

Transparency Report - 31 March 2025

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Local Government Transparency Code 2015

The Local Government Transparency Code specifies what information the Combined Authority is required to publish. The information below details the non-financial information required to be published under the Code which is not published elsewhere on the website.

North East CA Land

Serviced or temporary offices where contractual or actual occupation exceeds three months:

UPRN	Use	Site Reference	Address	Map Northern	Map Eastern
004510736124	Office Land with permanent building Leasehold Part of 1st floor occupied by North East CA	Science Central The Lumen plot 1 LA543. A 007554	The Lumen*, Helix, Bath Lane Newcastle upon Tyne NE4 5TF	564261	424204

Social Housing Assets

Local authorities must publish details of the value of social housing stock that is held in their Housing Revenue Account .

As the North East CA does not have social housing stock, we have nothing to declare.

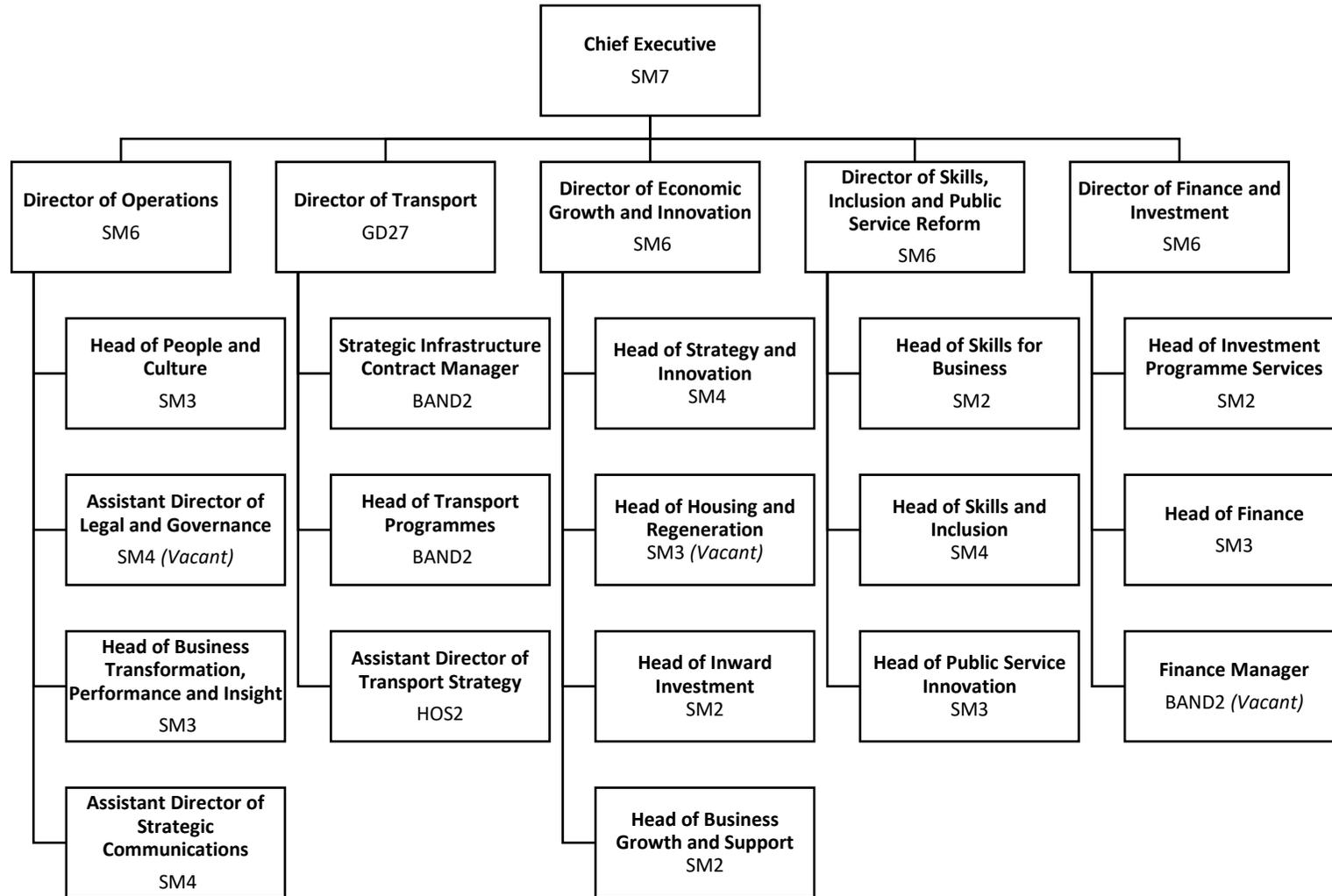
North East CA Trade Union Time

Local authorities must publish the following information on trade union facility time:

- total number (absolute number and full time equivalent) of staff who are union representatives (e.g. general, learning and health and safety representatives)
- total number (absolute number and full time equivalent) of union representatives who devote at least 50% of their time to union duties
- names of all trade unions represented in the local authority
- a basic estimate of spending on unions (calculated as the number of full time equivalent days spent on union duties by authority staff that spent the majority of their time on union duties multiplied by the average salary), and
- a basic estimate of spending on unions as a percentage of the total pay bill (calculated as the number of full time equivalent days spent on union duties by authority staff that spent the majority of their time on union duties multiplied by the average salary divided by the total pay bill)

Trade Union Information	
Trade Unions represented in the North East CA	UNISON, GMB and Unite
Total number of staff who are trade union representatives	3 (UNISON)
Total number of union representatives who devote at least 50 per cent of their time to union duties	2
Estimate of spending on unions per annum	£8884.23
Estimate of spending on unions as a percentage of the total pay bill	0.09%

North East CA Senior Officers



North East CA Senior Salaries and Responsibilities

Job Title	Service Responsibilities	Contact Details	Grade	Salary Ceiling	Bonus Details
Chief Executive	The Chief Executive implements the strategic vision set by the Elected Mayor and Cabinet and manages daily operations to ensure effective service delivery. They also advise on policy and engage with stakeholders to drive regional development.	Henry Kippin enquiries@northeast-ca.gov.uk (0191) 211 5695	North East CA SM7	£190,000	None
Director of Operations	The Director of Operations oversees and strategically leads key operational functions across the Combined Authority, including People and Culture, Communications, Marketing and Engagement, Business Transformation, Performance and Insight, Legal and Governance, and the Mayoral Office.	Alan Reiss enquiries@northeast-ca.gov.uk (0191) 211 5695	North East CA SM6	£153,182	None
Head of People and Culture	The Head of People and Culture oversees workforce strategy, fostering a positive and inclusive organisational culture while ensuring effective staff development and performance management. They are responsible for implementing HR policies that align with the authority's goals and support employee wellbeing and engagement.	enquiries@northeast-ca.gov.uk (0191) 211 5695	North East CA SM3	£85,885	None
Assistant Director of Legal and	The Assistant Director of Legal and Governance ensures compliance with legal standards and provides strategic	enquiries@northeast-ca.gov.uk (0191) 211 5695	North East CA SM4	£103,286 – in receipt of market	None

Governance (Vacant)	legal advice to support decision making. They also oversee governance frameworks, ensuring that processes are transparent, efficient, and aligned with regulatory requirements.			supplement to £113,286	
Head of Business Transformation, Performance and Insight	The Head of Business Transformation, Performance and Insight leads initiatives to improve organisational efficiency and service delivery through strategic transformation projects. They oversee performance management and use data driven insights to guide decision making and optimise outcomes.	enquiries@northeast-ca.gov.uk (0191) 211 5695	North East CA SM3	£85,885	None
Assistant Director of Strategic Communications	The Assistant Director of Strategic Communications develops and implements an impactful strategic approach for all aspects of communications for the combined authority. They enhance the Authority's reputation, engage with a broad range of key stakeholders and influence public policy at local, regional and national levels	enquiries@northeast-ca.gov.uk (0191) 211 5695	North East CA SM4	£103,286	None
Director of Transport	The Director of Transport is a key strategic leader responsible for developing and implementing transport strategies that enhance connectivity and support regional economic growth. They oversee	enquiries@northeast-ca.gov.uk (0191) 211 5695	NECA GD27	£142,950	None

	transport projects and initiatives, ensuring alignment with policy objectives and collaboration with local authorities and stakeholders to improve transport infrastructure and services.				
Assistant Director of Transport Strategy	The Assistant Director of Transport Strategy leads the Combined Authority's Strategy team, developing long term transport policies, strategies, analytical models, business cases and funding bids to ensure that the North East's transport networks achieve the shared objectives and goals of the combined Authority.	enquiries@northeast-ca.gov.uk (0191) 211 5695	NECA HOS2	£115,826	None
Strategic Infrastructure Contract Manager	The Strategic Infrastructure Contract Manager acts as the lead client in respect of the Tyne Tunnels Contract and all matters related to the operation of the Tyne Road, cycling and pedestrian tunnels, ensuring that contractual obligations are met by both parties.	enquiries@northeast-ca.gov.uk (0191) 211 5695	NECA BAND2	£66,369	None
Head of Transport Programmes	The Head of Transport Programmes has overall responsibility for the management and delivery of the North East Transport Capital Programme. Alongside leading on the development of regional scale bids for transport funding in order to secure enhanced resources for the delivery of the North East Transport Plan.	enquiries@northeast-ca.gov.uk (0191) 211 5695	NECA BAND2	£66,369 – in receipt of honorarium to £81,069	None

Director of Economic Growth and Innovation	The Director of Economic Growth and Innovation is a key strategic leader, responsible for driving economic development, fostering innovation, and enhancing the regions competitiveness.	Philip Witcherley enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA SM6	£153,182	None
Head of Strategy and Innovation	The Head of Strategy and Innovation is a key strategic leader responsible for driving innovation for the region.	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA SM4	£103,286	None
Head of Housing and Regeneration (Vacant)	The Head of Economic delivery is a key strategic leader responsible for driving development for the region.	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA SM3	£85,885	None
Head of Inward Investment	The Head of Inward Investment is a responsible for driving investment into the region.	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA SM2	£77,553	None
Head of Business Growth and Support	The Head of Business Growth and Support is responsible for supporting the region's local business to grow and develop successfully.	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA SM2	£77,553	None
Director of Skills, Inclusion and Public Service Reform	The Director of Skills, Inclusion and Public Service Reform is a key strategic leader, responsible for devolution deal commitments in relation to education, delivery of the devolved adult education and skills budget, and leads delivery in the North East CA's public sector reform initiatives.	Charlotte Carpenter enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA SM6	£153,182	None
Head of Skills for Business	The Head of Skills and Inclusion is responsible for devolution deal commitments in relation to education	enquiries@northeast-ca.gov.uk	NEMCA SM2	£77,553	None

	working alongside businesses to create a skilled workforce.	(0191) 211 5695			
Head of Skills and Inclusion	The Head of Skills and Inclusion is responsible for devolution deal commitments in relation delivery of the devolved adult education and skills budget	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA SM4	£103,286	None
Head of Public Service Innovation	The Head of Public Service Innovation leads delivery in the North East CA's public sector reform initiatives.	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA SM3	£85,885	None
Director of Finance and Investment	The Director of Finance and Investment oversees the financial strategy, budget management, and investment planning to support the North East CA's strategic goals. They ensure fiscal responsibility, optimise the use of resources, and lead efforts to secure funding for key projects and initiatives.	Margaret Scott enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA SM6	£153,182	None
Finance Manager	The Finance Manager provides professional advice, support and guidance on corporate services, especially financial elements.	enquiries@northeast-ca.gov.uk (0191) 211 5695	NECA BAND2	£66,369	None
Head of Investment Programme Services	The Head of Investment Programme Services is responsible for the coordination and delivery of risk management and assurance activities to ensure delivery of the Combined Authority investment activity in line with best practice.	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA SM2	£77,553	None
Head of Finance	The Head of Finance provides professional advice, support and guidance on corporate services,	enquiries@northeast-ca.gov.uk	NEMCA SM3	£85,885	None

	especially financial elements. Manage the overall finance function and those finance services currently delivered via Service Level Agreement.	(0191) 211 5695			
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Senior Salaries

Job Title	Contact Details	Grade	Salary Ceiling	Bonus
Senior Economic Development & Regeneration Officer	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N11	£57,236	None
Strategic People Partner - BP	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N11	£57,236	None
Strategic Finance Manager	enquiries@northeast-ca.gov.uk (0191) 211 5695	NOSPPT2	£65,224	None
Senior Finance Business Partner	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N11	£57,236	None
Senior Programme Manager ZEV Infrastructure & Development	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N11	£57,236	None
Programme Manager – Net Zero & Energy	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N11	£57,236	None
Senior Finance Business Partner	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N11	£57,236	None
Financial Modelling Lead	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N11	£57,236	None
Strategic People Partner – Talent and L&D	enquiries@northeast-ca.gov.uk	NEMCA N10	£52,805	None

Job Title	Contact Details	Grade	Salary Ceiling	Bonus
	(0191) 211 5695			
Strategic Governance Lead	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA SM3	£85,885	None
Principal Skills Manager	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA SM1	£61,739	None
Policy & Economy Adviser	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA NOSPT	£50,266.00	None
Senior Specialist Investment Programme	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA SM1	£61,739	None
Senior Programme Manager	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N11	£57,236	None
Principal Programme Delivery Manager	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA SM1	£61,739	None
Programme Manager (Skills)	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N11	£57,236	None
Enterprise Adviser Hub Lead	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N10	£52,805	None
Senior Communications Advisor	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N10	£52,805	None
Programme Manager	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N11	£57,236	None
Strategic People Partner Culture, Engagement & Comms	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N11	£57,236	None

Job Title	Contact Details	Grade	Salary Ceiling	Bonus
Research, Evidence & Analysis Programme Manager	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA SM1	£61,739	None
Regional Lead (Education Challenge)	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA SM1	£61,739	None
Programme Manager (Skills)	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N11	£57,236	None
Careers Facilitator	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N10	£52,805	None
Careers Facilitator	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N10	£52,805	None
Careers Facilitator	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N10	£52,805	None
Careers Facilitator	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N10	£52,805	None
Programme Manager	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N11	£57,236	None
Careers Facilitator	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N10	£52,805	None
Regional Lead - North East Ambition	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA SM1	£61,739	None
Claims and Monitoring Officer	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N10	£52,805	None
Regional Lead: Tech Ed & Enterprise	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA SM1	£61,739	None

Job Title	Contact Details	Grade	Salary Ceiling	Bonus
Strategy and Innovation Adviser	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N11	£57,236	None
Senior Programme Manager	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA SM1	£61,739	None
Programme Manager	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N11	£57,236	None
Programme Manager (Business Support)	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N11	£57,236	None
Head of Comms, Marketing & Engagement	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA SM3	£85,885	None
Programme Manager (Skills)	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N11	£57,236	None
Senior Economic Development & Regeneration Officer	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N11	£57,236	None
Inward Investment Manager -New Sector Development	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N10	£52,805	None
Senior Economic Development & Regeneration Officer	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N11	£57,236	None
Careers Facilitator (SEND)	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N10	£52,805	None
Strategic People Partner -Business Partnering	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N11	£57,236	None
Snr Programme Manager (Child Poverty Prevention)	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N11	£57,236	None

Job Title	Contact Details	Grade	Salary Ceiling	Bonus
Snr Programme Manager (Education Improvement)	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N11	£57,236	None
Inclusive Economic Adviser	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N11	£57,236	None
Senior Evaluation Specialist	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N10	£52,805	None
Skills Programme Manager	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N11	£57,236	None
Programme Manager	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N11	£57,236	None
Careers Facilitator (PRIMARY)	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N10	£52,805	None
Skills Facilitator	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N10	£52,805	None
Principal Officer	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA SM1	£61,739	None
Programme Manager (Energy)	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N11	£57,236	None
Principal Housing & Infrastructure Manager	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA SM1	£61,739	None
Principal Sectoral Growth & Delivery Manager	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA SM1	£61,739	None
Principal Innovation & Economy Manager	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA SM1	£61,739	None

Job Title	Contact Details	Grade	Salary Ceiling	Bonus
Skills & Relationship Contract Management Lead	enquiries@northeast-ca.gov.uk (0191) 211 5695	NEMCA N11	£57,236	None
Head of Transport Policy & Strategy	enquiries@northeast-ca.gov.uk (0191) 211 5695	NECA BAND2	£66,369 – in receipt of honorarium to £81,069	None
Senior Transport Planner (Programmes)	enquiries@northeast-ca.gov.uk (0191) 211 5695	NECAGR14	£51,515	None
Rail Partnership Development Manager	enquiries@northeast-ca.gov.uk (0191) 211 5695	NECAGR15	£54,438	None
Head of Enhanced Partnerships	enquiries@northeast-ca.gov.uk (0191) 211 5695	NECA BAND2	£66,369	None
Bus Network Performance Manager	enquiries@northeast-ca.gov.uk (0191) 211 5695	NECAGR15	£54,438	None
Head of Bus Reform	enquiries@northeast-ca.gov.uk (0191) 211 5695	NECA BAND2	£66,369	None
Head of Rail Partnerships	enquiries@northeast-ca.gov.uk (0191) 211 5695	NECA BAND2	£66,369	None

North East CA Constitution

<https://www.northeast-ca.gov.uk/governance/constitution>

North East CA Pay Multiple

Date	Highest Paid Officer	Lowest Paid Salary £	Median Salary £	Average Chief Officer Salary	Pay Multiple of Highest Paid taxable earnings of an employee: Median of all other employees	Pay Multiple of Average Chief Officer Salary: Lowest paid employee
31/03/2025	£158,994	£27,711	£46,407.57	£141,555	1:3.43	1:5.11
					3.43	5.11

North East CA's pay multiple¹, defined as the ratio between the highest paid taxable earnings of an employee for the given year (including base salary, variable pay, bonuses, allowances, and the cash value of any benefits in kind) and the median earnings figure of the whole North East CA's workforce = 3.43

Fraud

The North East CA currently have no fraud cases as reflected below:

- Number of occasions they use powers under the Prevention of Social Housing Fraud (Power to Require Information) (England) Regulations 2014, or similar powers.

Not Applicable to the North East CA

- Total number (absolute and full time equivalent) of employees undertaking investigations and prosecutions of fraud

0

- Total number (absolute and full time equivalent) of professionally accredited counter fraud specialists

0

- Total amount spent by the authority on the investigation and prosecution of fraud, and

£0

- Total number of fraud cases investigated

0