

BIRMINGHAM CITY COUNCIL**PUBLIC REPORT**

Report to:	AUDIT COMMITTEE
Report of:	Interim Chief Finance Officer
Date of Decision:	20 October 2020
Subject:	FINANCIAL STATEMENTS – SENIOR OFFICERS NOTE
Wards affected: All	
1 Purpose	
1.1	Following consideration of the Council's draft Financial Statements at its meeting on 29 September 2020, Members have asked for Note 46, Officers' Remuneration, in respect of the table referencing remuneration for senior officers, to be updated.
2 Decisions recommended:	
	Members are asked to;
2.1	Approve the revised table to be included in the Officers' Remuneration note for the Financial Statements.

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3 Compliance Issues:

- 3.1 Are Decisions consistent with relevant Council Policies, Plans or Strategies?:
The Council is required to publish information on Senior Officers' remuneration as part of its Financial Statements.
- 3.2 Relevant Ward and other Members/Officers etc. consulted on this matter:
The Chair of the Committee has been consulted.
- 3.3 Relevant legal powers, personnel, equalities and other relevant implications (if any):
The Local Audit and Accountability Act 2014 confers powers on the Secretary of State to make relevant Regulations. The Secretary of State has issued The Accounts and Audit Regulations 2015, of which section 7(3) requires the Council to publish details of remuneration for Senior Officers.
- 3.4 Will decisions be carried out within existing finances and resources?
Yes
- 3.5 Main Risk Management and Equality Impact Assessment Issues (if any):
The Council is required to follow relevant regulations.

4 Relevant background/chronology of key events:

- 4.1 The Council is required, under section 7(3) of the Accounts and Audit Regulations to publish:
- A note of the remuneration of senior employees and the associated Council contribution to the person's pension. The items required in the statement are to include:
 - (a) The total amount of salary, fees or allowances paid to or receivable by the person
 - (b) The total of bonuses paid or receivable
 - (c) The total amount of sums paid by way of expenses allowances that are chargeable to United Kingdom income tax
 - (d) The total amount of any compensation for loss of employment paid to or receivable by the person
 - (e) The total estimate value of any benefits received by the person otherwise than in cash that do not fall within paragraphs (a) to (d) above.
- 4.2 The regulations also state that the senior officers are to be listed individually and must be identified by way of job title only except for persons whose salary is £150,000 or more per year who must also be identified by name.
- 4.3 Unless the Council has consent from an individual, it should not publish the names of individuals with details of their remuneration unless required to by the regulations. Whilst consent may be gained from senior officers still

working for the Council it may be more difficult to get permission from senior officers who have left.

- 4.4 The revised note to the accounts includes additional detail on the items within the statement.

Signature:

Interim Chief Finance Officer:

Dated:

Appendix 1

Note 46 Officers' Remuneration

The remuneration paid to or receivable by the Council's senior employees is detailed in the table below.

		Salary, fees and allowances	Compensation for loss of office	Expense allowances	Pension contributions	Total
		£	£	£	£	£
Professor Graeme Betts, Chief Executive (Acting) & Head of Paid Service, and Director Adult Social Care ⁽¹⁾	2018/19	162,548	-	8,000	-	170,548
	2019/20	166,167	-	-	-	166,167
Clive Heaphy, Chief Executive (Acting) and Head of Paid Service, and Chief Finance Officer (& S151 Officer) ⁽²⁾	2018/19	172,548	-	429	-	172,977
	2019/20	194,229	35,206	6,229	-	235,664
Dawn Baxendale, Chief Executive (& Head of Paid Service) ⁽³⁾	2018/19	214,200	-	4,388	35,986	254,574
	2019/20	114,528	-	-	20,959	135,487
Assistant Chief Executive	2018/19	114,368	-	-	19,214	133,582
	2019/20	116,451	-	-	21,311	137,762
Interim Chief Finance Officer (& S151 Officer) ⁽⁴⁾	2018/19	N/A	N/A	N/A	N/A	N/A
	2019/20	N/A	N/A	N/A	N/A	N/A
Acting Director Inclusive Growth ⁽⁵⁾	2018/19	N/A	N/A	N/A	N/A	N/A
	2019/20	55,266	-	315	10,114	65,695
Director Inclusive Growth ⁽⁶⁾	2018/19	143,730	-	-	24,147	167,877
	2019/20	98,131	-	-	17,958	116,089
Director Education and Skills ⁽⁷⁾	2018/19	32,742	-	-	5,501	38,243
	2019/20	142,800	-	-	26,132	168,932
Jacqui Kennedy, Director Place	2018/19	149,054	-	-	25,041	174,095
	2019/20	152,035	-	-	27,822	179,857
Acting Director Neighbourhoods ⁽⁸⁾	2018/19	105,416	-	-	17,710	123,126
	2019/20	135,346	-	-	24,768	160,114
Director Public Health ⁽⁹⁾	2018/19	11,515	-	940	1,935	14,390
	2019/20	101,192	-	17,434	18,518	137,144

		Salary, fees and allowances	Compensation for loss of office	Expense allowances	Pension contributions	Total
		£	£	£	£	£
Director Human Resources ⁽¹⁰⁾	2018/19	73,253	-	-	12,307	85,560
	2019/20	105,222	-	-	19,256	124,478
Director Digital and Customer Services ⁽¹¹⁾	2018/19	N/A	-	-	N/A	N/A
	2019/20	77,250	-	-	14,137	91,387
Acting Strategic Director Strategic Services ⁽¹²⁾	2018/19	88,818	-	-	14,921	103,739
	2019/20	28,179	87,031	-	305,692	420,902

Notes:

- (1) Professor Graeme Betts, Director Adult Social Care took responsibility for the post of Chief Executive (Acting) (& Head of Paid Service) on 23 March 2020 until 17 May 2020.
- (2) Clive Heaphy took up the role as Chief Executive (Acting) (& Head of Paid Service) on 11 September 2019 until he left the Council on 31 March 2020. The compensation for loss of office relates to payment for the remainder of the contract notice period on leaving the Council. The expenses and allowances relate to reimbursement of expenditure incurred.
- (3) Dawn Baxendale took up the role of Chief Executive (& Head of Paid Service) on 1 April 2018 until 9 October 2019. The expense allowance in 2018/19 relates to relocation expenses incurred.
- (4) The Interim Chief Finance Officer (& Section 151 Officer) took up the role on 2 October 2019 and was employed through a third party, the costs of which were £155,841 in 2019/20.
- (5) The Acting Director Inclusive Growth took up the role on 4 November 2019. The expenses incurred relate to reimbursement of expenditure incurred.
- (6) The Director Inclusive Growth left the Council on 1 December 2019.
- (7) The Director Education and Skills took up the role on 7 January 2019.
- (8) The Acting Director Neighbourhoods took up the role on 15 June 2018.
- (9) The Director Public Health took up the role on 18 February 2019. The expense allowances relate to a one-off payment for relocation expenses incurred.
- (10) The Director Human Resources became a Senior Officer on 18 July 2018.
- (11) The Director Digital and Customer Services took up the role on 1 July 2019.
- (12) The Acting Strategic Director Strategic Services held the post from 31 July 2018 until 30 June 2019. The compensation for loss of office relate to redundancy payments in line with the Council's standard policy. The pension contributions include an element to meet the cost of pension fund strain, payable to the West Midlands Pension Fund, where employees who are 55 or over and can access their pension benefits on being made redundant in line with pension regulations.

Coverage of statutory posts during periods of annual leave or sickness absence was by officers within the relevant teams under delegated responsibilities.