

Notes

1. Salary Ranges are as at 31.03.2014.
Contractual Payments are as at 31.3.2014. They represent the actual payments to senior officers in accordance with their contract. The payments for any officers who left or started during the year a time they worked during the year
2. With the exception of the Director of Public Health post (see 4 below) Pension scheme refers to the Local Government Pension Scheme. The national conditions of service are that individuals contribute to the pension scheme, and the Council contributes 19.35 to the pension fund for all contributing members
3. The Director of Public Health post is in the NHS Pension Scheme, the individual contributes 13.3% of their salary to this scheme, and the Council contributes 14%.
4. No Senior Managers at Harrow are entitled to Performance Related Pay (PRP)
5. Senior Managers are entitled to claim a range of small expenses including mileage, parking and other sundry expenses.
6. The 'pay multiple' i.e. the ratio between the highest paid salary and median salary of the Council's workforce is 8:1

Pers.No.	Personnel Number	Position	Salary Range as at 31 March 2014	Contractual Payments as at 31 March 2014	Pension Scheme	Expenses Claimed
2001769	Mr M F Lockwood (Left on 28.02.14)	Chief Executive	£147,816 to £167,997	Salary £153,997 (Full Year Equivalent of £167,997) Market Factor Supplement £13,841 (Full Year Equivalent of £15099) Essential Car User Allowance £567 (Full Year Equivalent of £619) Compensation Payment £30,000	Yes	
1050156	Mr A G Trehern (Left on 08.04.13)	Corporate Director Place Shaping	£122,922 to £138,252	Salary £3,072 (Full Year Equivalent of £138,252) Redundancy Payment £175,473	Yes	
1213009	Mr Paul Najsarek	Interim Head of Paid Service and Corporate Director Community, Health&Well Being	£122,922 to £138,252	Salary £138,252 Misc Personal Addition £2,500 (Full Year Equivalent of £10,000) Essential Car User Allowance £619	Yes	
2008452	Ms C A Doran (Left on 28.03.14)	Corporate Director - Children & Families	£122,922 to £138,252	Salary £137,136 (Full Year Equivalent of £138,252) Compensation Payment £35,001	Yes	
2015607	Ms J Alderson (Left on 31.07.2013)	Project Director	£122,922 to £138,252	Salary £46,084 (Full Year Equivalent of £138,252) Essential Car User Allowance £206 (Full Year Equivalent of £619) Redundancy Payment £13,353	Yes	
2017024	Mrs C A Bruce	Corp Director - Environment & Enterprise	£122,922 to £138,252	Salary £134,226	Yes	
1229963	Mr T Whiting	Corporate Director of Resources	£122,922 to £138,252	Salary £126,657 (Full Year Equivalent of £119,343 x 4 months and £130,314 x 8 months) Essential Car User Allowance £619	Yes	

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1057782	Mr H E Peart	Director of Legal & Democratic Services	£100,668 to £113,325	Salary £113,325 Honorary £5137 Electoral Allowance £8,161 (Full Year Equivalent of £11,000) Essential Car User Allowance £619 Annual Leave Payment £4,965 Long Service Award £690	Yes	£803.66
1058006	Ms C A Cutler	Director of Customer Services & IT	£100,668 to £113,325	Salary £113,325 Honorary £3267	Yes	£244.00
1066687	Ms B F Flaherty	Director of Adult Social Services	£100,668 to £113,325	Salary £113,325 Emergency Response Allowance £1020 Essential Car User Allowance £619 Honorary - One off Payment £862	Yes	
2004676	Mr W J Edwards (Left on 11.06.2013)	Div Director-Environmental Services	£100,668 to £113,325	Salary £22,350 (Full Year Equivalent of £113,325) Redundancy Payment £76,276	Yes	
2017959	Mr S I George	Director of Finance & Assurance	£100,668 to £113,325	Salary £113,325	Yes	£493.80
1049974	Mr J Hickman	Head of Public Realm Services	£78,780 to £92,886	Salary £92,886 Essential Car User Allowance £619 Annual Leave Payment £3,562	Yes	£265.20
1060502	Mr J C Turner	Divisional Director HRD & Shared Services	£78,780 to £92,886	Salary £92,886 Essential Car User Allowance £619	Yes	£32.80
1063464	Mr R L Segalov (Left on 31.03.2014)	Div Director - Early Intervention Serv.	£78,780 to £92,886	Salary £55,732 (FT Equivalent of £92,886) Essential Car User Allowance £371 Overtime Payments £2,271 Redundancy Payment £71,208	Yes	£110.00

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1118595	Mr R D Rickman	Divisional Director - Special Needs Serv	£78,000 to £91,962	Salary £92,886 Essential Car User Allowance £619	Yes	£794.10
1166433	Mrs W E Beeton-Townshend	Div Director - Early Intervention Serv.	£78,780 to £92,886	Salary £55,731 (FT Equivalent of £92,886)	Yes	
1230372	Mr F M T Silverio	Div Director Collections & Benefits	£78,780 to £92,886	Salary £92,886	Yes	
1243305	Mr J Price	Head of Provider Services	£78,780 to £92,886	Salary £82,278 Essential Car User Allowance £619	Yes	
2006779	Mr S J Kelly (Left on 12.01.2014)	Divisional Director of Planning	£78,780 to £92,886	Salary £72,663 (Full Year Equivalent of £92,886) Emergency Response Allowance £795 (Full Year Equivalent of £1020)	Yes	£260.50
2006796	Mr A Dewsnap	Div Dir - Strategic Commissioning	£78,780 to £92,886	Salary £92,886	Yes	
2009752	Ms M C Locke	Div Director of Community & Cultural Ser	£78,780 to £92,886	Salary £92,886 Emergency Response Allowance £1,020 Market Factor Supplement £7,108 Essential Car User Allowance £619	Yes	
2011090	Mr T B Wilson (Left on 06.09.2013)	Head of Commiss. & Partnerships - Adults	£78,780 to £92,886	Salary £40,250 (Full Year Equivalent of £92,886) Essential Car User Allowance £309 (Full Year Equivalent of £619)	Yes	
2015706	Ms L Cruddas (Left on 31.08.2013)	Divisional Director - QACS	£78,780 to £92,886	Salary £38,702 (Full Year Equivalent £92,886) Market Factor Supplement £2961(Full Year Equivalent £7,108)	Yes	£ 214.40
2017731	Ms M Caslake	Divisional Director - Targeted Services	£78,780 to £92,886	Salary £92,886 Market Factor Supplement £7,108	Yes	

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1146954	Ms J Farmer (started on 01.07.2013)	Head of Legal Practice	£78,780 to £92,886	Salary £59,085 (Full Year Equivalent of £78,780) Emergency Response Allowance £1020	Yes	£127.99
2010888	Mr V Sathasivan	Head of Adult Social Care	£78,780 to £92,886	Salary £92,886 Essential Car User Allowance £619	Yes	
2019473	Mr T Brewer (started on 02.09.2013)	Divisional Director - Commercial, Contracts & Proc	£78,780 to £92,886	Salary £53,925 (Full Year Equivalent of £92,886) Market Factor Supplement £8,728 (Full Year Equivalent of £15,035)	Yes	
2019865	Mrs V Reid-Baptiste (01.10.2013)	Divisional Director - Commissioning Services	£78,780 to £92,886	Salary £37,167 (Full Year Equivalent of £78,780)	No	
2018010	Dr A Howe	Director of Public Health	£90,263	Salary £90,263 Misc Personal Addition £32,864.76 PH On Call Allowance £1805.28 London Zone Allowance £2162	Yes (*see note 4 above)	£312.20

Additional Notes

Paul Najsarek - Additional payment from 01.01.14 is for undertaking the statutory Head of Paid Service role
 Jessica Farmer - Regraded on 01.07.2013 as a result of restructuring Harrow & Barnet Legal Services
 Hugh Peart - Temporary change in electoral allowances payable from 04.07.2013 to 28.02.2014
 Tom Whiting - Regraded on 01.08.2013 as a result of taking on the full Corporate Director role
 Dr Andrew Howe - Additional Payment is a Clinical Excellence Award

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