

Freedom of Information – Response – 27503

I am writing as a Council Tax payer and resident of this borough to submit a formal request for information under the Freedom of Information Act 2000. This letter also serves as a formal notice that I, along with a growing number of residents, am placing this council on record regarding its duty of transparency and its obligation to demonstrate value for public money.

Please note that for some of the following information held by Suffolk County Council (SCC), the information is readily accessible to you, as it is already in the public domain.

Section 21 of the FOIA states that a public authority does not need to provide information under section 1 of the Act if that information is reasonably accessible to the applicant by other means.

Please use the links provided to access the requested information.

PART ONE: COUNCIL EXPENDITURE AND PUBLIC SERVICES

SECTION 1: FULL EXPENDITURE BREAKDOWN

A complete, itemised breakdown of all Council Tax expenditure for the most recent complete financial year, including departmental allocations and all spending categories. The Council revenue expenditure resourced from its core funding for 2024-25 can be found in the paragraphs 22 to 132 of Agenda Item 6 reported to Cabinet on 17 June 2025. Council Tax forms part of the core funding, as detailed within the report. Apart from the Adult Social Care Precept element of the Council Tax, the Council does not hypothecate Council Tax to particular types of expenditure.

[Suffolk County Council - Cabinet Meeting - 17 June 2025 - Reports](#)

A report detailing the Council's expenditure resourced from its core funding for 2025-26 is due to be taken to Council's Cabinet meeting on 16 July 2026.

SECTION 2: SPECIFIC AREAS OF CONCERN

Detailed figures relating to:

All expenditure on council buildings, including headquarters, refurbishments, and capital projects, with total costs and justifications.

The Council's capital expenditure for 2024-25 can be found in the paragraphs 136 to 200 of Agenda Item 6 reported to Cabinet on 17 June 2025.

[Suffolk County Council - Cabinet Meeting - 17 June 2025 - Reports](#)

A report detailing the Council's capital expenditure for 2025-26 is due to be taken to Council's Cabinet meeting on 16 July 2026.

Total spending on external recruitment consultants and agencies, with a breakdown by contract or supplier where possible.

SCC's HR team cannot provide a spend figure on recruitment consultants as this information is not held.

Below is the spend for the last year on two contracts held with HR for agency workers.

Opus People Solutions temporary spend -

Directorate	25/26 Q1 (£)	25/26 Q2 (£)	25/26 Q3 (£)	25/26 Q4 (£)	Total (£)
Adult & Community Services	273,220	485,276	490,682	261,761	1,510,939
Children and Young People	990,095	1,228,292	1,221,125	1,220,076	4,659,588
Corporate Services	161,316	177,068	100,821	97,934	537,139
Fire and Public Safety	4,818	11,372	2,132	1,787	20,109
Growth Highways & Infrastructure	102,140	121,996	96,792	105,049	425,977
Public Health and Communities	43,470	66,383	49,463	40,452	199,768
TOTAL	1,575,059	2,090,387	1,961,015	1,727,059	7,353,520

Tile Hill - temporary spend for calendar year 2025 is £1,259,151.

Please note - managers across Suffolk County Council can engage directly with agencies or recruitment consultants and this information is not held by HR.

The number of employees earning £100,000 or more, their job titles, and the total salary cost of these roles to the public purse.

This salary information for roles over £50,000 can be found on the Suffolk County Council website via the following link: <https://www.suffolk.gov.uk/asset-library/scc-organisational-structure-28-02-25.xlsx>

All expenditure on events, hospitality, catering, food, drink, and provisions for councillors and officers, itemised by occasion or category.

This information can be found on our transparency pages located by the link below and filtering each spreadsheet on the subjective column with 37500 for hospitality:

<https://www.suffolk.gov.uk/council-and-democracy/open-data-suffolk/council-data-and-transparency/council-expenditure-and-contracts/expenditure-exceeding-250>

It is not possible to break the spend down to type of occasion (although the type of supplier may give a clue).

SECTION 3: CORE PUBLIC SERVICE EXPENDITURE

A clear breakdown of spending on services that directly affect residents:

Road maintenance and pothole repair, including the number of reported defects versus repairs completed.

A full breakdown of all road maintenance expenditure was published June 2025 and can be found at [SCC Local highways maintenance transparency report June 25 Final V0.01](#)

The final out turn for 2025/26 is now estimated at; capital spend £41.346m revenue spend £23.991m

Pothole figures are as per table below

Financial Year	Repairs	Repair Costs	Pothole reports
2024/25	18,310	£ 8,841,252.62	13,606*
2025/26	17,185	£ 10,264,771.99**	17,940*

* will include multiple reports for the same pothole.

** figure is estimated as accounting process has not been completed

Waste collection, including any changes to collection frequency in the past two financial years and any associated cost savings.

Maintenance, investment in, or closure of public parks and play areas.

The information you requested is not held by Suffolk County Council.

If you have not already done so, then you may wish to write to the Borough and District Councils of Suffolk:

- Babergh Mid Suffolk District Council

[Freedom of Information - Babergh District Council - babergh.gov.uk / midsuffolk.gov.uk](#)

- East Suffolk

https://www.eastsuffolk.gov.uk/home/SearchForm/?url=/home/SearchForm&Search=freedom+of+information&fo=8&action_results=Go

- West Suffolk

<https://www.westsuffolk.gov.uk/Council/Data-and-information/freedom-of-information.cfm>

- Ipswich Borough Council

<https://www.ipswich.gov.uk/search?s=freedom+of+information>

Recycling centre operations, including any reductions in opening hours or accessibility.

Annual cost for 2025/26 for the Recycling Centres in Suffolk was as follows:

- Site operation and overheads = £3.572m
- Residual (black bag) waste haulage and disposal = £2.66m
- Recyclable materials haulage and recycling = £380k
- Garden waste haulage and composting = £368k

SECTION 4: COST-SAVING MEASURES

Full details of any cost-saving measures implemented by the council in the two financial years prior to the decision to increase Council Tax, including what savings were achieved and how they were reinvested into front-line services.

This information can be found in the Quarterly Budget Monitoring Papers submitted to Cabinet in June 2025 – Agenda Item 6 (Appendix D) & Cabinet February 2026 – Agenda Item 8 (Appendix D) located via the following links:

[https://committeeminutes.suffolk.gov.uk/DocSetPage.aspx?MeetingTitle=\(17-06-2025\),%20The%20Cabinet](https://committeeminutes.suffolk.gov.uk/DocSetPage.aspx?MeetingTitle=(17-06-2025),%20The%20Cabinet)

[https://committeeminutes.suffolk.gov.uk/DocSetPage.aspx?MeetingTitle=\(24-02-2026\),%20The%20Cabinet](https://committeeminutes.suffolk.gov.uk/DocSetPage.aspx?MeetingTitle=(24-02-2026),%20The%20Cabinet)

Savings generated are used to offset inflationary, demographic and other unavoidable pressure, and enable a balanced budget to be set.

SECTION 5: JUSTIFICATION FOR THE PROPOSED INCREASE

Copies of, or direct access to, any internal reports, financial assessments, impact analyses, or documented justifications used to support the proposed Council Tax increase, including projected outcomes for residents and any performance metrics or service improvement targets attached to this increase.

All Budget proposals are subject to review by Scrutiny Committee before being put forward to Cabinet and Council for approval, and the papers for 2026 Scrutiny Committee can be found via the following link:

[Meeting Documents - Committee Minutes](#)

The Section 151 Officer also has to give their justification to the budget proposals via a report which can also be found in Appendix A of the Budget Papers to 2026 County Council accessed via link below:

[Meeting Documents - Committee Minutes](#)

PART TWO: SENIOR MANAGEMENT COSTS

SECTION 6: SENIOR EMPLOYEE SALARIES

6a. The total number of council employees currently earning a salary of 100,000 pounds or more per annum, inclusive of all contractual allowances and supplements but excluding pension contributions.

We can confirm that Suffolk County Council holds this information. However, the information is readily accessible to you, as it is already in the public domain.

Section 21 of the FOIA states that a public authority does not need to provide information under section 1 of the Act if that information is reasonably accessible to the applicant by other means.

This information is available on our website - <https://www.suffolk.gov.uk/asset-library/scc-organisational-structure-12-02-26.csv> and <https://www.suffolk.gov.uk/asset-library/scc-organisational-structure-28-02-25.xlsx>

6b. A breakdown of those roles by job title, salary band, and department.

See above links

6c. The total combined salary cost of all roles earning 100,000 pounds or more, for each of the last three complete financial years.

See table below:

2023/24 Salary	£ 3,715,639.83
2024/25 Salary	£ 3,497,223.32
2025/26 Salary	£ 3,526,342.88

6d. The number of roles earning 100,000 pounds or more that have been created or newly filled in each of the last three complete financial years.

See table below

	New Roles Created in Year	Roles Filled in Year
2023/24	1	1
2024/25	2	4
2025/26		2

SECTION 7: EMPLOYER PENSION CONTRIBUTIONS ON HIGH-EARNING ROLES

7a. The total employer pension contributions paid in respect of all employees earning 100,000 pounds or more per annum, for each of the last three complete financial years.

See table below

2023/24 Pension	£ 749,672.13
2024/25 Pension	£ 735,590.68
2025/26 Pension	£ 742,358.72

7b. The employer pension contribution rate applied to these roles.

Tax Year	LGPS %	CARE 2015 Firefighters %	NHS Pens 1661 %	NHS Pens 9873 %
2023 – 2024	19.40	28.80	16.88	16.88

2024 – 2025	19.40	36.70	16.88	16.88
2025 - 2026	19.40	36.70	16.88	16.88

SECTION 8: INTERIM, AGENCY AND CONTRACTED SENIOR APPOINTMENTS

This section concerns individuals engaged to perform senior management or director level functions who are not directly employed by the council, including those engaged through personal service companies, staffing agencies, or other intermediary arrangements.

8a. The total number of interim, agency, or contracted individuals performing director level or senior management functions at any point during each of the last three complete financial years.

16 – please note some span more than one financial year and this figure only includes them once.

8b. For each such engagement: the job title or function performed, the daily or hourly rate paid, the duration of the engagement, and the total cost to the public purse.

See tables below, this includes Senior Manager grade and above on our payscales.

2023/2024		
Job Title	Day rate	Total Spend
Director of Adult Social Care	1350	£75,600.00
Assistant Director	750	£48,126.69
Director of Inclusion Service	750	£9,182.25

2024/2025		
Job Title	Day rate	Total Spend
Interim AD SEND and Inclusion	850	£81,600.00
Interim Programme Lead - Suffolk Centre of Excellence	944	£59,472.00
Interim Transformation Programme Lead	800	£116,420.99
Assistant Director, Adults Safeguarding and Quality Assurance	885	£167,265.00
Interim AD for Transformation and Improvement	960	£236,603.08
Assistant Director	750	£51,598.03

Director of Inclusion Service	750	£9,974.52
Head of Operations and partnerships	450	£3,109.30

2025/2026		
Job Title	Day rate	Total Spend
Interim Children's Consultant	760.50	£50,953.50
Interim Head of SEND	848.50	£84,850.00
Interim SEND Governance Lead	760.50	£49,432.50
Interim Transformation Programme Lead	800.00	£199,578.94
Service Director for Education, Learning and Inclusion	1044.00	£232,812.00
Interim AD for Transformation and Improvement	960.00	£19,716.92
Interim Assistant Director of SEND	877.50	£89,505.00
Assistant Director of Transformation	896.00	£13,804.00
Assistant Director	750	£49,806.66
Director of Inclusion Service	750	£1,575.00
Head of Operations and partnerships	450	£64,408.91
Strategic Commissioner	600	£78,187.68

8c. The total combined spend on interim, agency, and contracted senior management in each of the last three complete financial years.

Year	Total Agency Spend
2023/24	£132,908.94
2024/25	£629,338.85
2025/26	£1,031,335.25

8d. Whether any such individuals were subsequently offered or accepted permanent employment with this council following their interim engagement, and if so, in what role.
None

SECTION 9: SEVERANCE, REDUNDANCY AND COMPROMISE AGREEMENTS

9a. The total number of severance, redundancy, or compromise agreement payments made to employees earning 50,000 pounds or more per annum, in each of the last three complete financial years.

2023/24	£294,503.99
2024/25	£344,026.40
2025/26	£217,024.86

9b. The total combined value of all such payments in each of those years.

2023/24	£294,503.99
2024/25	£344,026.40
2025/26	£217,024.86

9c. The highest single severance or compromise agreement payment made during this period, stated without identifying the individual recipient.

see table below

2023/24	£ 49,500.00
2024/25	£ 12,000.00
2025/26	£ 70,874.14

9d. Whether any individual who received a severance or compromise agreement payment subsequently returned to work for this council in any capacity, including as an interim or contractor, within 24 months of their departure. If so, how many such instances occurred.

Nil response as referenced in our Pay Policy Statement

SECTION 10: RECRUITMENT COSTS FOR SENIOR ROLES

10a. The total spend on external recruitment consultants and agencies specifically for the recruitment of roles paying 75,000 pounds or more, in each of the last three complete financial years.

This is inclusive of all roles Assistant Director and Director level.

Year	Total Agency Spend
2023/24	£58,194.5
2024/25	£87,505
2025/26	£13,000

10b. The names of any external recruitment firms used for these appointments, and the total fees paid to each.

Agency	Total Fees Paid
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Penna	£91,449.50
Tile Hill	£67,250

10c. The average cost of recruiting a single senior appointment of 75,000 pounds or above via external recruitment, where this data is held.

£11,226.18 average cost over the 3 years 23/24, 24/25 and 25/26.

SECTION 11: TOTAL SENIOR LEADERSHIP COST

A consolidated figure representing the total cost to the public purse of the council's senior leadership, defined as all employees and contractors performing at director level or above, for the most recent complete financial year. This should include salaries, employer National Insurance contributions, employer pension contributions, car allowances, and any other contractual benefits.

Suffolk County Council's HR department reply:

2025/26 Senior Leadership cost is £1,489,668.53. This figure represents salary, ER Pension and ER NI. There are no other contractual benefits or car allowances. We have defined Senior Leadership as the Chief Executive and the Executive Directors based on 2025/26.