

Senior Officers' responsibilities and remuneration

1. The table below shows senior officers' responsibilities at 1 July 2019.
2. Remuneration paid to senior officers can be found in the Council's [Statement of Accounts](#), in the Officer Remuneration section.
3. No senior officers receive bonuses.
4. Information on senior officers' staffing and budget responsibilities are in the Council's [Budget Book](#). Staffing numbers are in the Staffing Budget section, and budget responsibilities are shown in the Budget Pages for each department.

Pay multiple

The ratio of the median pay in the organisation to the Head of Paid Service's pay at 31 March 2019 was 1:6.01.

Job title	Name	Department	Responsibilities
Head of Paid Service/Executive Director of Community & Environmental Services	Tom McCabe		Norfolk County Council's principal policy and business adviser. As managerial leader of the organisation, ensures the staff of the County Council deliver the agreed objectives and priorities. Also, has overall strategic direction and managerial responsibility for the effective and efficient delivery of all Norfolk County Council's Community and Environmental Services Department and responsible for shaping and influencing regional and national policy in the best long term interest of Norfolk.
Executive Director of Adult Social Services	James Bullion	Adult Social Services	A Chief Officer with strategic direction and managerial responsibility for the effective and efficient delivery of Adult Social Care to meet the needs of people who live in the County. Responsible for shaping and influencing regional and national policy in the best long-term interest of Norfolk.
Executive Director of Children's Services	Sara Tough	Children's Services	A Chief Officer with strategic direction and managerial responsibility for the effective and efficient delivery of high quality social care services which meet the needs of Norfolk children, young people and families. Provide system leadership across education and social care, championing positive outcomes and driving integration throughout the system which are sustainable and affordable. Responsible for shaping and influencing regional and national policy in the best long-term interest of Norfolk.

Executive Director of Finance	Simon George	Finance and Commercial Services	The Council's statutory and principal financial adviser under Section 151 of the Local Government Act 1972, with overall responsibility for the proper administration of the Council's financial arrangements. Has overall managerial responsibility for the council's finance teams, ICT, Procurement and Property services.
Executive Director of Strategy and Governance	Fiona McDiarmid	Strategy and Governance Service	A Chief Officer with responsibility for strategic direction and managerial responsibility for the effective and efficient delivery of the Strategy and Governance Service. Comprising Strategy Innovation and performance, HR, Communications, Intelligence and Analytics and Democratic services and Nplaw. Leads the development, planning and implementation of strategy and strategic interventions, to support effective decision making and policy development, in particular to ensure the alignment of strategic activities across the Council and inject strategic intelligence into effective decision-making. Ensuring the proper administration and effective governance of the organisation and assurance on performance and compliance with targets.
Director of Public Health	Louise Smith	Community and Environmental Services	Leads the Public Health service, responsible for providing leadership, expertise and strategic advice on a range of issues, from outbreaks of disease and emergency preparedness through to improving local people's health and concerns around access to health services.
Chief Legal Officer	Helen Edwards	Strategy and Governance Service	The Council's principal legal adviser, and Norfolk County Council's statutory Monitoring Officer, with a range of functions relating to member conduct and the Council's Constitution. Has overall responsibility for the delivery of legal services to the Council through nplaw, and management responsibility for Democratic Services.
Chief Fire Officer	Stuart Ruff	Community and Environmental Services	Chief Fire Officer for Norfolk. responsible for the leadership and strategic direction of the Fire and Rescue Service, to deliver good quality, effective, value for money services in the context of addressing community risk by protecting people from harm, responding to emergencies and working with communities to prevent.