



Transparency Code

Organisation Chart and Senior Salaries – 2024

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Introduction

The Transparency Code is issued to meet the Government's desire to place more power into citizens' hands to increase democratic accountability and make it easier for local people to contribute to the local decision making process and help shape public services. Transparency is the foundation of local accountability and the key that gives people the tools and information they need to enable them to play a bigger role in society. The availability of data can also open new markets for local business, the voluntary and community sectors, and social enterprises to run services or manage public assets. This document covers the following senior posts for paragraphs 44, 48 and 49 of the Transparency Code.

Definition of Senior Officers covered by the Transparency Code

Level in Organisation	Position Title
Level 1	Chief Executive
Level 2	Strategic Director
Level 3	Service Director
Level 4	Head of Service
Level 5	Senior Employees on a grade equivalent to Head of Service

Senior Officers Salaries

The authority's policy on Senior Officers Salaries is set out on the schedule that is attached to this code at Appendix A. It is the policy of this authority to establish a remuneration package for each Senior Officer post that is sufficient to attract and retain staff of the appropriate skills, knowledge, experience, abilities, and qualities that is consistent with the authority's requirements of the post in question at the relevant time, which may include reference to appropriate benchmarks and to ensure that the authority meets any contractual requirements for staff including the application of any local or national collective agreements, or authority decisions regarding pay.

Employees who are in receipt of salaries in excess of £50,000 and who are not classed in the definition of Senior Officers above are identified by number in the schedule at Appendix B.

Pay Multiple

This authority does not have a policy on maintaining or reaching a specific 'pay multiple', however the authority is conscious of the need to ensure that the salary of the highest paid employee is not excessive and is consistent with the needs of the authority as expressed in the policy statement and its wider pay policy and approach. The pay multiple is attached to this code at Appendix C.

Pay Grades

This authority has implemented a single pay spine that covers conditions of service, the salaries used within this document are in the schedule at Appendix D. Other Employees are paid on the Soulbury, terms and conditions of service, the salaries used within this document are in schedule at Appendix E.

Appendix A - Remuneration of Chief Officers

Job Level	Department	Service Area	Job Title	Actual FTE	Grade	Current salary Banding	Salary Ceiling	Contract Type	No of Staff (FTE's)
1	Chief Executive	Chief Executive	Chief Executive Steve Mawson	1	24	£165,000 £169,999	£194,346	Substantive	6674
2	Adults & Health	Adults & Health	Strategic Director Adults & Health	1	23	£145,000 £149,999	£145,287	Substantive	2259
2	Children & Families	Children & Families	Strategic Director Children & Families	1	23	£130,000 £134,999	£145,287	Substantive	963
2	Corporate Strategy, Commissioning & Public Health	Corporate Strategy, Commissioning & Public Health	Strategic Director - Corporate Strategy, Commissioning & Public Health	1	23	£145,000 £149,999	£145,287	Substantive	1200
2	Growth & Regeneration	Growth & Regeneration	Strategic Director Growth & Regeneration	1	23	£140,000 £144,999	£145,287	Substantive	2251
3	Adults & Health	Adults Social Care Operation	Service Director - Adult Social Care Operation	1	22	£95,000 £99,999	£111,242	Substantive	344

Job Level	Department	Service Area	Job Title	Actual FTE	Grade	Current salary Banding	Salary Ceiling	Contract Type	No of Staff (FTE's)
3	Adults & Health	Communities & Access Services	Service Director - Communities & Access Services	1	22	£110,000 £114,999	£111,242	Substantive	377
3	Adults & Health	Culture & Visitor Economy	Service Director - Culture & Visitor Economy	1	22	£110,000 £114,999	£111,242	Substantive	791
3	Adults & Health	Learning Disabilities & Mental Health	Service Director - Learning Disabilities & Mental Health	1	22	£110,000 £114,999	£111,242	Substantive	747
3	Children & Families	Child Protection & Family Support	Service Director - Child Protection & Family Support	1	22	£110,000 £114,999	£111,242	Substantive	247
3	Children & Families	Learning & Early Support	Service Director - Learning & Early Support	1	22	£110,000 £114,999	£111,242	Substantive	416
3	Children & Families	Resources, Improvement & Partnerships	Service Director - Resources, Improvement & Partnerships	1	22	£95,000 £99,999	£111,242	Substantive	299

Job Level	Department	Service Area	Job Title	Actual FTE	Grade	Current salary Banding	Salary Ceiling	Contract Type	No of Staff (FTE's)
3	Corporate Strategy, Commissioning & Public Health	Environmental Strategy & Climate Change	Service Director - Environmental Strategy & Climate Change	1	22	£110,000 £114,999	£111,242	Substantive	231
3	Corporate Strategy, Commissioning & Public Health	Finance	Service Director - Finance (Section 151 Officer)	1	22	£95,000 £99,999	£111,242	Substantive	323
3	Corporate Strategy, Commissioning & Public Health	Governance & Commissioning	Service Director Governance & Commissioning (Monitoring Officer)	1	22	£110,000 £114,999	£111,242	Substantive	135
3	Corporate Strategy, Commissioning & Public Health	Strategy & Innovation	Service Director - Strategy & Innovation	1	22	£110,000 £114,999	£111,242	Substantive	273
3	Growth & Regeneration	Development	Service Director - Development	1	22	£120,000 £124,999	£123,853	Substantive	283
3	Growth & Regeneration	Highways & Streetscene	Service Director - Highways & Streetscene	1	22	£110,000 £114,999	£111,242	Substantive	964

Job Level	Department	Service Area	Job Title	Actual FTE	Grade	Current salary Banding	Salary Ceiling	Contract Type	No of Staff (FTE's)
3	Growth & Regeneration	Homes & Neighbourhoods	Service Director - Homes & Neighbourhoods	1	22	£110,000 £114,999	£111,242	Substantive	831
3	Growth & Regeneration	Skills & Regeneration	Service Director - Skills & Regeneration	1	22	£110,000 £114,999	£111,242	Substantive	172
4	Adults & Health	Adults Social Care Operation	Head of Adults Social Care Operation - Community	1	18-19	£65,000 £69,999	£69,064	Substantive	146
4	Adults & Health	Adults Social Care Operation	Head of Adults Social Care Operation - Independence	1	18-19	£55,000 £59,999	£69,064	Vacant	142
4	Adults & Health	Adults Social Care Operation	Head of Quality Standards & Safeguarding	1	18-19	£60,000 £64,999	£69,064	Substantive	55
4	Adults & Health	Communities & Access Services	Head of Access Strategy and Delivery	1	18-19	£65,000 £69,999	£69,064	Substantive	143
4	Adults & Health	Communities & Access Services	Head of Communities	1	18-19	£55,000 £59,999	£69,064	Substantive	55

Job Level	Department	Service Area	Job Title	Actual FTE	Grade	Current salary Banding	Salary Ceiling	Contract Type	No of Staff (FTE's)
4	Adults & Health	Communities & Access Services	Head of Local Integrated Partnerships	1	18-19	£65,000 £69,999	£69,064	Substantive	178
4	Adults & Health	Culture & Visitor Economy	Head of Culture & Tourism	1	18-19	£55,000 £59,999	£69,064	Substantive	38
4	Adults & Health	Culture & Visitor Economy	Head of Venue Management	1	20	£80,000 £84,999	£88,668	Substantive	751
4	Adults & Health	Learning Disabilities & Mental Health	Head of In-House Provision	1	18-19	£65,000 £69,999	£69,064	Substantive	588
4	Adults & Health	Learning Disabilities & Mental Health	Head of Learning Disabilities & MH	1	18-19	£60,000 £64,999	£69,064	Substantive	136
4	Adults & Health	Learning Disabilities & Mental Health	Head of Market Development & Sufficiency	1	18-19	£65,000 £69,999	£69,064	Substantive	22
4	Children & Families	Child Protection & Family Support	Head of Assessment & Intervention, & Disabled Children Service	1	20	£85,000 £89,999	£89,940	Substantive	53

Job Level	Department	Service Area	Job Title	Actual FTE	Grade	Current salary Banding	Salary Ceiling	Contract Type	No of Staff (FTE's)
4	Children & Families	Child Protection & Family Support	Head of Assessment & Intervention & Duty and Advice	1	18-19	£80,000 £84,999	£83,463	Substantive	81
4	Children & Families	Child Protection & Family Support	Head of Contextual Safeguarding & YES	1	18-19	£70,000 £74,999	£72,081	Substantive	103
4	Children & Families	Child Protection & Family Support	Head of Quality Assurance & Practice Development	1	18-19	£65,000 £69,999	£69,064	Substantive	9
4	Children & Families	Learning & Early Support	Head of Early Support	1	18-19	£85,000 £89,999	£87,611	Substantive	223
4	Children & Families	Learning & Early Support	Head of Educational Outcomes	1	20	£75,000 £79,999	£88,668	Vacant	19
4	Children & Families	Learning & Early Support	Head of Education Places and Access & Strategy	1	18-19	£65,000 £69,999	£69,064	Substantive	27

Job Level	Department	Service Area	Job Title	Actual FTE	Grade	Current salary Banding	Salary Ceiling	Contract Type	No of Staff (FTE's)
4	Children & Families	Learning & Early Support	Head of Inclusion & Educational Safeguarding	1	18-19	£55,000 £59,999	£69,064	Vacant	116
4	Children & Families	Learning & Early Support	Head of Post 16 Progression & Partnerships	1	18-19	£55,000 £59,999	£69,064	Vacant	31
4	Children & Families	Resources, Improvement & Partnerships	Head of Children's Improvement, Partnership & Voice	1	18-19	£60,000 £64,999	£69,064	Substantive	84
4	Children & Families	Resources, Improvement & Partnerships	Head of Children's Integrated Commissioning	1	18-19	£60,000 £64,999	£69,064	Substantive	9
4	Children & Families	Resources, Improvement & Partnerships	Head of Children's Sufficiency	1	18-19	£80,000 £84,999	£82,704	Substantive	157
4	Children & Families	Resources, Improvement & Partnerships	Head of Safeguarding & Quality Assurance	1	18-19	£80,000 £84,999	£83,463	Substantive	48
4	Corporate Strategy,	Environmental Strategy & Climate Change	Consultant in Public Health	1	20	£90,000 £94,999	£92,808	Substantive	1

Job Level	Department	Service Area	Job Title	Actual FTE	Grade	Current salary Banding	Salary Ceiling	Contract Type	No of Staff (FTE's)
	Commissioning & Public Health								
4	Corporate Strategy, Commissioning & Public Health	Environmental Strategy & Climate Change	Head of Improving Population Health	0.81	18-19	£55,000 £59,999	£69,064	Acting Up Arrangement	21
4	Corporate Strategy, Commissioning & Public Health	Environmental Strategy & Climate Change	Head of Health Protection	1	20	£85,000 £89,000	£88,668	Substantive	46
4	Corporate Strategy, Commissioning & Public Health	Environmental Strategy & Climate Change	Head of Public Protection	1	18-19	£65,000 £69,999	£69,064	Substantive	230
4	Corporate Strategy, Commissioning & Public Health	Finance	Head of Accountancy	1	18-19	£65,000 £69,999	£69,064	Substantive	40
4	Corporate Strategy, Commissioning & Public Health	Finance	Head of Commercial Services	1	18-19	£55,000 £59,999	£69,064	Acting up Arrangement	3

Job Level	Department	Service Area	Job Title	Actual FTE	Grade	Current salary Banding	Salary Ceiling	Contract Type	No of Staff (FTE's)
4	Corporate Strategy, Commissioning & Public Health	Finance	Head of Finance	1	18-19	£65,000 £69,999	£69,064	Substantive	23
4	Corporate Strategy, Commissioning & Public Health	Finance	Head of Welfare & Exchequer Services	1	18-19	£60,000 £64,999	£69,064	Substantive	256
4	Corporate Strategy, Commissioning & Public Health	Finance	Head of Welfare & Exchequer Services	1	18-19	£60,000 £64,999	£69,064	Substantive	256
4	Corporate Strategy, Commissioning & Public Health	Governance & Commissioning	Head of Governance	1	18-19	£55,000 £59,999	£69,064	Substantive	28
4	Corporate Strategy, Commissioning & Public Health	Governance & Commissioning	Head of Legal	1	18-19	£80,000 £84,999	£83,857	Substantive	65
4	Corporate Strategy,	Governance & Commissioning	Head of Procurement &	1	18-19	£65,000 £69,999	£69,064	Substantive	20

Job Level	Department	Service Area	Job Title	Actual FTE	Grade	Current salary Banding	Salary Ceiling	Contract Type	No of Staff (FTE's)
	Commissioning & Public Health		Commissioning Support						
4	Corporate Strategy, Commissioning & Public Health	Governance & Commissioning	Head of Risk	0.70	18-19	£65,000 £69,999	£69,064	Substantive	20
4	Corporate Strategy, Commissioning & Public Health	Office of Chief Executive	Head of People Service	1	20	£85,000 £89,999	£88,668	Substantive	168
4	Corporate Strategy, Commissioning & Public Health	Strategy & Innovation	Head of Data & Insight	1	18-19	£85,000 £89,999	£86,505	Substantive	38
4	Corporate Strategy, Commissioning & Public Health	Strategy & Innovation	Head of Policy, Partnerships & Corporate Planning	1	18-19	£60,000 £64,999	£69,064	Substantive	38
4	Corporate Strategy, Commissioning & Public Health	Strategy & Innovation	Head of Strategic Communications	1	18-19	£75,000 £79,999	£77,313	Substantive	29

Job Level	Department	Service Area	Job Title	Actual FTE	Grade	Current salary Banding	Salary Ceiling	Contract Type	No of Staff (FTE's)
4	Corporate Strategy, Commissioning & Public Health	Strategy & Innovation	Head of Technology	1	18-19	£65,000 £69,999	£69,129	Substantive	143
4	Corporate Strategy, Commissioning & Public Health	Strategy & Innovation	Head of Transformation & Culture Change	1	18-19	£65,000 £69,999	£69,064	Substantive	24
4	Growth & Regeneration	Development	Head of Housing Growth & Regeneration	0.70	18-19	£70,000 £74,999	£71,094	Substantive	16
4	Growth & Regeneration	Development	Head of Housing Services	1	18-19	£55,000 £59,999	£69,064	Vacant	143
4	Growth & Regeneration	Development	Head of Property	1	18-19	£80,000 £84,999	£82,567	Substantive	105
4	Growth & Regeneration	Development	Head of Town Centres Programme	1	20	£80,000 £84,999	£88,668	Substantive	11
4	Growth & Regeneration	Highways & Streetscene	Head of Highways	1	18-19	£60,000 £64,999	£69,064	Substantive	287

Job Level	Department	Service Area	Job Title	Actual FTE	Grade	Current salary Banding	Salary Ceiling	Contract Type	No of Staff (FTE's)
4	Growth & Regeneration	Highways & Streetscene	Head of Operational Services	1	20	£80,000 £84,999	£88,668	Substantive	673
4	Growth & Regeneration	Homes & Neighbourhoods	Head of Assets & Development	1	18-19	£55,000 £59,999	£69,064	Vacant	60
4	Growth & Regeneration	Homes & Neighbourhoods	Head of Housing Management & Partnerships	1	18-19	£55,000 £59,999	£69,064	Vacant	236
4	Growth & Regeneration	Homes & Neighbourhoods	Head of Repairs & Maintenance	1	20	£80,000 £84,999	£88,668	Substantive	502
4	Growth & Regeneration	Skills & Regeneration	Head of Business & Skills	1	18-19	£75,000 £79,999	£76,631	Substantive	28
4	Growth & Regeneration	Skills & Regeneration	Head of Employment & Skills	1	18-19	£60,000 £64,999	£69,064	Substantive	34
4	Growth & Regeneration	Skills & Regeneration	Head of Major Projects	1	18-19	£60,000 £64,999	£69,064	Acting up arrangement	28
4	Growth & Regeneration	Skills & Regeneration	Head of Planning & Development	1	18-19	£80,000 £84,999	£82,768	Substantive	80

Job Level	Department	Service Area	Job Title	Actual FTE	Grade	Current salary Banding	Salary Ceiling	Contract Type	No of Staff (FTE's)
5	Children & Families	Learning & Early Support	Principal Educational Psychologist	1	D	£70,000 £74,999	£73,956	Substantive	73
5	Children & Families	Learning & Early Support	Senior Kirklees Learning Partner	1	D	£70,000 £74,999	£73,173	Substantive	11
5	Children & Families	Learning & Early Support	Virtual School Headteacher	1	D	£65,000 £69,999	£73,173	Substantive	16
5	Children & Families	Learning & Early Support	Strategic Lead - Education Safeguarding	1	D	£65,000 £69,999	£73,173	Substantive	43
5	Children & Families	Learning & Early Support	Senior Educational Psychologist	1	C	£70,000 £74,999	£70,584	Substantive	8
5	Children & Families	Learning & Early Support	Senior Kirklees Learning Partner	1	D	£65,000 £69,999	£73,173	Substantive	9
5	Children & Families	Learning & Early Support	Senior Educational Psychologist	1	C	£65,000 £69,999	£67,133	Substantive	4

Job Level	Department	Service Area	Job Title	Actual FTE	Grade	Current salary Banding	Salary Ceiling	Contract Type	No of Staff (FTE's)
5	Children & Families	Learning & Early Support	PAP & Senior Strat Manager for LL	0.87	C	£65,000 £69,999	£67,133	Substantive	9
5	Children & Families	Learning & Early Support	Head Teacher Wellbeing	0.60	C	£65,000 £69,999	£67,133	Substantive	0
5	Children & Families	Learning & Early Support	Head Teacher Wellbeing	0.40	C	£65,000 £69,999	£67,133	Substantive	0
5	Children & Families	Learning & Early Support	Learning Partner (Strategic)	1	C	£60,000 £64,999	£67,133	Substantive	0
5	Children & Families	Learning & Early Support	Learning Partner (Data Processing)	1	C	£60,000 £64,999	£67,133	Substantive	2
5	Children & Families	Learning & Early Support	Senior Educational Psychologist	0.91	C	£60,000 £64,999	£67,133	Substantive	9
5	Corporate Strategy, Commissioning & Public Health	Governance & Commissioning	Legal Manager - Head of Safeguarding	1	19	£65,000 £69,999	£69,064	Substantive	20

Job Level	Department	Service Area	Job Title	Actual FTE	Grade	Current salary Banding	Salary Ceiling	Contract Type	No of Staff (FTE's)
5	Corporate Strategy, Commissioning & Public Health	Governance & Commissioning	Legal Manager - Head of Commercial	1	19	£65,000 £69,999	£69,064	Substantive	12

Notes

- 1 Contact Details – 01484 221000
- 2 Salary Ceiling is Full Time Equivalent – current salary bands quoted reflect pay levels as of 1 April each year.
- 3 2024 Salaries are still to be confirmed salary band based on 2023 salaries.
- 4 Kirklees Council has a common set of Terms and Conditions that applies to all staff, entitled to claim.
- 5 Employers Pension contributions are 15.80%.

Appendix B - Kirklees Council Employees remuneration above £50,00

Salary Band	2022/2023	2023/2024
50,000 - 54,999	196	231
55,000 - 59,999	70	101
60,000 - 64,999	16	29
65,000 - 69,999	19	26
70,000 - 74,999	5	7
75,000 - 79,999	3	3
80,000 - 84,999	8	9
85,000 - 89,999	8	8
90,000 - 94,999	1	1
95,000 - 99,999	1	0
100,000 - 104,999	4	0
105,000 - 109,999	9	1
110,000 - 114,999	0	12
115,000 - 119,999	1	1
120,000 - 124,999	0	1
130,000 - 134,999	2	0
135,000 – 139,999	3	0
140,000 – 144,999	0	1
145,000 – 149,999	0	2
165,000 – 169,000	0	1
185,000 – 189,999	1	0
Total	347	434

Appendix C - Kirklees Council Pay Multiple

The highest paid (actual) salary in this authority is £166,866 bottom of Grade 24 SCP 72, which is paid to Steve Mawson. The median (full time equivalent) salary* in this authority (not including Schools or other external organisations) is £28,770 second point of Grade 7 SCP 17.

*Median

The median is the value falling in the middle when the data items are arranged in an array of either ascending or descending order. If there is an odd number of items, the median is the value of the middle item. If there is an even number of items, the median is obtained by taking the mid points of the two middle points (add middle points together and divide by 2).

Excluded: Kirklees active Leisure, Maintained Schools, Academies, Claiming Teachers, Temp Direct, Teachers pensions, Casual and Paymaster Only Contracts, any record where the actual salary is zero.

The ratio between the two salaries, the 'pay multiple', is 5.80:1.

Appendix D - Kirklees Council Single Status Salary Grades

Grade	SCP	Salary	Grade	SCP	Salary
Apprentice	Year 1	£21,569	14	40	£48,474
Apprentice	Year 2	£22,071	14	41	£49,498
1	1	£22,366	14	42	£50,512
2	2	£22,366	15	43	£51,515
3	3	£22,737	15	44	£52,437
4	4	£23,114	15	45	£53,407
4	5	£23,500	16	46	£54,317
5	5	£23,500	16	47	£55,267
5	6	£23,893	17	48	£56,199
6	7	£24,294	17	49	£57,145
6	8	£24,702	17	50	£58,094
6	9	£25,119	18	51	£59,060
6 Not used	10	£25,545	18	52	£59,840
6	11	£25,979	18	53	£61,025
Unused	12	£26,421	19	54	£62,035
Unused	13	£26,873	19	55	£63,071
7	14	£27,334	19	56	£64,489
7	15	£27,803	19	57	£69,064
7 Not used	16	£28,282	20	58	£77,282
7	17	£28,770	20	59	£82,768
Unused	18	£29,269	20	60	£88,668
8	19	£29,777	21	61	£88,290
8	20	£30,296	21	62	£94,594

Grade	SCP	Salary	Grade	SCP	Salary
8 Not used	21	£30,825	21	63	£101,333
8	22	£31,364	22	64	£96,948
9	23	£32,076	22	65	£104,097
9	24	£33,024	22	66	£111,242
9	25	£33,945	23	67	£132,260
9	26	£34,834	23	68	£135,424
10	27	£35,745	23	69	£138,773
10	28	£36,648	23	70	£142,029
10	29	£37,336	23	71	£145,287
10	30	£38,223	24	72	£166,866
11	31	£39,186	24	73	£172,363
11	32	£40,221	24	74	£177,856
11	33	£41,418	24	75	£183,352
12	34	£42,403	24	76	£188,848
12	35	£43,421	24	77	£194,346
12	36	£44,428			
13	37	£45,441			
13	38	£46,464			
13	39	£47,420			

*Revised Pay spine Implemented 1st April 2023

** 2024 Salaries are still to be confirmed salary band based on 2023 salaries

*** Apprenticeship rates of pay are increased in accordance with the national minimum wage and national living wage requirements (rates shown are from 01.04.2024).

Appendix E - Kirklees Council Soulbury Salary Grades

Grade	SCP	Salary
A	1	£40,540
A	2	£41,920
A	3	£43,224
A	4	£44,545
A	5	£45,857
A	6	£47,170
A	7	£48,550
A	8	£49,878
B	9	£51,425
B	10	£52,805
B	11	£54,166
B	12	£55,484
B	13	£56,976
B	14	£58,308
B	15	£59,777
C	16	£61,106
C	17	£62,440
C	18	£63,748
C	19	£65,097
C	20	£65,794
C	21	£67,133
D	21	£67,133
D	22	£68,301

Grade	SCP	Salary
D	23	£69,586
D	24	£70,739
D	25	£71,971
D	26	£73,173

*Revised Pay spine Implemented 1st September 2023