

Basildon Council Senior Salaries

Senior Salaries Data for period 01 April 2016 – 31 March 2017

Basildon Council has 38 employees whose remuneration in the year 2016 / 2017 was at least £50,000.

| Remuneration Band | Number of Employees 2016/17 |
|---------------------|-----------------------------|
| £50,000 - £55,000 | 4 |
| £55,001 - £60,000 | 9 |
| £60,001 - £65,000 | 2 |
| £65,001 - £70,000 | 6 |
| £70,001 - £75,000 | 3 |
| £75,001 - £80,000 | 3 |
| £80,001 - £85,000 | 3 |
| £85,001 - £90,000 | 1 |
| £90,001 - £95,000 | 0 |
| £95,001 - £100,000 | 0 |
| £100,001 - £105,000 | 1 |
| £105,001 – £110,000 | 3 |
| £110,001 - £115,000 | 0 |
| £115,001 - £120,000 | 0 |
| £120,001 - £125,000 | 1 |
| £125,001 - £130,000 | 1 |
| £130,001 - £135,000 | 0 |
| £135,001 - £140,000 | 0 |
| £140,001 - £145,000 | 0 |
| £145,001 - £150,000 | 0 |
| £150,001 - £155,000 | 0 |
| £155,001 - £160,000 | 0 |
| £160,001 - £165,000 | 1 |
| Grand Total | 38 |

Below are details covering the following:

- Details of remuneration and job titles of certain senior employees whose salary is at least £50,000
- A list of responsibilities for all employees whose salary exceeds £50,000

| Post | Salary Bracket | Bonus Details | Benefits in Kind | Responsibilities |
|---|-----------------|---|-----------------------------|---|
| Team Manager Economic Development | £50,000-£55,000 | N/A | N/A | Number of Direct Reports: 4 Span of Control: 5 Responsibilities: Managing the Economic Development Team. |
| Senior Project Manager | £50,000-£55,000 | N/A | N/A | Number of Direct Reports: 4 Span of Control: 16 Responsibilities: Managing the Programme Works Team. |
| Financial Accountant | £50,000-£55,000 | N/A | N/A | Number of Direct Reports: 9 Span of Control: 9 Responsibilities: Managing the Financial Control Team |
| Building Control Manager | £50,000-£55,000 | N/A | Car Allowance | Number of Direct Reports: 7 Span of Control: 7 Responsibilities: Managing the Building Control Team. |
| Rehousing Manager | £55,001-£60,000 | N/A | Car Allowance | Number of Direct Reports: 6 Span of Control: 19 Responsibilities: Managing the Rehousing Team. |
| Asset Strategy Manager | £55,001-£60,000 | N/A | N/A | Number of Direct Reports: 2 Span of Control: 5 Responsibilities: Managing the Asset Management Team. |
| Manager of Customer Services | £55,001-£60,000 | Performance Related Pay between 0%-10% of basic annual salary | N/A | Manager Level: Bronze Level Number of Direct Reports: 6 Span of Control: 58 Responsibilities: Managing the Customer Services Team. |
| Service Manager Revenue and Business Support | £55,001-£60,000 | N/A | Salary Sacrifice Car Scheme | Manager Level: Bronze Level Number of Direct Reports: 3 Span of Control: 59 Responsibilities: Managing the Revenues and Benefits Department. |
| Team Manager (Estates) | £55,001-£60,000 | N/A | N/A | Number of Direct Reports: 4 Span of Control: 27 Responsibilities: Managing the Estates Team |
| Corporate Specialist New Business Initiatives | £55,001-£60,000 | Performance Related Pay between 0%-10% of basic annual salary | Car Allowance | Number of Direct Reports: 0 Span of Control: 0 Responsibilities: Developing and implementing estate regeneration and housing development schemes. |

| Post | Salary Bracket | Bonus Details | Benefits in Kind | Responsibilities |
|--|-----------------------|---|-------------------------|---|
| Human Resources and Performance Manager | £55,001-£60,000 | Performance Related Pay between 0%-10% of basic annual salary | N/A | Manager Level: Bronze Level Number of Direct Reports: 7 Span of Control: 12 Responsibilities: Managing the HR and Performance and Payroll Team. |
| Assistant Solicitor to the Council (Property Contracts and Regeneration) | £55,001-£60,000 | N/A | N/A | Number of Direct Reports: 7 Span of Control: 7 Responsibilities: Managing the Procurement Team covering Contract Management, Property and Regeneration. |
| Development Control Manager / Specialist Development Management Practitioner | £55,001-£60,000 | N/A | Car Allowance | Number of Direct Reports: 10 Span of Control: 10 Responsibilities: Managing the Development Control Team. |
| Manager of Inclusion and Diversity | £60,001-£65,000 | Performance Related Pay between 0%-10% of basic annual salary | N/A | Number of Direct Reports: 1 Span of Control: 1 Responsibilities: Managing Inclusion and Diversity Team. |
| Finance Manager (Management Accounting) | £60,001-£65,000 | Performance Related Pay between 0%-10% of basic annual salary | N/A | Manager Level: Bronze Level Number of Direct Reports: 8 Span of Control: 16 Responsibilities: Managing the Management Accounting and the Financial Processing Teams. |
| Manager of Housing Choice | £65,001-£70,000 | Performance Related Pay between 0%-10% of basic annual salary | Car Allowance | Manager Level: Bronze Level Number of Direct Reports: 6 Span of Control: 55 Responsibilities: Managing the Housing Choice Department covering Business Support, Housing Options and Rehousing Teams |
| Audit and Governance Manager / Manager Strategic and Executive Support | £65,001-£70,000 | Performance Related Pay between 0%-10% of basic annual salary | N/A | Manager Level: Bronze Level Number of Direct Reports: 7 Span of Control: 33 Responsibilities: Managing the Audit, Corporate Co-ordination Insurance, Policy and Research, Programme Management and Risk Teams. |
| Manager of Information and Communication Technology | £65,001-£70,000 | Performance Related Pay between 0%-10% of basic annual salary | N/A | Manager Level: Bronze Level Number of Direct Reports: 4 Span of Control: 28 Responsibilities: Managing the Information and Communication Technology Department including Emergency Planning and Business Continuity Teams. |

| Post | Salary Bracket | Bonus Details | Benefits in Kind | Responsibilities |
|---|-----------------|---|------------------|---|
| Manager of Street Scene and Technical Services | £65,001-£70,000 | Performance Related Pay between 0%-10% of basic annual salary | Car Allowance | Manager Level: Bronze Level Number of Direct Reports: 5 Span of Control: 192 Responsibilities: Managing Street Scene and Technical Service Departments including Refuse, Cleansing and Street Scene Maintenance Teams. |
| Finance Manager (Financial Accounting) | £65,001-£70,000 | Performance Related Pay between 0%-10% of basic annual salary | N/A | Manager Level: Bronze Level Number of Direct Reports: 2 Span of Control: 13 Responsibilities: Managing the Financial and Housing Accounting Teams. |
| Service Manager Planning Policy and Regeneration Strategy | £65,001-£70,000 | Performance Related Pay between 0%-10% of basic annual salary | N/A | Manager Level: Bronze Level Number of Direct Reports: 2 Span of Control: 8 Responsibilities: Managing the Planning Policy and Regeneration Strategy Teams. |
| Manager of Leisure Open Space and Community Facilities | £70,001-£75,000 | Performance Related Pay between 0%-10% of basic annual salary | Car Allowance | Manager Level: Bronze Level Number of Direct Reports: 5 Span of Control: 81 Responsibilities: Managing the Leisure Department including Open Spaces, Parks, Countryside, Sports, Leisure and Community Facilities Teams. |
| Service Manager Regeneration and Development | £70,001-£75,000 | Performance Related Pay between 0%-10% of basic annual salary | N/A | Manager Level: Bronze Level Number of Direct Reports: 3 Span of Control: 13 Responsibilities: Managing the Regeneration, Development and Investment and the Economic Development Teams. |
| Manager of Housing and Community Services | £70,001-£75,000 | Performance Related Pay between 0%-10% of basic annual salary | Car Allowance | Manager Level: Bronze Level Number of Direct Reports: 7 Span of Control: 144 Responsibilities: Managing the Housing and Community Services Department including Anti-Social Behaviour, Careline, Community Involvement, Home Ownership and Sheltered Scheme Teams. |
| Commercial Programme Manager | £75,001-£80,000 | Performance Related Pay between 0%-10% of basic annual salary | N/A | Manager Level: Bronze Level Number of Direct Reports: 3 Span of Control: 3 Responsibilities: Managing the Commercial Projects Team. |

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| Property Services Business Manager | £75,001-£80,000 | Performance Related Pay between 0%-10% of basic annual salary | Car Allowance | Manager Level: Bronze Level Number of Direct Reports: 4 Span of Control: 39 Responsibilities: Managing the Property Services Department including Asset Strategy, Project Management, Repairs and Voids Teams. |
| Group Manager (Legal and Procurement) | £75,001-£80,000 | Performance Related Pay between 0%-10% of basic annual salary | Car Allowance | Manager Level: Silver Level Number of Direct Reports: 4 Span of Control: 18 Responsibilities: Accountable for Legal including Litigation, Legal Information and Procurement. |
| Group Manager (Regulation) | £80,001-£85,000 | Performance Related Pay between 0%-10% of basic annual salary | Private Medical Insurance (optional), Car Allowance | Manager Level: Silver Level Number of Direct Reports: 8 Span of Control: 56 Responsibilities: Accountable for Regulation including Building Control, Corporate Safety, Development Control, Environmental Health, Licensing, and Planning Enforcement. |
| Group Manager (Corporate Finance) | £80,001-£85,000 | Performance Related Pay between 0%-10% of basic annual salary | Private Medical Insurance (optional), Car Allowance | Manager Level: Silver Level Number of Direct Reports: 3 Span of Control: 32 Responsibilities: Accountable for Corporate Finance including Financial and Management Accounting. This role is Deputy Section 151 Officer. |
| Group Manager (HR and OD) | £80,001-£85,000 | Performance Related Pay between 0%-10% of basic annual salary | Private Medical Insurance (optional), Car Allowance | Manager Level: Silver Level Number of Direct Reports: 2 Span of Control: 17 Responsibilities: Accountable for Human Resources including Organisational Development, Performance Intelligence and Payroll Service. |
| Group Manager (Corporate Governance and Support) | £85,001-£90,000 | Performance Related Pay between 0%-10% of basic annual salary | Private Medical Insurance (optional), Car Allowance | Manager Level: Silver Level Number of Direct Reports: 3 Span of Control: 20 Responsibilities: Accountable for Democratic Services including Elections, Governance and Inclusion and Diversity. Currently also providing interim management cover for the Marketing and Communications Team. |
| Head of Regeneration and Economic Development | £100,001-£105,000 | Performance Related Pay between 0%-10% of basic annual salary | Private Medical Insurance (optional), Car Allowance | Manager Level: Silver Level Number of Direct Reports: 6 Span of Control: 57 Responsibilities: Accountable for Regeneration and Economic Development including Housing Strategy, Planning and Development Strategy, Property and Facilities Management and Regeneration Strategy and Scheme Delivery. |

| Post | Salary Bracket | Bonus Details | Benefits in Kind | Responsibilities |
|---|-------------------|---|---|--|
| Head of Customer Services | £105,001-£110,000 | Performance Related Pay between 0%-10% of basic annual salary | Private Medical Insurance (optional), Car Allowance | Manager Level: Silver Level Number of Direct Reports: 4 Span of Control: 166 Responsibilities: Accountable for Customer Services, Revenues and Benefits and Information Technology Services. |
| Head of Street Scene and Leisure Services | £105,001-£110,000 | Performance Related Pay between 0%-10% of basic annual salary | Private Medical Insurance (optional), Car Allowance | Manager Level: Silver Level Number of Direct Reports: 3 Span of Control: 276 Responsibilities: Accountable for Leisure and Countryside, Parks and Grounds Maintenance and Street Scene and Technical Services. |
| Head of Housing Services | £105,001-£110,000 | Performance Related Pay between 0%-10% of basic annual salary | Private Medical Insurance (optional), Car Allowance | Manager Level: Silver Level Number of Direct Reports: 4 Span of Control: 246 Responsibilities: Accountable for Housing Services including the HRA, Housing Choice, Housing Property Services, Housing Landlord Services, Community Involvement and Community Safety. |
| Commissioning Director People and Place | £120,001-£125,000 | Performance Related Pay between 0%-10% of basic annual salary | Car Allowance | Manager Level: Gold Level Number of Direct Reports: 8 Span of Control: 636 Responsibilities: Accountable for People and Place Directorate – Commercial Projects, Corporate Governance and Support, Housing, Human Resources, Legal, Regulation and Street Scene and Leisure Services. |
| Commissioning Director Resourcing and Place Shaping | £125,001-£130,000 | Performance Related Pay between 0%-10% of basic annual salary | Private Medical Insurance (optional), Car Allowance | Manager Level: Gold Level Number of Direct Reports: 6 Span of Control: 288 Responsibilities: Accountable for Resourcing and Place Shaping Directorate – Corporate Finance, Customer Services, Strategic and Executive Support and Regeneration and Economic Development Services. |
| Chief Executive: Balaskandan Mahendran | £160,001-£165,000 | Performance Related Pay between 0%-20% of basic annual salary | Private Medical Insurance (optional), Car Allowance | Manager Level: Gold Level Number of Direct Reports: 2 Span of Control: 940 Responsibilities: To lead and direct the operations and activities of the Council in accordance with its policies and objectives. |

Organisation headcount data accurate as at 01 April 2017.