



# Remuneration of the Senior Management Team

## Background and Context

### 1. The Council

The Council is a large organisation. It is responsible for providing or commissioning over 200 separate services. The total annual turnover is in excess of £550 million. The annual capital programme is around £90 million.

The Council is one of the top performing Councils in Wales, regularly featuring in the top 3 on overall performance. The level of Council Tax is one of the lowest in the UK, around 25<sup>th</sup> lowest out of over 400 councils. The Council has won more Excellence Wales awards (7) in the 3 years that this National Award has been running than any other Council.

The Council is run by councillors, who are elected by the local community. 74 Councillors are responsible for making decisions on behalf of the local community about local services and budgets, such as Council Tax. Each Councillor represents a specific area and serves for a period of four years. The work of a councillor includes holding surgeries to help local people, supporting local organisations, campaigning on local issues, and developing links with all parts of the community.

Councillors are not paid a salary or wages, but they are entitled to allowances and expenses to cover some of the costs of carrying out their public duties. These allowances are set by the National Independent Remuneration Panel. All Councillors abide by a code of conduct, part of which requires them to declare any financial interests, gifts or hospitality that could influence any decisions they make.

The following link provides information about allowances paid to Councillors in 2007/08 and 2008/09.

[Councillor Allowances](#)

## **2. The Leader**

The Leader of the Council is Cllr Meryl Gravell OBE. She has been Leader since 1999. The post of the Leader is elected by all members of the Council, at the annual meeting of the Council immediately following an election. The Leader chairs all meetings of the Council's Executive Board and leads on policy development and implementation. The Leader represents the Council politically and is an advocate and ambassador for the County at the Assembly in Cardiff and with other external organisations. Cllr Gravell is also Presiding Officer of the Welsh Local Government Association and Local Government Spokesperson for Social Services in Wales. She is on the National Advisory Board for the NHS in Wales and Chairs the Carmarthenshire Local Service Board. Cllr Gravell was voted Welsh Woman of the Year in 1997.

## **3. Executive Board**

The Executive Board is responsible for the overall business of the Council. The Executive Board comprises the Leader of the Council, who is the Chairperson, and 9 other members appointed by the Council. Each of the members of the Executive Board has a defined portfolio of responsibilities.

The current Executive Board members can be viewed on the following link:-

[Executive Boards Members](#)

The decisions of the Executive Board are subject to scrutiny by a different group of councillors, who meet in overview and scrutiny committees to check and monitor what the Executive Board does. The Council has established 7 overview and scrutiny committees.

They can be viewed on the following link.

[Scrutiny Committees](#)

## **4. Council Staff**

Whilst the elected councillors provide the policies, paid employees (council officers) put them into practice. The Council employs around 9,000 staff; these include school teachers, social workers, refuse collectors, environmental health officers, home carers, school catering staff and staff responsible for a wide range of over 200 services benefiting the local community.

## **5. The Senior Management Team**

The Senior Management Team is responsible for managing the activities of the Council staff and for advising councillors on the potential implications of political decisions. By law, senior Council staff are not allowed to participate in any party political activity and are expected to advise and assist all councillors irrespective of their political affiliation.

## **6. The Chief Executive**

The current Chief Executive is Mark James who was appointed in November 2001. The Chief Executive is the senior officer who together with a Board of Directors leads and takes responsibility for the work of the paid staff of the Council, who run the local authority on a day to day basis. The role of Chief Executive and Directors, is a full time appointment.

Post holders are selected on merit, against objective criteria, following public advertisement. They are appointed by the whole Council. As Head of Paid Service, the Chief Executive and his Directors work closely with elected members to deliver the following:

**Leadership:** working with elected members to ensure strong and visible leadership and direction, encouraging and enabling managers to motivate and inspire their teams.

**Strategic Direction:** ensuring all staff understand and adhere to the strategic aims of the organisation and follow the direction set by the elected members.

**Policy Advice:** acting as the principal policy advisers to the elected members of the Council to lead the development of workable strategies which will deliver the political objectives set by the councillors.

**Partnerships:** leading and developing strong partnerships across the local community to achieve improved outcomes and better public services for local people.

**Operational Management:** overseeing financial and performance management, risk management, people management and change management within the Council.

#### **7. The Person**

In 2007 the Council's Chief Executive won the accolade of Public Sector Leader of the Year in Wales. Under his leadership, the Council has become renowned for many of its services and programmes. The highly successful Housing Investment Programme sees £240 million invested in modernising our 9,300 council homes to the benefit of all our tenants.

Carmarthenshire's regeneration programme has seen record investment at some £100 million per annum transforming the County, from the Millennium Coastal Park, Ffos Las and Parc Y Scarlets in the South, to our new provisions market and retail development in Carmarthen. Examples include new leisure facilities, such as the 8 lane competition pool at Carmarthen and improved football and rugby grounds across the County (Llandovery, Llanelli). Gymnastics, tennis, cycling athletics and many other sports have seen record investment.

The Council's Modernising Education Programme is the envy of many parts of Wales. Some £180 million is being invested all round the County with new schools, refurbishments and extensions taking place on 19 different locations in 2009 alone. Lots of other services including school catering, social care, environmental health, highways and waste services are leading the way in modernising and providing better services to the citizens of the County.

#### **8. Remuneration of Senior Management Team**

The table below (point 12.) provides information about the remuneration of the Chief Executive and other members of the Senior Management Team. It also provides information about any additional payments they receive, such as reimbursement of business expenses. All managerial staff are subject to annual appraisal.

#### **9 Benefits**

In addition to their salaries the Chief Executive and Directors receive a telephone rental allowance, as they must be available for emergencies out of hours. They are

also able to claim business travel when using their own vehicles on Council business.

Details of remuneration and benefits paid to senior officers are in the table below. (point 12.)

**10. Pension**

The Local Government Pension Scheme (LGPS) covers council employees and some councillors. The LGPS is a contributory scheme; employees contribute 5.5%-7.5% of their own salaries to the scheme, Senior Officers pay 7.5%. Employers' contributions to the LGPS vary depending upon how much is needed to ensure benefits under the Scheme are properly funded, and are set independently. The rules governing the pension scheme are contained in regulations made by Parliament. Further information about the scheme can be found on: [www.lgps.org.uk](http://www.lgps.org.uk)

**11. Working arrangements**

The Chief Executive is expected to work such hours as are necessary to ensure the job gets done. This routinely involves two or three evenings a week as well as the standard Monday to Friday business week. Occasional weekend working is also required. The postholder is "on call" at all other times, particularly to cover emergency planning requirements. No extra payments are made for such extended hours. Directors are also expected to work evening and weekends as necessary and to be on call at other times. Senior officers are entitled to up to 32 days paid leave each year, depending on length of service.

**12. Details of remuneration and benefits paid to senior officers**

<b>Salary Grade</b>	<b>Remuneration</b>
<b>Title:</b>	
<b>Chief Executive</b>	£152,990 - £164,847
<b>Assistant Chief Executives:</b>	
Customer Focus and Policy People Management and Performance	£92,408 - £98,902
<b>Strategic Directors:</b>	
Education and Children Services Resources Regeneration and Leisure Technical Services Social Care, Health and Housing	£110,055 - £118,410
<b>Director of Strategic Projects</b>	£89,657

<b>Benefits</b>
<b>Travelling/Business Expenses 2008/09</b>
<b>Title:</b>

<b>Chief Executive</b>	<b>2008/09</b> £4,157.89  <b>2009/10</b> £4,801.50  <b>2010/11</b> £6,238.52
<b>Assistant Chief Executives:</b>	
Customer Focus and Policy	<b>2008/09</b> £1,095.00  <b>2009/10</b> £1,526.12  <b>2010/11</b> £1,376.36
People Management and Performance	<b>2008/09</b> £1,095.00  <b>2009/10</b> £1,170.00  <b>2010/11</b> £1,239.00
<b>Strategic Directors:</b>	
Regeneration and Leisure	<b>2008/09</b> £2,242.18  <b>2009/10</b> £1,890.35  <b>2010/11</b> £2,307.14
Technical Services	<b>2008/09</b> £3,940.30  <b>2009/10</b> £4,671.02 <b>2010/11</b> £1,561.24
Social Care, Health and Housing	<b>2008/09</b> £2,621.14  <b>2009/10</b> £1,930.57  <b>2010/11</b> £2,772.97
Resources	<b>2008/09</b>

	£3,122.20 <b>2009/10</b> £2,475.53 <b>2010/11</b> £2,371.48
Education and Children Services	<b>2008/09</b> 3741.15 <b>2009/10</b> 2982.85 <b>2010/11</b> 2720.79