

Date received:	13 th February 2025
Date responded:	21 st February 2025
Subject:	Top six salaries in each department of Douglas City Council

Question:

"Please provide the top six salaries in each department of Douglas City Council."

Response:

Whilst the Council aims to provide information wherever possible, your request to provide the top six salaries within each department has been exempt under Subsection 25(2)(b)(i)&(ii). Given the relatively small size of each of the Council's Departments and the wider organisation, disclosing specific salary details would likely result in the identification of individual employees. Revealing salary details in a way that makes individuals identifiable contravenes the General Data Protection Regulation (GDPR). Section 25 of the Freedom of Information Act is an absolute exemption, and a public interest test is therefore not required.

The Council does however accept there is a legitimate public interest in knowing how money is apportioned, and the top six salary grades have therefore been provided. Senior pay disclosures are typically intended to highlight the highest earners in decision making and leadership roles. A top six organisation wide list ensures that only the highest paid roles are disclosed as opposed to capturing mid-level seniority in smaller departments.

The salary bandings for the top six grades across the Council are:

<u>Grade</u>	<u>Salary band</u>
Chief Executive (Head of Paid Services)	£120,790 - £132,741
Chief Officer	£90,577 - £100,492
Assistant Chief Officer	£70,653 - £80,163
Principal Officer*	£47,405 - £66,910
Senior Officer 2*	£42,301 - £49,620
Senior Officer 1	£38,256 - £46,135

*Salaries in these roles do not extend across the full grade range and are paid on a 7-point scale in accordance with the outcome of the job evaluation process (as applicable to all NJC roles). There are 15 spinal points within the pay band for principal officer roles and 10 spinal points within the pay band for Senior Officer 2.