

Benchmarking

Job Title: Joint Chief Executive

Current Pay: £155,625

The following information has been collected from the Office for National Statistics, Infinistats and other joint local authorities. Data provided by named boroughs/districts is based on information and published data available within the public domain.

Waverley's pay for this role in comparison to other Joint Local Authorities is shown below:

Council	Council Housing Stock	Councillor Numbers	Population (as per ONS 2021 census)	Chief Exec Salary	Chief Exec Salary per population (£)	Year
Broadland District / S Norfolk	N / N	93	273600	169,677	0.62	2021-22
S Oxfordshire District / Vale of White Horse District	N / N	74	288000	169,447	0.59	2022-23
High Peak Borough / Staffordshire Moorlands District	Y / N	97	186700	164,430	0.88	2021-22
Waverley Borough / Guildford Borough	Y/Y	105	271800	155,625	0.57	2022-23
Eastbourne Borough / Lewes District	Y / Y	68	201600	147,179	0.73	2021-22
Babergh District / Mid Suffolk District	Y / Y	66	195000	140,275	0.72	2021-22
Bromsgrove District / Redditch Borough	N / Y	60	186200	139,038	0.75	2020-21
Cannock Chase District / Stafford Borough	Y / N	81	237300	134,798	0.57	2020-21
Malvern Hills District / Wychavon District	N / N	83	211900	132,132	0.62	2021-22
Boston Borough / East Lindsey District / South Holland District	N / N / Y	121	307900	130,527	0.42	2021-22
Adur District / Worthing Borough	Y / N	66	175900	128,987	0.73	2021-22
South Hams District / West Devon Borough	N / N	62	145700	125,200	0.86	2021-22
Average		81	223467	144,776	0.67	

As can be seen from the table above, the Guildford/Waverley Joint Chief Executive is accountable to the fourth largest population and the second highest number of Councillors from the joint Councils. Although the salary per head of population is below the average and the third lowest, the actual salary falls above the average and in the Upper Middle Quartile as can be seen below.

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It should be noted that the salary figures above (other than those for Waverley/Guildford and South Oxfordshire/Vale of White Horse) relate to 2021/22 and it is expected, therefore, that the 2022/23 salary is higher. If the 22/23 NJC award of £1925 were applied to the above salaries, the average salary would increase to £146,380.

125,200 – 131,731	131,731 – 139,657	139,657 – 157,826	157,826 – 169,677
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Waverley's pay for this role in comparison to some other Local Authorities within the South East is shown below:

Council	Council Housing Stock	Councillor Numbers	Population (as per ONS 2021 census)	Chief Exec Salary	Chief Exec Salary per population (£)	Year
Buckinghamshire	N	147	553100	210000	0.38	01-Apr-22
Brighton and Hove City Council	Y	54	277200	166029	0.60	01-Apr-22
Waverley Borough / Guildford Borough	Y/Y	105	271800	155625	0.57	01-Apr-22
Isle of Wight	N	39	140400	138038	0.98	01-Apr-22
Elmbridge Borough Council	N	48	138800	135960	0.98	01-Apr-22
Maidstone Borough Council	Y	55	175800	133871	0.76	01-Apr-22
Swale Borough Council	N	46	151700	129596	0.85	01-Apr-22
Arun District Council	Y	54	164800	126000	0.76	01-Apr-22
New Forest District Council	Y	60	175800	123192	0.70	01-Apr-22
Average		68	227711	146479	0.73	

As can be seen from the table above, the Guildford/Waverley Joint Chief Executive is accountable to the third largest population and the second highest number of Councillors. Although the salary per head of population is below average and the second lowest, the actual salary falls above the average and at the top of the Upper Middle Quartile and the bottom of the Upper Quartile as can be seen below.

123,192 – 129,596	129,596 – 135,960	135,960 – 155,625	155,625 – 210,000
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UK Salary and Recruiting Trends

In July 2022, an article in the LGC (see link below) suggested that chief executive pay may be stagnating, with new chief executives earning on average 1% less than their predecessors, which could in part be because 72% of new appointments over the previous 2 years were starting their first chief role. It reports the average chief executive salary as £154,764, with the trend since 2010 to give proportionally higher pay rises to those at the lower end of the scale, though ALACE argues that there should be an “immutable link” between the pay of chief executives and other council staff.

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[Chief executive pay: Tough times and wage stagnation | Local Government Chronicle \(LGC\) \(lgcplus.com\)](#)

Advertised Vacancies

The only Chief Executive role for a local authority currently being advertised is shown below:

Role	Salary
Chief Executive - Sefton Borough Council	£155,279 - £170,615

Accountable for a population of 279,300 and with 66 Councillors, this salary range aligns with the Upper Middle and Upper Quartile of Chief Executive salaries in the local authorities above.

Relevant Pay Awards 2022/20223 and 2023/24

Nationally, proposals for pay awards for Chief Officers reflect those put forward for all staff.

- The 2022/23 NJC pay claim reached agreement to increase basic salaries for Chief Executives within scope of the JNC by £1,925 from 1 April 2022.
- The NJC pay claim for Chief Officers for 2023/24 requests an increase of RPI + 2% for all Chief Officers covered by JNC terms and conditions, together with an additional day of annual leave from 1 April 2023 and an additional day of annual leave for personal or well-being purposes.
- ALACE is seeking a pay increase for chief executives that is not less than the equivalent percentage increase for the top point on the NJC scale, spinal column point 43.
- An offer has been made by the National Employers as a full and final one year deal on Chief Executive's Salaries of 3.5%, effective from the 1st April 2023 to 31st March 2024.
- Locally, Waverley Borough Council have agreed with Staff Side a consolidated payment of £2,500 on all incremental points from the 1st April 2023 and a non-consolidated payment of £1,650 for all staff. This non-consolidated payment is classed as a Cost of Living Payment and will be paid in three equal instalments of £550 in April, May and June 2023. This equates to a 2% consolidated increase for those on the highest Grade of 1 and 3.4% including the unconsolidated award.
- The agreed Guildford award is a £2000 consolidated payment from the 1st April on all incremental points and a £1,700 unconsolidated payment, paid in two equal instalments of £850 on the 1st April and 1st September 2023.
- The most recent CPIH cost of living inflation figure of 9.2% (December 2022) is slightly lower than that in October and November. Please see: [Consumer price inflation, UK - Office for National Statistics](#)

Summary:

The current actual Chief Executive Officer salary sits around the Upper Middle to Upper Quartiles, when compared with other Chief Executive salaries.

It sits just above the average Chief Executive salary as reported by LGC and whilst the LGC report describes potential wage stagnation for this level role, this could be related to a number of incumbents taking on their

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first chief role, rather than more experienced CEOs.

Nationally, the pay award for last year and the current pay proposal for Chief Officers is that they receive a pay award equivalent to other staff or equivalent to those on the top grade.

Locally, this would equate to a consolidated payment of £2,500 and a non-consolidated payment of £1,650, which would equate to a 1.6% consolidated increase and 2.7% including the unconsolidated award.