

£50k+ Report 2024

The tables below show people in post as of 31 December 2023. Resources & Business Change includes Integra.

Table 1: Tier 1 and 2 (Chief Executive and first line reports – Senior Leadership Team)

Name	Post Title	FTE	Department	Grade	Salary Banding (£)	Permanent/ Temporary Staff
Dave Perry	Chief Executive	1.0	Department of Chief Executive	CE	£180,426	Permanent
	Executive Director – Resources & Business Change	1.0	Department for Resources & Business Change	SM1	£135,791 - £145,181	Permanent
	Executive Director – People	1.0	Department for People	SM1	£135,791 - £145,181	Permanent
	Executive Director – Place	1.0	Department for Place	SM1	£135,791 - £145,181	Permanent
	Director of Adults, Housing & Community Development	1.0	Department for People	SM3	£110,933 - £118,117	Permanent

Table 2: Tier 3 (Service Directors who report to Tier 2 Exec Director/Director)

Post Title	FTE	Department	Grade	Salary Banding (£)	Permanent/ Temporary Staff
Director of Public Health	1.0	Department for People	CO7	£91,780 - £100,160	Permanent
Service Director - Planning	1.0	Department for Place	CO7	£91,780 - £100,160	Permanent

Post Title	FTE	Department	Grade	Salary Banding (£)	Permanent/ Temporary Staff
Service Director - Education, Learning & Skills	1.0	Department for People	CO7	£91,780 - £100,160	Permanent
Service Director – Finance & Chief Financial Officer	1.0	Department for Resources & Business Change	CO7	£91,780 - £100,160	Permanent
Service Director – Legal & Governance	1.0	Department for Resources & Business Change	CO7	£91,780 - £100,160	Permanent
Service Director – Commissioning, Performance & Housing	1.0	Department for People	CO7	£91,780 - £100,160	Permanent
Service Director – Place Operations (Street Care)	0.6	Department for Place	CO7	£91,780 - £100,160	Permanent
Service Director – Place Shaping	1.0	Department for Place	CO7	£91,780 - £100,160	Permanent
Service Director – Community Development	1.0	Department for People	CO9	£82,204 - £89,385	Permanent
Service Director – Business & Resources – People	1.0	Department for People	CO9	£82,204 - £89,385	Permanent
Service Director – HR & OD	1.0	Department for Resources & Business Change	CO9	£82,204 - £89,385	Temporary - Acting up
Service Director - Information,	1.0	Department for Resources &	CO9	£82,204 - £89,385	Permanent

Post Title	FTE	Department	Grade	Salary Banding (£)	Permanent/ Temporary Staff
Technology & Digital		Business Change			
Service Director – Property	1.0	Department for Resources & Business Change	CO9	£82,204 - £89,385	Permanent
Service Director – QA, Strategic Safeguarding & Commissioning	1.0	Department for People	CO9	£82,204 - £89,385	Permanent
Service Director – Adult Social Care	1.0	Department for People	CO9	£82,204 - £89,385	Permanent
Service Director – Integra	1.0	Department for Resources & Business Change	CO9	£82,204 - £89,385	Permanent
Service Director – Business & Resources - Place	1.0	Department for Place	CO9	£82,204 - £89,385	Permanent

Tier 4 (other roles)

Name	Post Title	FTE	Department	Grade	Salary Banding (£)	Permanent/ Temporary Staff
	Deputy Director	1.0	Department for Resources & Business Change	CO9	£82,204 - £89,385	Permanent
	Head of Service	2.0	Department for People	CO9	£82,204 - £89,385	Permanent

	Deputy Monitoring Officer & Head of Legal Services	1.0	Department for Resources & Business Change	CO9	£82,204 - £89,385	Permanent
	Enterprise Resources Programme Manager	1.0	Department for Resources & Business Change	CO9	£82,204 - £89,385	Temporary
	Head of Regeneration	1.0	Department for Place	CO9	£82,204 - £89,385	Permanent

Table 3: All Others (Others earning over £50,000)

FTE Salary Group	Department	FTE
50,000 – 54,999	People	30.5
	R&BC	35.5
	Place	28.4
55,000 - 59,999	People	27.7
	R&BC	28.3
	Place	11.6
60,000 – 64,999	People	13.3
	R&BC	4.0
	Place	2.6
65,000 – 69,999	People	10.2
	R&BC	16.0
	Place	12.0
70,000 – 74,999	People	1.0
	R&BC	0.0
	Place	0.0

75,000 – 79,999	People	1.4
	R&BC	0.0
	Place	0.0
80,000 – 84,999	People	2.2
	R&BC	0.0
	Place	0.0
85,000 – 89,999	People	1.0
	R&BC	1.0
	Place	1.0
90,000 – 94,999	People	0.0
	R&BC	0.0
	Place	0.0
95,000 – 99,999	People	0.0
	R&BC	0.0
	Place	0.0
105,000 – 109,999	People	0.7

Table 4: Services and Functions

Post Title	Headcount	Responsibilities
	Main posts within reporting structure	
Chief Executive	3174	<ul style="list-style-type: none"> • Head of Paid Service • Department for People • Department for Resources & Business Change • Department for Place
Executive Director – Resources &	782	<ul style="list-style-type: none"> • Financial Services Division • Human Resources & Organisational Development • Information, Technology & Digital

Post Title	Headcount Main posts within reporting structure	Responsibilities
Business Change		<ul style="list-style-type: none"> • Legal Governance & Democratic Services • Property & Business Support Services • Strategy & Innovation • Integra • Western Gateway Partnership
Executive Director – People	925	<ul style="list-style-type: none"> • Strategy and outcomes for people related services. • Statutory Director of Children's Services (DCS) • Quality Assurance, Strategic Safeguarding & Commissioning • Education, Learning & Skills • Childrens Social Care & Preventative Services • PH - Public Health & Wellbeing • Business Support
Executive Director – Place	956	<ul style="list-style-type: none"> • Business & Resources Services • Customer & Regulatory Services • Place Shaping • Street Care & Transport Operations • Strategic Planning
Director of Adults, Housing & Community Development	509	<ul style="list-style-type: none"> • Statutory Director of Adult Social Services (DASS) • Adult Social Care & Housing • Commissioning, Partnerships & Performance • Community Development
Service Director – Commissioning, Performance & Housing	103	<ul style="list-style-type: none"> • Information Management Team • Partnerships & Commissioning Team • Adult Strategic Safeguarding Team
Service Director – Children's Social Care	350	<ul style="list-style-type: none"> • 0-25 Social Care Team • Access and Response • Corporate Parenting • Preventative Services • Social Care Long Term • Emergency Duty Team

Post Title	Headcount Main posts within reporting structure	Responsibilities
Service Director - Education, Learning & Skills	199	<ul style="list-style-type: none"> • Education Improvement & Commissioning Team • Integrated Early Years Team • School Planning & Development Team • SEND & Vulnerable Groups Team • SEND (Special Ed Needs Disability) • Strategic Skills
Service Director – Finance & Chief Financial Officer	179	<ul style="list-style-type: none"> • Section 151 Officer • Procurement Team • Finance, Revenues & Welfare
Service Director – Legal & Governance	71	<ul style="list-style-type: none"> • Monitoring Officer • Democratic Services • Internal Audit Service Team • Legal Services Team • Health & Safety
Service Director – Community Development	9	<ul style="list-style-type: none"> • Equalities • Community Engagement • VCSE
Service Director – Planning	52	<ul style="list-style-type: none"> • Development Management Team • Policy & Specialist Advice Team • Strategic Major Sites Team
Service Director – Place Operations (Street Care)	522	<ul style="list-style-type: none"> • Asset & Infrastructure Team • Street Care Design & Operations Team • Transport & Procurement Team • Waste Management Team
Service Director – Place Operations (Customer & Regulatory)	269	<ul style="list-style-type: none"> • Built Environment & Enforcement • Customer Contact Service • Environmental Health & Trading Standards • Parking Services • Communities
Service Director – Adult Social Care	397	<ul style="list-style-type: none"> • Adult Social Care Area Service • Customer Access Service • Direct Provision & Resilience Service • Homechoice Service Team
Service Director – QA, Strategic	195	<ul style="list-style-type: none"> • Strategic Safeguarding

Post Title	Headcount Main posts within reporting structure	Responsibilities
Safeguarding & Commissioning		<ul style="list-style-type: none"> • Engagement Team (for children and young people) • Vinney Green Secure Children's Home • Quality Assurance Reviewing Unit • Local Authority Designated Office
Service Director – Place Shaping (Regeneration and Infrastructure)	59	<ul style="list-style-type: none"> • Business Investment & Digital Connectivity • Housing Enabling Team • Major Schemes Project • Strategic Projects Team • Transport Development Control • Transport & Environmental Policy Team
Service Director – Business & Resources – People	101	<ul style="list-style-type: none"> • Business Support - Kingswood Hub • Business Support - Patchway Hub • Business Support – Badminton Road
Service Director - Information, Technology & Digital	81	<ul style="list-style-type: none"> • Business Partnering & Service Management • Design, Develop & Transition Team • Technical, Delivery & Ops Team
Service Director – Property	71	<ul style="list-style-type: none"> • Project Delivery Team • Property & Facilities Management Team • Property Design Team • Property Investment • Valuation and Asset Management Team
Service Director – HR & Organisational Development	59	<ul style="list-style-type: none"> • HR Casework and Change Team • HR Policy & Operations Team • HR Resourcing Team • Learning and Development Team

Post Title	Headcount Main posts within reporting structure	Responsibilities
Service Director – Strategy and Innovation	55	<ul style="list-style-type: none"> • Research & Consultation • Strategic Communications Team • Strategy & Policy • Transformation & Efficiency Team
Service Director – Integra	256	<ul style="list-style-type: none"> • Integra Operations • Integra Schools Support
Service Director – Business & Resources – Place	53	<ul style="list-style-type: none"> • Technical Support Team
Director of Public Health	69	<ul style="list-style-type: none"> • Public Health

Link to [Council Plan 2020 – 2024](#).