,001-£100,000	2
£100,001-£105,000	0
£105,001-£110,000	0
£110,001-£115,000	3
£115,001-£120,000	0
£120,001-£125,000	0
£125,001-£130,000	1
Total	31

Post	Salary Bracket	Bonus Details	Benefits in Kind	Responsibilities
Senior Project Manager	£50,000-£55,000	N/A	N/A	Number of Direct Reports: 10 Span of Control: 23 Responsibilities: Managing the Programmed Works Team.
Team Manager Corporate Property	£50,000-£55,000	N/A	N/A	Number of Direct Reports: 5 Span of Control: 6 Responsibilities: Managing the Corporate Property Team.
Building Control Manager	£50,000-£55,000	N/A	Essential Car User	Number of Direct Reports: 9 Span of Control: 12 Responsibilities: Managing the Building Control Team.
Asset Strategy Manager	£50,000-£55,000	N/A	N/A	Number of Direct Reports: 4 Span of Control: 8 Responsibilities: Managing the Asset Management Team.
Rehousing Manager	£50,000-£55,000	N/A	N/A	Number of Direct Reports: 5 Span of Control: 21 Responsibilities: Managing the Rehousing Team.
Development Control Manager	£55,001-£60,000	N/A	Essential Car User	Number of Direct Reports: 14 Span of Control: 14 Responsibilities: Managing the Development Control and Enforcement Teams.
Finance Manager (Financial Accounting)	£55,001-£60,000	Performance Related Pay between 0%-10% of annual salary	N/A	Manager Level: Bronze Level Number of Direct Reports: 3 Span of Control: 16 Responsibilities: Managing the Financial and Housing Accounting Teams.
Finance Manager (Management Accounting)	£55,001-£60,000	Performance Related Pay between 0%-10% of annual salary	N/A	Manager Level: Bronze Level Number of Direct Reports: 8 Span of Control: 22 Responsibilities: Managing the Management Accounting Team and the Financial Processing Team.
Head of Executive Support	£55,000-£60,000	Performance Related Pay between 0%-10% of annual salary	BUPA Membership, Additional Life Cover, Essential Car User and Car Loan Subsidy	Manager Level: Silver Level Number of Direct Reports: 1 Span of Control: 6 Responsibilities: Accountable for Chief Executive's Office, CMT and Member Interface.

Manager of Inclusion and Diversity	£55,001-£60,000	Performance Related Pay between 0%-10% of annual salary	N/A	Number of Direct Reports: 1 Span of Control: 0 Responsibilities: Managing Inclusion and Diversity Team.
Manager of Street Scene and Technical Services	£60,001-£65,000	Performance Related Pay between 0%-10% of annual salary	Essential Car User	Manager Level: Bronze Level Number of Direct Reports: 5 Span of Control: 207 Responsibilities: Managing Street Scene and Technical Service Departments including Refuse, Cleansing and Street Scene Maintenance.
Service Manager Regeneration and Development	£60,001-£65,000	Performance Related Pay between 0%-10% of annual salary	N/A	Manager Level: Bronze Level Number of Direct Reports: 8 Span of Control: 25 Responsibilities: Manage the Regeneration Team, Development and Investment Team and the Economic Development Team.
Manager of Leisure Open Space and Community Facilities	£60,001-£65,000	Performance Related Pay between 0%-10% of annual salary	Essential Car User, Car Loan Subsidy	Manager Level: Bronze Level Number of Direct Reports: 5 Span of Control: 178 Responsibilities: Managing Open Spaces , Parks, Countryside, Sports, Leisure and Community Facilities.
Corporate Specialist New Business Initiatives	£60,001-£65,000	Performance Related Pay between 0%-10% of annual salary	Essential Car User	Number of Direct Reports: 0 Span of Control: 0 Responsibilities: Developing and implementing estate regeneration and housing development schemes.
Property Services Business Manager	£60,001-£65,000	Performance Related Pay between 0%-10% of annual salary	Essential Car User	Manager Level: Bronze Level Number of Direct Reports: 5 Span of Control: 51 Responsibilities: Managing the Property Services Department.
Manager of Housing and Community Services	£60,001-£65,000	Performance Related Pay between 0%-10% of annual salary	Essential Car User	Manager Level: Bronze Level Number of Direct Reports: 5 Span of Control: 178 Responsibilities: Manage the Housing Management Department.
Service Manager Revenue and Business Support	£60,001-£65,000	Performance Related Pay between 0%-10% of annual salary	N/A	Manager Level: Bronze Level Number of Direct Reports: 4 Span of Control: 83 Responsibilities: Managing the Revenues and Benefits Department.
Manager of Information and Communication Technology	£60,001-£65,000	Performance Related Pay between 0%-10% of annual salary	N/A	Manager Level: Bronze Level Number of Direct Reports: 5 Span of Control: 35 Responsibilities: Managing the Information and Communication Technology Department including Emergency Planning and Business Continuity.
Group Manager (Legal and Procurement)	£65,001-£70,000	Performance Related Pay between 0%-10% of annual salary	N/A	Manager Level: Silver Level Number of Direct Reports: 6 Span of Control: 30 Responsibilities: Managing the Legal Department.
Group Manager (Corporate Governance and Support)	£70,001-£75,000	Performance Related Pay between 0%-10% of annual salary	BUPA Membership, Additional Life Cover and Essential Car User	Manager Level: Silver Level Number of Direct Reports: 4 Span of Control: 41 Responsibilities: Accountable for Performance Management, Partnership Working, Audit, Risk and Cover, Governance, Democratic Services, Inclusion and Diversity and Programme and Project Management.
Group Manager (Corporate Finance)	£70,001-£75,000	Performance Related Pay between 0%-10% of annual salary	BUPA Membership, Additional Life Cover and Essential Car User	Manager Level: Silver Level Number of Direct Reports: 4 Span of Control: 53 Responsibilities: Accountable for Corporate Finance. This role is deputy Section 151 Officer.

Group Manager (Regulation)	£70,001-£75,000	Performance Related Pay between 0%-10% of annual salary	BUPA Membership, Additional Life Cover and Essential Car User	Manager Level: Silver Level Number of Direct Reports: 9 Span of Control: 82 Responsibilities: Accountable for Environmental Health, Development Control, Building Control, Licensing, Community Safety, Corporate Safety and Planning Enforcement.
Group Manager (HR and OD)	£70,001-£75,000	Performance Related Pay between 0%-10% of annual salary	BUPA Membership, Additional Life Cover and Essential Car User	Manager Level: Silver Level Number of Direct Reports: 5 Span of Control: 24 Responsibilities: Accountable for Human Resources, Organisational Development, Performance, Intelligence and Payroll Service.
Head of Regeneration and Economic Development	£90,001-£95,000	Performance Related Pay between 0%-10% of annual salary	BUPA Membership, Additional Life Cover and Essential Car User	Manager Level: Silver Level Number of Direct Reports: 6 Span of Control: 88 Responsibilities: Accountable for Planning and Development Strategy, Regeneration Strategy and Scheme Delivery, Housing Strategy, Economic Development Strategy, Asset Management, Property and Facilities Management.
Head of Customer Services	£90,001-£95,000	Performance Related Pay between 0%-10% of annual salary	BUPA Membership, Additional Life Cover, Essential Car User and Car Loan Subsidy	Manager Level: Silver Level Number of Direct Reports: 4 Span of Control: 204 Responsibilities: Accountable for Customer Services, Revenues and Benefits and ICT.
Head of Street Scene and Leisure Services	£95,001-£100,000	Performance Related Pay between 0%-10% of annual salary	BUPA Membership, Additional Life Cover, Essential Car User and Car Loan Subsidy	Manager Level: Silver Level Number of Direct Reports: 2 Span of Control: 397 Responsibilities: Accountable for Leisure and Countryside, Parks and Grounds Maintenance and Street Scene and Technical Services.
Head of Housing Services	£95,001-£100,000	Performance Related Pay between 0%-10% of annual salary	BUPA Membership, Additional Life Cover, Essential Car User and Car Loan Subsidy	Manager Level: Silver Level Number of Direct Reports: 5 Span of Control: 306 Responsibilities: Accountable for Housing Landlord functions including the HRA, Housing Choice, Housing Property Service, Capital Delivery and Community Services.
Commissioning Director People and Place	£110,001-£115,000	Performance Related Pay between 0%-10% of annual salary	Additional Life Cover, Essential Car User and Car Loan Subsidy	Manager Level: Gold Level Number of Direct Reports: 3 Span of Control: 907 Responsibilities: Accountable for People and Place Directorate - Street Scene and Leisure Services, Housing Services and Customer Services.
Commissioning Director Resourcing and Place Shaping	£110,001-£115,000	Performance Related Pay between 0%-10% of annual salary	BUPA Membership, Additional Life Cover, Essential Car User and Car Loan Subsidy	Manager Level: Gold Level Number of Direct Reports: 4 Span of Control: 223 Responsibilities: Accountable for Resourcing and Place Shaping Directorate - Regeneration and Economic Development, Regulation and Corporate Finance.
Commissioning Director Corporate Support	£110,001-£115,000	Performance Related Pay between 0%-10% of annual salary	BUPA Membership, Additional Life Cover, Essential Car User and Car Loan Subsidy	Manager Level: Gold Level Number of Direct Reports: 4 Span of Control: 95 Responsibilities: Accountable for Corporate Support Directorate - Corporate Governance and Support, HR & OD, Marketing and Communications and Legal Services.

Chief Executive	£125,001-£130,000	Performance Related Pay between 0%-20% of annual salary	BUPA Membership, Additional Life Cover, Essential Car User and Car Loan Subsidy	Manager Level: Gold Level Number of Direct Reports: 6 Span of Control: 1239 Responsibilities: To lead and direct the operations and activities of the Council in accordance with its policies and objectives.
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**Pay Multiple**

The Pay Multiple is the ratio between the highest paid taxable earning for the given year and the median earning figure for the whole of the authority's workforce.

This measurement covers all elements of remuneration that can be valued.

The Pay Multiple for 2015/2016 is 6.3:1

**Trade Union Facility Time**

Total number of staff who are Union Representatives (including general, learning and health and safety representatives)

Absolute Total Number: 12 representatives for Unison and 4 representatives for Unite

FTE: 1.6

Total number of Union Representatives who devote at least 50% of their time to Union duties

Absolute Total Number: 1

FTE: 1

Names of all Trade Unions represented in the local authority: Unison for collective bargaining, consultation and representation and

Unite for representation only

A basic estimate of spending on Unions (Calculated as the number of full time equivalent days spent on union duties multiplied by the average salary):£37,000

A basic estimate of spending on Unions as a percentage of the total pay bill (calculated as the number of full time equivalent days spent on union duties multiplied by the average salary divided by the total pay bill): 0.145%