

Notes

1	Salary Ranges are as at 31.03.2016
2	Contractual Payments are as at 31.3.2016. They represent the actual payments to senior officers in accordance with their contract. The payments for any officers who left or started during the year are proportionate to the time they worked during the year
3	With the exception of the Director of Public Health post (see 4 below) Pension scheme refers to the Local Government Pension Scheme. The national conditions of service are that individuals contribute either 10.5%, 11.4% or 12.5% of their salary to the pension scheme, and the Council contributes 20.95% to the pension fund for all contributing members
4	The Director of Public Health post is in the NHS Pension Scheme, the individual contributes 14.5% of their salary to this scheme, and the Council contributes 14.3%.
5	No Senior Managers at Harrow are entitled to Performance Related Pay (PRP)
6	Senior Managers are entitled to claim a range of small expenses including mileage, parking and other sundry expenses.
7	The 'pay multiple' i.e. the ratio between the highest paid salary and median salary of the Council's workforce is 1:7
8	The posts of Director of Public Health and Director of Legal & Democratic Services are shared and joint funded with other Local Authorities

Position	Salary Range as at 31 March 2016	Contractual Payments as at 31 March 2016	Pension Scheme	Expenses Claimed
Chief Executive	£147,816 to £167,997	Salary £167,997	No	
Corporate Director Community, Health & Well Being - left on 26.05.2015	£126,612 to £138,252	Salary £21183 (Full Year Equivalent of £138,252) Essential Car User Allowance £94.91 (Full Year Equivalent of £619)	Yes	
Corp Director - Environment & Enterprise - left on 30.09.2015	£126,612 to £138,252	Salary £69,126 (Full Year Equivalent of £138,252)	Yes	

Position	Salary Range as at 31 March 2016	Contractual Payments as at 31 March 2016	Pension Scheme	Expenses Claimed
Corporate Director of Resources & Commercial	£126,612 to £138,252	Salary £138,252 Essential Car User Allowance £103.24	Yes	
Director of Legal & Democratic Services	£113,622 to £125,328	Salary £125,328 Honorary £5137 Essential Car User Allowance £103.24 Returning Officer Fee £10,450	Yes	£3,581.05
Director of Customer Services & IT	£100,668 to £113,325	Salary £67,995 part-time (Full Year Equivalent of £113,325) Honorary £1960	Yes	£221.00
Director of Adult Social Services	£100,668 to £113,325	Salary £113,325 Emergency Response Allowance £2,202 Essential Car User Allowance £103 Honorary Payments £4,886	Yes	
Director of Finance & Assurance - Left on 25.05.2015	£100,668 to £113,325	Salary £17,059 (Full Year Equivalent of £113,325)	Yes	
Divisional Director HR & OD	£80,514 to £94,929	Salary £94,929 Essential Car User Allowance £103	Yes	£263.75
Divisional Director - Special Needs Serv	£80,514 to £94,929	Salary £94,929 Essential Car User Allowance £619 Acting Up Allowance £5,983	Yes	£706.30
Div Director Collections & Benefits	£80,514 to £94,929	Salary £94,929	Yes	£113.40
Head of Provider Services - Left 18.03.2015	£80,514 to £94,929	Salary £88,545 (Full Year Equivalent of £90,210) Essential Car User Allowance £103.24 Annual Leave not taken £144.15	Yes	£76.05
Div Dir - Strategic Commissioning	£80,514 to £94,929	Salary £94,929	Yes	

Position	Salary Range as at 31 March 2016	Contractual Payments as at 31 March 2016	Pension Scheme	Expenses Claimed
Divisional Director - Community & Culture from 01.04.2015 to 31.12.2015 Programme Director - Cultural Regeneration from 01.01.2016 to 31.03.2016	£80,514 to £94,929	Salary 01.04.2015 to 31.12.2015 - £71,196 (Full Year Equivalent of £94,929) Salary 01.01.2016 to 31.03.2016 - £14,385 (Full Year Equivalent £57,542) Emergency Response Allowance £2,202 Market Factor Supplement £5,331 Essential Car User Allowance £103.24	Yes	
Head of Legal Practice	£80,514 to £94,929	Salary £86,946 Emergency Response Allowance £2,202 Essential Car User Allowance £103.24	Yes	£438.83
Head of Adult Social Care	£80,514 to £94,929	Salary £94,929 Essential Car User Allowance £103.24	Yes	£254.00
Divisional Director - Commercial, Contracts & Proc	£80,514 to £94,929	Salary £94,929 Market Factor Supplement £18,034.04	Yes	
Divisional Director - Commissioning Services - Upgraded on 01.11.2015	£80,514 to £94,929 & £100,668 to £113,325	Salary 01.04.2015 to 31.10.2015 - £52,623 (Full Year Equivalent £90,210) Salary 01.11.2015 to 31.03.2016 - £41,945 (Full Year Equivalent £100,668)	Yes	
Director of Public Health	£95,860	Salary £95,860 Misc Personal Addition £36,677 PH On Call Allowance £1805 London Zone Allowance £2162	Yes (*see note 4 above)	£128.00
Head of Safeguarding & Quality	£80,514 to £94,929	Salary £94,929 Essential Car User Allowance £70.50	Yes	£178.80
Divisional Director of Planning from 01.04.2015 to 31.10.2015 Divisional Director - Regen & Planning from 01.11.2015 to 31.03.2016	£80,514 to £94,929 & £100,668 to £113,325	Salary 01.04.2015 to 31.10.2015 - £55,375 (Full Year Equivalent £94,929) Salary 01.11.2015 to 31.03.2016 - £41,945 (Full Year Equivalent £100,668)	Yes	
Head of Customer Service & Business Support - Started on 02.09.2015	£80,514 to £94,929	Salary £48,819 (Full Year Equivalent £84,090) Market Factor Supplement £3,944 (from 01.04.2015 to 01.09.2015) Emergency Response Allowance £2,059 Essential Car User Allowance £51.62	Yes	
Head of Service - Economic Dev Research & Enterprise - Started on 01.01.2016	£80,514 to £94,929	Salary £20,128 (Full Year Equivalent £80,514)	Yes	

Position	Salary Range as at 31 March 2016	Contractual Payments as at 31 March 2016	Pension Scheme	Expenses Claimed
Head of Strategic Financial & Business from 01.04.2015 to 29.07.2015 Director of Finance and S151 Officer from 30.07.2015 to 31.12.2016	£80,514 to £94,929 & £100,668 to £113,325	Salary 01.04.2015 to 29.07.2015 - £29,585 (Full Year Equivalent £90,210) Salary 30.07.2015 to 31.03.2016 - £67,653 (Full Year Equivalent £100,668) Acting Up £1,855	Yes	
Director of Children & Young People Services - Started on 13.07.2015	£100,668 to £113,325	Salary £72,253 (Full Year Equivalent £100,668)	Yes	
Corporate Director - People Services - Started on 03.11.2015	£126,612 to £138,252	Salary £56,837 (Full Year Equivalent £138,252)	No	
Corporate Director - Community - Started on 04.01.2016	£126,612 to £138,252	Salary £30,632 (Full Year Equivalent £126,612)	Yes	
Interim Divisional Director - Housing	Agency worker annualised rate based on 48 weeks charge out rate	Salary charge out rate £157,740	No	

