

Transparency Code

Organisation Chart and Senior Salaries – 2025

Contents

Transparency Code.....	1
Introduction	2
Definition of Senior Officers covered by the Transparency Code	2
Senior Officers Salaries	2
Pay Multiple	3
Pay Grades.....	3
Appendix A - Remuneration of Chief Officers.....	1
Appendix B - Kirklees Council Employees remuneration above £50,000	1
Appendix C - Kirklees Council Pay Multiple.....	2
Appendix D - Kirklees Council Single Status Salary Grades.....	3
Appendix E - Kirklees Council Soulbury Salary Grades	5

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	£175,000 £179,999	£199,205	Substantive	6365
2	Public Health & Corporate Resources	Public Health & Corporate Resources	Deputy Chief Executive and Executive Director Public Health & Corporate Resources	1	23	£145,000 £149,999	£148,919	Substantive	1821
2	Adults & Health	Adults & Health	Executive Director Adults & Health	1	23	£135,000 £139,999	£148,919	Substantive	1282
2	Children & Families	Children & Families	Executive Director Children & Families	1	23	£140,000 £144,999	£148,919	Substantive	910
2	Place	Place	Executive Director Place	1	23	£145,000 £149,999	£148,919	Substantive	2352
3	Adults & Health	Adults Social Care Operation	Service Director - Adult Social Care Operation	1	22	£105,000 £109,999	£114,023	Substantive	419

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	£114,023	Substantive	226
3	Adults & Health	Strategic Commissioning, Partnerships & Provider Services	Service Director - Strategic Commissioning, Partnerships & Provider Services	1	22	£95,000 £99,999	£114,023	Substantive	636
3	Children & Families	Child Protection & Family Support	Service Director - Child Protection & Family Support	1	22	£110,000 £114,999	£114,023	Substantive	488
3	Children & Families	Learning & Early Support	Service Director - Learning & Early Support	1	22	£110,000 £114,999	£114,023	Substantive	316
3	Children & Families	Resources, Improvement & Partnerships	Service Director - Resources, Improvement & Partnerships	1	22	£95,000 £99,999	£114,023	Vacant	105
3	Place	Development	Service Director - Development	1	22	£125,000 £129,999	£126,949	Substantive	286

Job Level	Department	Service Area	Job Title	Actual FTE	Grade	Current salary Banding	Salary Ceiling	Contract Type	No of Staff (FTE's)
3	Place	Environmental Strategy & Climate Change	Service Director - Environmental Strategy & Climate Change	1	22	£110,000 £114,999	£114,023	Substantive	209
3	Place	Highways & Streetscene	Service Director - Highways & Streetscene	1	22	£110,000 £114,999	£114,023	Substantive	889
3	Place	Homes & Neighbourhoods	Service Director - Homes & Neighbourhoods	1	22	£110,000 £114,999	£114,023	Substantive	807
3	Place	Skills & Regeneration	Service Director - Skills & Regeneration	1	22	£95,000 £99,999	£114,023	Acting Up Arrangement	159
3	Public Health & Corporate Resources	Culture & Visitor Economy	Service Director - Culture & Visitor Economy	1	22	£110,000 £114,999	£114,023	Substantive	807
3	Public Health & Corporate Resources	Finance	Service Director - Finance (Section 151 Officer)	1	22	£105,000 £109,999	£114,023	Substantive	295

Job Level	Department	Service Area	Job Title	Actual FTE	Grade	Current salary Banding	Salary Ceiling	Contract Type	No of Staff (FTE's)
3	Public Health & Corporate Resources	Governance & Commissioning	Service Director Governance & Commissioning (Monitoring Officer)	1	22	£105,000 £109,999	£114,023	Substantive	142
3	Public Health & Corporate Resources	Strategy & Innovation	Service Director - Strategy & Innovation	1	22	£110,000 £114,999	£114,023	Substantive	261
4	Adults & Health	Adults Social Care Operation	Head of Adults Social Care Operation - Community	1	18-19	£60,000 £64,999	£70,791	Substantive	118
4	Adults & Health	Adults Social Care Operation	Head of Adults Social Care Operation - Independence	1	18-19	£70,000 £74,999	£70,791	Vacant	130
4	Adults & Health	Adults Social Care Operation	Head of Quality Standards & Safeguarding	1	18-19	£65,000 £69,999	£70,791	Substantive	56
4	Adults & Health	Communities & Access Services	Head of Communities	1	18-19	£60,000 £64,999	£70,791	Substantive	59

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	£70,000 £74,999	£70,791	Substantive	165
4	Adults & Health	Strategic Commissioning, Partnerships & Provider Services	Head of In-House Provision	1	18-19	£60,000 £64,999	£70,791	Vacant	615
4	Adults & Health	Strategic Commissioning, Partnerships & Provider Services	Head of Learning Disabilities & MH	1	18-19	£60,000 £64,999	£70,791	Substantive	114
4	Adults & Health	Strategic Commissioning, Partnerships & Provider Services	Head of Learning Disabilities & MH	2	18-19	£60,000 £64,999	£70,791	Acting Up arrangement	114
4	Adults & Health	Strategic Commissioning, Partnerships & Provider Services	Head of Market Development & Sufficiency	1	18-19	£70,000 £74,999	£70,791	Substantive	21

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, & CWD	1	20	£90,000 £94,999	£92,209	Substantive	67
4	Children & Families	Child Protection & Family Support	Head of Contextual Safeguarding & YES	1	18-19	£70,000 £74,999	£74,792	Substantive	113
4	Children & Families	Child Protection & Family Support	Head of Corporate Parenting & LAC	1	18-19	£80,000 £84,999	£84,431	Substantive	156
4	Children & Families	Child Protection & Family Support	Head of Family Help & front Door	1	18-19	£85,000 £89,999	£85,243	Substantive	147
4	Children & Families	Child Protection & Family Support	Head of Quality Assurance & Practice Development & PSW	1	18-19	£75,000 £79,999	£76,060	Substantive	4
4	Children & Families	Learning & Early Support	Head of Early Support & SEND	1	18-19	£85,000 £89,999	£89,338	Substantive	124

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 Educational Outcomes	1	20	£75,000 £79,999	£90,885	Vacant	26
4	Children & Families	Learning & Early Support	Head of Education Places and Access & Strategy	1	18-19	£70,000 £74,999	£70,791	Substantive	30
4	Children & Families	Learning & Early Support	Head of Inclusion & Educational Safeguarding	1	18-19	£60,000 £64,999	£70,791	Vacant	105
4	Children & Families	Learning & Early Support	Head of Post 16 Progression & Partnerships	1	18-19	£60,000 £64,999	£70,791	Vacant	12
4	Children & Families	Learning & Early Support	Head of Virtual School	1	D	£70,000 £74,999	£73,173	Substantive	17
4	Children & Families	Resources, Improvement & Partnerships	Head of Children's Integrated Commissioning	1	18-19	£60,000 £64,999	£70,791	Substantive	9
4	Children & Families	Resources, Improvement & Partnerships	Head of Children's Sufficiency	1	18-19	£70,000 £74,999	£70,791	Substantive	62

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	Resources, Improvement & Partnerships	Head of Safeguarding & Quality Assurance	1	18-19	£85,000 £89,999	£85,243	Substantive	34
4	Place	Development	Head of Housing Growth & Regeneration	1.92	18-19	£60,000 £64,999	£70,791	Acting Up arrangement	14
4	Place	Development	Head of Housing Services	1	18-19	£60,000 £64,999	£70,791	Substantive	151
4	Place	Development	Head of Property	1	18-19	£85,000 £89,999	£84,606	Substantive	110
4	Place	Development	Head of Town Centres Programme	0.5	20	£85,000 £89,999	£90,885	Substantive	10
4	Place	Environmental Strategy & Climate Change	Head of Public Protection	1	18-19	£70,000 £74,999	£70,791	Substantive	208
4	Place	Highways & Streetscene	Head of Highways	1	18-19	£70,000 £74,999	£70,791	Substantive	264
4	Place	Highways & Streetscene	Head of Operational Services	1	20	£90,000 £94,999	£90,885	Substantive	619

Job Level	Department	Service Area	Job Title	Actual FTE	Grade	Current salary Banding	Salary Ceiling	Contract Type	No of Staff (FTE's)
4	Place	Homes & Neighbourhoods	Head of Asset Management & Building Safety	1	18-19	£60,000 £64,999	£70,791	Vacant	66
4	Place	Homes & Neighbourhoods	Head of Housing Governance & Improvement	1	18-19	£60,000 £64,999	£70,791	Substantive	50
4	Place	Homes & Neighbourhoods	Head of Housing Management & Partnerships	1	18-19	£60,000 £64,999	£70,791	Substantive	207
4	Place	Homes & Neighbourhoods	Head of Repairs & Maintenance	1	20	£90,000 £94,999	£90,885	Substantive	483
4	Place	Skills & Regeneration	Head of Business & Skills	1	18-19	£75,000 £79,999	£78,358	Substantive	27
4	Place	Skills & Regeneration	Head of Employment & Skills	1	18-19	£60,000 £64,999	£70,791	Vacant	29
4	Place	Skills & Regeneration	Head of Major Projects	1	18-19	£60,000 £64,999	£70,791	Acting up arrangement	25
4	Place	Skills & Regeneration	Head of Planning & Development	1	18-19	£80,000 £84,999	£84,837	Substantive	78

Job Level	Department	Service Area	Job Title	Actual FTE	Grade	Current salary Banding	Salary Ceiling	Contract Type	No of Staff (FTE's)
4	Public Health & Corporate Resources	Culture & Visitor Economy	Head of Culture & Tourism	1	18-19	£60,000 £64,999	£70,791	Substantive	56
4	Public Health & Corporate Resources	Culture & Visitor Economy	Head of Venue Management	1	20	£90,000 £94,999	£90,885	Substantive	750
4	Public Health & Corporate Resources	Public Health	Consultant in Public Health	1	20	£90,000 £94,999	£90,885	Substantive	1
4	Public Health & Corporate Resources	Public Health	Head of Improving Population Health	0.81	18-19	£60,000 £64,999	£70,791	Acting Up Arrangement	20
4	Public Health & Corporate Resources	Public Health	Head of Health Protection	1	20	£90,000 £94,999	£90,885	Substantive	30
4	Public Health & Corporate Resources	Finance	Head of Accountancy	1	18-19	£70,000 £74,999	£70,791	Substantive	9
4	Public Health & Corporate Resources	Finance	Head of Commercial Services	1	18-19	£60,000 £64,999	£70,791	Acting up Arrangement	36

Job Level	Department	Service Area	Job Title	Actual FTE	Grade	Current salary Banding	Salary Ceiling	Contract Type	No of Staff (FTE's)
4	Public Health & Corporate Resources	Finance	Head of Finance	1	18-19	£70,000 £74,999	£70,791	Substantive	18
4	Public Health & Corporate Resources	Finance	Head of Welfare & Exchequer Services	2	18-19	£60,000 £64,999	£70,791	Substantive	231
4	Public Health & Corporate Resources	Governance & Commissioning	Head of Governance	1	18-19	£60,000 £64,999	£70,791	Substantive	50
4	Public Health & Corporate Resources	Governance & Commissioning	Head of Legal	1	18-19	£80,000 £84,999	£84,949	Substantive	19
4	Public Health & Corporate Resources	Governance & Commissioning	Head of Procurement & Commissioning Support	1	18-19	£60,000 £64,999	£70,791	Substantive	18
4	Public Health & Corporate Resources	Governance & Commissioning	Head of Risk	0.70	18-19	£70,000 £74,999	£70,791	Substantive	21
4	Public Health & Corporate Resources	People Services	Head of People Service	1	20	£90,000 £94,999	£90,885	Substantive	265

Job Level	Department	Service Area	Job Title	Actual FTE	Grade	Current salary Banding	Salary Ceiling	Contract Type	No of Staff (FTE's)
4	Public Health & Corporate Resources	People Services	Head of Shared Services & KD	1	18-19	£60,000 £64,999	£70,791	Acting Up Arrangement	163
4	Public Health & Corporate Resources	Strategy & Innovation	Head of Data & Insight	1	18-19	£85,000 £89,999	£88,232	Substantive	42
4	Public Health & Corporate Resources	Strategy & Innovation	Head of Policy, Partnerships & Corporate Planning	1	18-19	£60,000 £64,999	£70,791	Substantive	39
4	Public Health & Corporate Resources	Strategy & Innovation	Head of Strategic Communications	1	18-19	£75,000 £79,999	£79,040	Substantive	27
4	Public Health & Corporate Resources	Strategy & Innovation	Head of Technology	1	18-19	£70,000 £74,999	£70,791	Substantive	132
4	Public Health & Corporate Resources	Strategy & Innovation	Head of Transformation & Culture Change	1	18-19	£70,000 £74,999	£70,791	Substantive	20
5	Children & Families	Learning & Early Support	Principal Educational Psychologist	1	D	£70,000 £74,999	£73,173	Substantive	71

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	Senior Kirklees Learning Partner	1	D	£75,000 £79,999	£78,916	Substantive	20
5	Children & Families	Learning & Early Support	Senior Kirklees Learning Partner	0.5	D	£65,000 £69,999	£73,173	Substantive	6
5	Children & Families	Learning & Early Support	Strategic Lead - Education Safeguarding	1	D	£65,000 £69,999	£73,173	Substantive	34
5	Children & Families	Learning & Early Support	PAP & Senior Strat Manager for LL	0.87	C	£65,000 £69,999	£67,133	Substantive	7
5	Children & Families	Learning & Early Support	Senior Educational Psychologist	1	C	£70,000 £74,999	£71,516	Substantive	0
5	Children & Families	Learning & Early Support	Senior Educational Psychologist	1	C	£65,000 £69,999	£67,133	Substantive	6
5	Children & Families	Learning & Early Support	Senior Educational Psychologist	1	C	£65,000 £69,999	£67,133	Substantive	6
5	Children & Families	Learning & Early Support	Head Teacher Wellbeing	0.60	C	£65,000 £69,999	£67,133	Substantive	0

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	Head Teacher Wellbeing	0.40	C	£65,000 £69,999	£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	Learning Partner (Strategic)	1	C	£60,000 £64,999	£67,133	Substantive	4
5	Children & Families	Learning & Early Support	Senior Educational Psychologist	0.81	C	£60,000 £64,999	£67,133	Substantive	6
5	Children & Families	Learning & Early Support	SEND Area Cluster Lead	1	C	£60,000 £64,999	£67,133	Substantive	0
5	Children & Families	Learning & Early Support	SEND Area Cluster Lead	1	C	£60,000 £64,999	£67,133	Substantive	0
5	Public Health & Corporate Resources	Governance & Commissioning	Legal Manager - Head of Safeguarding	1	19	£70,000 £74,999	£74,846	Substantive	21
5	Public Health & Corporate Resources	Governance & Commissioning	Legal Manager - Head of Commercial	1	19	£70,000 £74,999	£70,791	Substantive	13

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	2023/2024	2024/2025
50,000 - 54,999	231	209
55,000 - 59,999	101	117
60,000 - 64,999	29	46
65,000 - 69,999	26	8
70,000 - 74,999	7	20
75,000 - 79,999	3	5
80,000 - 84,999	9	5
85,000 - 89,999	8	9
90,000 - 94,999	2	4
95,000 - 99,999	0	1
100,000 - 104,999	0	3
105,000 - 109,999	1	0
110,000 - 114,999	11	8
115,000 - 119,999	1	0
120,000 - 124,999	1	1
125,000 - 129,999	1	1
135,000 – 139,999	0	1
140,000 – 144,999	1	0
145,000 – 149,999	2	2
170,000 – 174,999	0	1
Total	434	441

Appendix C - Kirklees Council Pay Multiple

The highest paid (actual) salary in this authority is £176,672 Grade 24, SCP 73, which is paid to Steve Mawson. The median (full time equivalent) salary* in this authority (not including Schools or other external organisations) is £30,060 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 5.88:1.

Appendix D - Kirklees Council Single Status Salary Grades

Grade	SCP	Salary	Grade	SCP	Salary
Apprentice	Year 1	£23,016	14	40	£49,764
Apprentice	Year 2	£23,557	14	41	£50,788
1	1	£23,656	14	42	£51,802
2	2	£23,656	15	43	£52,805
3	3	£24,027	15	44	£53,748
4	4	£24,404	15	45	£54,742
4	5	£24,790	16	46	£55,675
5	5	£24,790	16	47	£56,649
5	6	£25,183	17	48	£57,604
6	7	£25,584	17	49	£58,574
6	8	£25,992	17	50	£59,546
6	9	£26,409	18	51	£60,537
6 Not used	10	£26,835	18	52	£61,336
6	11	£27,269	18	53	£62,551
Unused	12	£27,711	19	54	£63,586
Unused	13	£28,163	19	55	£64,648
7	14	£28,624	19	56	£66,101
7	15	£29,093	19	57	£70,791
7 Not used	16	£29,572	20	58	£79,214
7	17	£30,060	20	59	£84,837
Unused	18	£30,559	20	60	£90,885
8	19	£31,067	21	61	£90,497
8	20	£31,586	21	62	£96,959

Grade	SCP	Salary	Grade	SCP	Salary
8 Not used	21	£32,115	21	63	£103,866
8	22	£32,654	22	64	£99,372
9	23	£33,366	22	65	£106,699
9	24	£34,314	22	66	£114,023
9	25	£35,235	23	67	£135,567
9	26	£36,124	23	68	£138,810
10	27	£37,035	23	69	£142,242
10	28	£37,938	23	70	£145,580
10	29	£38,626	23	71	£148,919
10	30	£39,513	24	72	£171,038
11	31	£40,476	24	73	£176,672
11	32	£41,511	24	74	£182,302
11	33	£42,708	24	75	£187,936
12	34	£43,693	24	76	£193,569
12	35	£44,711	24	77	£199,205
12	36	£45,718			
13	37	£46,731			
13	38	£47,754			
13	39	£48,710			

*Revised Pay spine Implemented 1st April 2024

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

*** Apprenticeship rates of pay are increased in accordance with the national minimum wage and national living wage requirements (rates shown are from 01.04.2025).

Appendix E - Kirklees Council Soulbury Salary Grades

Grade	SCP	Salary
A	1	£41,554
A	2	£42,968
A	3	£44,305
A	4	£45,659
A	5	£47,003
A	6	£48,349
A	7	£49,764
A	8	£51,125
B	9	£52,711
B	10	£54,125
B	11	£55,520
B	12	£56,871
B	13	£58,400
B	14	£59,766
B	15	£61,271
C	16	£62,634
C	17	£64,001
C	18	£65,342
C	19	£66,724
C	20	£67,439
C	21	£68,811
D	21	£68,811
D	22	£70,009

Grade	SCP	Salary
D	23	£71,326
D	24	£72,507
D	25	£73,770
D	26	£75,002

*Revised Pay spine Implemented 1st September 2024