

Slough Borough Council Best Value Commissioners

To: Stephen Brown, copied to Steven Mair (s.151), Stephen Taylor (Monitoring Officer) and Cllr James Swindlehurst (Leader, Slough Borough Council)
[by email]

8 December 2022

Decision by Commissioners on Chief Executive Pay

Stephen Brown was appointed as Chief Executive and Head of Paid Service on 24 October 2022.

Commissioners have decided that Stephen should receive the highest salary scale available, £174,307 per annum. As this is the highest point on the Chief Executive's scale (SPC4), Stephen will not receive any annual increments during his tenure. His performance will be subject to review as required by the Council's agreed appraisal process for the Chief Executive. Performance targets will be set and agreed by the Council's joint panel within three months of this instruction.

The Commissioners' view was that a lower amount was insufficient for a role as challenging as this at a Council with such a steep path to recovery as Slough faces. In addition, it was important to maintain a sufficient financial differential between the Head of Paid Service and the highest paid Executive Director, taking into account prospective market supplements necessary to attract the appropriate candidates.

Commissioners were clear that the higher amount was appropriate and justifiable in the circumstance.



Max Caller CBE

Lead Commissioner

Max Caller CBE
Lead Commissioner
Slough Borough Council

Margaret Lee FCPFA
Finance Commissioner
Slough Borough Council

Gavin Jones
Assistant Commissioner
Slough Borough Council

Observatory House
25 Windsor Road, Slough,
Berkshire SL1 2EL
Email: commissioners@slough.gov.uk