



Dated 31.03.21

LONDON BOROUGH OF WALTHAM FOREST

PAY POLICY STATEMENT 2021/2022

If you have any queries regarding this policy, please contact:

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Your query will be forwarded onto the appropriate person / department.

APPENDICES

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LONDON BOROUGH OF WALTHAM FOREST

PAY POLICY STATEMENT 2021 / 2022

1.0 Introduction

This Pay Policy statement applies to those directly employed by Waltham Forest Council. It sets out the Council's position in relation to the pay of its employees and that of its senior managers in compliance with both the Localism Act 2011 and the Local Government Transparency Code 2015.

Please note that this Pay Policy Statement does not cover those employed directly by the Borough schools.

2.0 Corporate factors when determining remuneration

The Council takes a number of factors into consideration when determining the level and process of remuneration for employees and its Chief Officers. These factors are:

- The Council's financial position
- The Government's stated policy on public sector pay and any central government implications that impact on the financial settlements for local government
- The level of pay awards agreed by the National Joint Council of Local Government Service and other relevant national negotiating bodies
- The level of inflation
- The Council's analysis of trends in recruitment and retention of employees including comparison with our neighbouring boroughs and partners
- The Council's workforce requirements and plans
- Any other relevant factors

2.1 Other elements of the Pay Package {including deduction arrangements}

All employees are paid via the Council's payroll system and will be subject to the appropriate Income Tax and National Insurance deductions, at source, in line with their personal taxable position.

Subject to satisfactory service and any Council decision made as part of its annual budget setting process to the contrary, salaries will rise by annual increments up to the maximum of the scale for the grade.

The Council may in any year decide on financial grounds not to pay an increase of increment payments for all employees for posts graded at Scale 5 and above, in the following financial year. This will be stated as part of the budget planning process.

The Council's increment increase process is considered and as approved applied with effect from April. The increment increase for April 2021 will be applied.

The Council will facilitate the provision of benefits for its employees by third party providers and support the use of schemes approved by the government which provide discounts or savings to employees (for example, salary sacrifice or corporate discount schemes).

The Council operates a Retention Bonus scheme for certain identified roles, specifically Social Worker roles as part of their employment package so that their specialist skill set can be retained within the Council.

A scheme has also been introduced for one year only, renewable for one further year, if appropriate, to recognise the necessity to retain high level expertise in the Council's Public Health Team during the pandemic. The level of payment set is dependent on the specific role being undertaken.

The Council does operate a Market Supplement scheme for occupations that are deemed to be difficult to appoint to roles. A robust business case for these roles, along with benchmarking data supporting the request, must be submitted to the Director of Well-being and Strategic Director of Finance and Governance for final authorisation.

3.0 Non-Chief Officer arrangements

The following section outlines the arrangements for non-Chief Officers within the Council:

3.1 Recruitment

All Council roles are advertised, and applications are submitted via the Jobs Go Public system. The Council has introduced an anonymised recruitment application process for all Council roles to assist with improving diversity. As necessary, the Council will consider and undertake other appropriate measures to ensure a diverse recruitment programme.

As part of the Gender Pay reporting requirement, the Council has introduced 'internal first' recruitment to all posts at the grade of SO2 and below. This aim is to encourage, enhance and develop the progression opportunities for employees within the grades below SO2.

3.2 Pay Grading and progression

The Council is subject to the National Agreement on Pay and Conditions of service of the National Joint Council for Local Government Services, (commonly known as the 'Green Book') with some stated exceptions.

The Council uses Pay Scales commencing at Scale 1, Spinal Point 1, set at £20,658 per annum and terminate at Grade PO12, Spinal Point, 65, set at £74,433 per annum. The values of these Spinal Points may be increased by pay awards as notified by the National Joint Council for Local Government Services.

The Council's lowest paid employees {Spinal point 1} are paid at £20,658 per annum. However, as the Council applies the London Living Wage of £10.85 per hour {£20,366 per annum} all employees must earn above this threshold, therefore a supplement is to be applied for eligible employees earning below this threshold. Any increase applied to the London Living Wage is implemented upon announcement.

Please refer to **Appendix 1: Non-Chief Officer posts and grades and Spinal Points** for further information on the pay scales for non-Chief Officers.

The council applies the Increment Policy for employees and Pay progression for Performance.

Upon the end of year appraisal completion, for employees at the top of their grade who have attained an appraisal making of 1 {outstanding} will be considered, at the discretion of the Chief Executive, for an ex-gratia payment representing the financial difference between the top of their existing Spinal Column Point and the next Spinal Column Point down {within their grade}.

Please note that the Council also retains a number of employees under the terms and conditions applicable under the Schools Teachers Pay and conditions of employment. Any increment increases, if appropriate, are applied with effect from September of each year based on their performance.

Please refer to **Appendix 2: London Borough of Waltham Forest Education Pay scales {Soulbury, NEOST, Lecturers: excluding schools}** for further information on the pay scales.

3.3 Remuneration upon recruitment and Job Evaluation

All new Non-Chief Officer employees will usually be placed on the bottom point of the grade unless there is a business case for starting an employee at a higher point on their grade – for example, to match an existing salary or offer from another employer.

3.3.1 Non- Chief Officer roles up to and including PO7: are evaluated, using the Greater London Provincial Job Evaluation Scheme, which is recognised by employers and trades unions. This scheme allows for robust measurement against set criteria resulting in a fair and objective evaluation.

3.3.2 Non- Chief Officer roles from PO8 to PO12: are evaluated under the HAY Scheme. This ensures that the relative 'weight' of these roles can be objectively measured using consistent and robust criteria.

3.3.3 Employees on the Schools Teachers Pay and Conditions of Employment: are not evaluated using a Job Evaluation scheme. However, roles are defined using the nationally recognised pay scales {Soulbury, National Employers organisation for schoolteachers, {NEOST} and Lecturer pay scales}. It is a statutory requirement that all increment increases applied within these roles are subject to meeting the necessary performance related requirements.

3.3.4 Remuneration and Pay Progression principles linked to performance

All Officers will have their level of incremental reward linked to levels of performance under the Council's Performance Management Competencies Framework.

The principles of this approach for **Officers** (excluding Chief Officers) are as follows:

- Any Officer achieving a rating of '1 (outstanding) in their end of year appraisal may receive an additional increment point subject to corporate moderation for equality of approach across services.
- In order to progress to a higher scale point, a non-chief officer must achieve a marking of '3' (successful) or above in their end of year appraisal
- Any Officer achieving a marking of '4 (needs development) or 5 (unsatisfactory) will not receive an increment.

Officers at the top of their grade who have attained an appraisal making of 1 (outstanding) will be considered, at the discretion of the Chief Executive, for an ex-gratia payment representing the financial difference between the top of their existing Spinal Column Point and the next Spinal Column Point down (within their grade).

3.3.5 Apprenticeship pay rates

Where the role is a 'pure' apprenticeship role the following rates were applied with effect from 9 November 2020:

Apprenticeship Description	Annual Salary	Weekly Pay	Hourly Pay
Specialist apprenticeship	As advised	As advised	As advised
*Apprenticeship Level 2	£20,366	£390.60	£10.85

Apprenticeship Level 3	£20,366	£390.60	£10.85
Apprenticeship Level 4	£20,366	£390.60	£10.85
Apprenticeship Level 5 {trainee}	£20,366	£390.60	£10.85
Apprenticeship Level 6 {Degree}	£25,137	£482.13	£13.39

4.0 Chief Officers arrangements

The following sections incorporate details on the arrangements and requirements of Chief Officers at the London Borough of Waltham Forest.

4.1 Remuneration Strategy and Principles

The principles of the Chief Officer Remuneration Strategy are as follows:

- Fair, equitable and transparent arrangements to support excellent service delivery to our residents in accordance with the Council's values and priorities
- A reward package that represents value for money for the Council while being competitive within the relevant market for the employee
- Pay arrangements that differentiate rewards to employees based on the achievement of organisational, team and individual targets
- Pay increases for employees, including any incremental progression, will be subject to an assessment of performance through the Council's Performance Management and Development scheme as agreed by the Council and performance levels being sustained, please refer to section 4.4, Remuneration and Pay Progression principles linked to performance for further information
- The Council will be open and transparent about its remuneration strategy and publish statements on Chief Officer remuneration by 31 March of each year

4.2 Recruitment of Chief Officers

These roles are advertised appropriately including advertising via Jobs Go Public and where necessary by utilising the Local Government Recruitment Partnership. The Council has introduced an anonymised recruitment application process for Chief Officer roles to assist with improving diversity at the top level of the organisation. As necessary, the Council will consider and undertake other appropriate measures to ensure a diverse recruitment programme to senior posts.

Chief Officer Recruitment relates to those roles graded above PO12 that report directly to a Strategic Director, appointments will be made through a staffing committee; with support from representatives from Human Resources. For temporary appointments, the responsibility to recruit will be made by the Head of Paid Services rather than the staffing committee

Employees appointed to these roles are made within the approved salary range.

Appointment of the Chief Executive is subject to the approval of Full Council.

4.3 Remuneration upon recruitment and evaluation

All new Chief Officers will usually be placed on the bottom point of the grade unless there is a business case for starting an employee at a higher point on their grade – for example, to match an existing salary or offer from another employer.

Chief Officer grades are paid at the Assistant Director grade and above and are evaluated under the HAY Scheme. This ensures that the relative 'weight' of these roles can be objectively measured using consistent and robust criteria.

4.4 Remuneration and Pay Progression principles linked to performance

Please refer to **Appendix 3: Chief Officer Grades and Spinal Points** for further information regarding the Chief Officers annual salaries.

All Chief Officers will have their level of reward linked to sustaining high levels of performance under the Council's Performance Management Competencies Framework. This is to ensure that the Council gets maximum value for money with high quality service with reward levels being inextricably linked to providing good services to our residents or to internal customers.

The principles of this approach are as follows:

- In order to progress to a higher scale point, a Chief Officer must achieve a marking of '1' (outstanding) or 2' {Exceeding} in their end of year appraisal subject to moderation by Management Board for equality of approach across services.
- Any Chief Officer achieving a rating of '3' {Successful} in their end of year appraisal will remain on the same increment point
- Any Chief Officer achieving a marking of '4' {needs development} or 5 {unsatisfactory} will be supported so that they can improve their performance. Although this will not automatically result in a salary reduction, a salary reduction could be an outcome of the performance improvement process.

Upon the end of year appraisal completion, Chief Officers at the top of their grade who have attained an appraisal marking of 1 {outstanding} will be considered, at the discretion of the Chief Executive, for an ex-gratia payment representing the financial difference between the top of their existing Spinal Column Point and the next Spinal Column Point down {within their grade}.

4.5 Terminating the employment of Chief Officer Posts

The Council will make contractual payments to any Chief Officers whose employment is terminated by the Council during the year in line with statutory requirements.

4.6 Payment to Chief Officers undertaking Electoral Duties

The Returning Officer is an officer of the Council appointed under the Representation of the People Act 1983 to undertake obligations in respect of local, national and European elections and referenda. Whilst appointed to this position, the role of the Returning Officer is one which involves and incurs personal responsibility and accountability and is statutorily separate from their duties as an employee of the Council. As Returning Officer, they are paid a separate allowance for each election for which they are responsible. Remuneration for this role is either based on the fees determined by the relevant Statutory Order or in accordance with the scale of fees that has been approved by the Council.

Other employees are also appointed to conduct specific electoral duties and they also receive election-related fees for duties they may be appointed to undertake in the support of the Returning Officer.

4.7 Management Board

Please refer **Appendix 4: Chief Officer Remunerated Posts** for further information regarding the Council's Management Board along with all the Chief Officer roles within the Council.

4.8 Management Structure

In line with the Local Government Transparency Code 2015 recommendations, the Council has produced **Appendix 5: Senior Pay at London Borough of Waltham Forest** and **Appendix 6: Senior Pay at London Borough of Waltham Forest, Salary banding by Directorate** outlining those roles in receipt of a salary of £50,000 per annum along with the names of those employees on Chief Officer's salaries.

5.0 Pay Comparison information

The relationship between pay at the lowest and highest levels is controlled by Job Evaluation processes rather than by this policy.

However, it should be noted that the Council's current ratio in this respect is 1:7.6 the highest earner being on £212,647 per annum {Chief Executive} earns 7.6 times more than the Council's average earnings on £27,765 per annum.

Data provided on the basis of the Local Government Transparency Code 2015 {base salary, variable pay, bonuses, allowances and cash value of any benefits in kind} and the median earnings figure of the whole Council.

5.1 Gender Pay Gap reporting regulations

Public sector employers are required to reveal the difference between employees' median and mean pay, as part of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Consideration will be given to ensure that the Council is compliant to these requirements and publishes the necessary data for 30 March 2021. The Council's Gender Pay Report can be found [here](#).

The Council has a Gender Pay Gap action plan which sets out the actions it will take to help address the Pay Gap and to improve the working lives of women in its workforce

5.2 Ethnicity Pay Gap Reporting

This is not a statutory requirement however the Council is keen to explore the Ethnicity Pay Gap within its workforce and work with key stakeholder groups including the Racial Equality Network to improve the Ethnicity Pay gap.

This information will be available [here](#).

The Council is developing its Ethnicity Pay Gap Strategy and Action Plan which will be published when agreed.

6.0 Trade Union Facility Time

The Council recognises the following Trade Unions for negotiation, consultation and representation purposes:

- **UNISON**

23 representatives,

1 of these representatives undertake more than 50% of their duties working as a union representative, this comprises of:

- Full time UNISON Branch Secretary

- **UNITE**

UNITE does not have any allocated facilities time at the London Borough of Waltham Forest.

- **GMB**

1 representative

1 representative undertakes more than 50% of their duties working as a union representative. This comprises of 18 hours per week

Joint Trade Union Health and Safety Coordinator {18.5 hours per week}

As at 31 March 2021 the Council spent £60,055 per annum on Trade Union representatives. This is calculated on the basis on the representatives working 50% or more of their time on union duties. This equates to 0.066% of the Council's total pay bill as at 31 December 2020.

7.0 Pension scheme, Employer contribution rates and Termination Payments

7.1 Pension scheme and employer contribution rates

Pension provision is an important part of the remuneration package. All employees are automatically enrolled into the scheme upon commencement of employment. The Local Government Pension Scheme for the London Borough of Waltham Forest is administered by an external administrator, Pension Shared Service for Camden, Merton, Richmond, Waltham Forest and Wandsworth details available [here](#)

The scheme is a statutory scheme with contributions from both employees and from the Council, as employers. The employee contribution levels vary according to the level of the employee's salary and are set by statute. For further information on the scheme, please visit the website [here](#).

The scheme will be operating under the auto-enrol legislation and this will apply to all employees of the Council that meet this criterion.

All employees within the pension scheme meeting the set criteria, are given the opportunity to apply for 'flexible retirement', which would enable them to continue to be employed by the authority, whilst also being in receipt of a Local Government pension. All such requests are considered in accordance with the adopted policy on this matter.

It is a statutory requirement for the triennial valuation of the Employer Pension contribution rates to be set every three years.

Therefore, the agreed London Borough of Waltham Forest Council {excluding LEA schools}, Employer Pension contributions are as follows:

- 2020/2021 is 15.2% future service rate and £6.8m deficit amount
- 2021/2022 is 15.2% future service rate and £7.6m deficit amount
- 2022/2023 is 15.2% future service rate and £8.6m deficit amount

Please refer to the Council Statement of Accounts for any additional details.

7.2 Termination arrangements

On ceasing to be employed by the Council, employees will only receive compensation:

- (i) In circumstances that are relevant (e.g. Redundancy), and

(ii) That is in accordance with our published Policy Statement on how we exercise the various employer discretions provided by the Local Government Pension Scheme (LGPS), and/or

(iii) That complies with the specific terms of any Settlement Agreement

Under The Restriction of Public Sector Exit Payments Regulations 2020 (Exit Cap Regulations) any decision taken between 4 November 2020 and 12 February 2021 to exceed the new statutory Cap on severance payments of £95k (including all exit payments as well as those made in respect of pension strain costs for employees aged over 55 years old) were to be agreed by Full Council and required relevant Government consultation in accordance with the legislation.

The Full Council has not had cause to consider seeking any waivers under The Restriction of Public Sector Exit Payments Regulations 2020 (Exit Cap Regulations) since they came into force on the 4 November 2020. The Council was put on notice on 12 February 2021 of HMT Direction made that day “Exit Payment Cap Directions 2021” which came into effect immediately and which disapplied the 2020 Exit Cap Regulations. HMT Guidance “Restriction of Public Sector Exit Payments: Guidance on the 2020 Regulations” has been published setting out the impact of the disapplication of the ‘exit cap’ until the Regulations have been revoked, details [here](#).

7.3 Exit payments

The Exit Cap Regulations was implemented from 4 November 2020. This legislation implemented a ‘cap’ on public sector exit payments. The cap of £95,000 was to apply to all payments made on the loss of employment, apart from those paid in relation to incapacity or death, Pay in Lieu of notice not exceeding 25% of salary, payment for untaken leave, bonuses not related to the end of employment and payments made in compliance with compensation made under a court order. Payments made to reduce or eliminate any actuarial reduction to a pension payable upon early retirement were also included within the cap.

The Local Government Pension Scheme (LGPS) regulations required amendment to rectify inconsistencies between the Exit Cap Regulations and the Pensions Legislation. Pending those amendments, the Council’s Pensions Committee agreed to follow The Local Government Pension Scheme Advisory Board advice. Accordingly, the Council as an administering authority, decided that it would not pay an unreduced pension to those made redundant who were aged over 55 years old but below state retirement age, and offered the option of either, a deferred pension or an immediate reduced pension. The Exit Cap Regulations are to be revoked and so in accordance with the HMT Guidance “Restriction of Public Sector Exit Payments: Guidance on the 2020 Regulations” dated 12 February 2021 the Cap will no longer be applied.

The Council will be working with affected former employees who left between 4 November 2020 and 12 February 2021 and to whom the cap was applied to recalculate their options in accordance with the Guidance of 12 February 2021.

8.0 Tax implications

The Council, in common with all public sector bodies is responsible for determining whether ‘off payroll’ workers are in scope for IR35 purposes. The HMRC regulations require ‘deemed employees’ to pay tax and national insurance contributions {NIC} as if they were in fact employees.

The requirement effectively applies that PAYE and NICs pass from the PSC to the public sector engager or agency through which contractors source their work. The public body decides if it is engaging someone who is legitimately self-employed or if the PSC is simply a means for the contractor concerned to receive payments without the deduction of PAYE or NICs. If the Council decides the latter case applies, it, or the agency through which the contractor PSC is supplied, will need to withhold PAYE and NICs.

It is important to note that the Council operates via a Framework with Matrix SCM for the supply of agency workers which means that any liability for tax and National insurance contributions will be the liability of the supplier and not the Council or Matrix.

The Council has introduced robust measures to ensure compliance.

9.0 Workforce strategy

The Council is developing its Workforce Strategy to improve the working experience of employees. This strategy will develop the Council's culture, values and engender a sense of belonging and trust along with its reward and recognition package.

10.0 Conclusion of Pay Transparency

The Council wishes to be transparent in its application of this Pay Policy Statement. In order to do so it will publish the position as at 31 March 2021:

- The salary grades and ranges including those for senior managers
- Names, job titles, actual salaries for all Chief Officers
- Job titles and grades of all posts graded PO10 or equivalent and above,
- The descriptions for each Chief Officer's key role requirements

Appendix 1

Non Chief Officer Posts Grades and Spinal Point {as at 31st March 2021}

The Council uses the National Joint Council Salary Scales for Local Government as below
Salary scale / Spinal Point / Salary per annum

Scale 1	1	£20,658
	2	£21,030
	3	£21,408
Scale 2	3	£21,408
	4	£21,795
Scale 3	5	£22,185
	6	£22,587
Scale 4	7	£22,995
	8	£23,406
	9	£23,826
	10	£24,258
	11	£24,693
Scale 5	12	£25,137
	13	£25,590
	14	£26,052
	15	£26,520
	16	£26,997
Scale 6	18	£27,978
	19	£28,482
	20	£28,992
	21	£29,517

Pay scales for Senior Officers {SO} and Principal Officers {PO}

Salary scale /Spinal Point / Salary per annum

SO1	23	£30,585
	24	£31,044
	25	£31,557
SO2	26	£32,418
	27	£33,324
	28	£34,209
PO1	27	£33,324
	28	£34,209
	29	£34,884
	30	£35,751
PO2	29	£34,884
	30	£35,751
	31	£36,708
	32	£37,722

PO3	32	£37,722
	33	£38,883
	34	£39,867
	35	£40,869
PO4	35	£40,869
	36	£41,850
	37	£42,855
	38	£43,860
PO5	38	£43,860
	39	£44,790
	40	£45,834
	41	£46,839
PO6	40	£45,834
	41	£46,839
	42	£47,841
	43	£48,819
PO7	43	£48,819
	44	£49,827
	45	£50,826
	46	£51,837
PO8	45	£50,826
	46	£51,837
	47	£52,866
	48	£53,928
PO9	49	£55,017
	50	£56,100
	51	£57,171
	52	£58,242
PO10	53	£59,325
	54	£60,396
	55	£61,470
	56	£62,556
PO11	57	£63,633
	58	£64,704
	59	£65,784
	60	£67,167
PO12	61	£68,568
	62	£70,002
	63	£71,475
	64	£72,969
	65	£74,433

**Appendix 2 London Borough of Waltham Forest Education Pay scales as at 01.09.20
Soulbury, NEOST, Lecturers: excludes**

SCP	01.09.18	01.09.19	01.09.20
1	34749	35444	36419
2	35993	36713	37723
3	37168	37912	38955
4	38359	39127	40203
5	39543	40334	41443
6	40727	41542	42684
7	41971	42811	43988
8	43168*	44032*	45243*
9	44563	45455	46705
10	45807	46724	48009
11	47035	47976	49295
12	48223	49188	50541
13	49569**	50561**	51951**
14	50769	51785	53209
15	52095	53137	54598
16	53293	54359	55854
17	54495	55585	57114
18	55674	56788	58350
19	56891	58029	59625
20	57519***	58670***	60283***
21	58727	59902	61549
22	59780	60976	62653
23	60939	62158	63867
24	61978	63218	64956
25	63089	64351	66121
26	64173	65457	67257
27	65282	66588	68419
28	66405	67734	69597
29	67532	68883	70777
30	68656	70030	71956
31	69771	71167	73124
32	70903	72322	74311
33	72036	73477	75498
34	73197	74661	76714
35	74353	75841	77927
36	75544	77055	79174
37	76715	78250	80402
38	77899	79457	81642
39	79066	80648	82866
40	80233	81838	84089
41	81406	83035	85318
42	82578	84230	86546
43	83749	85424	87773
44	84925	86624	89006
45	86099	87821	90236

46	87274	89020	91468
47	88454	90224	92705
48	89623***	91416***	93930***
49	90797***	92613***	95160***
50	91972***	93812***	96392***

Soulbury Youth & Community Service Manager

SCP	01.09.18	01.09.19	01.09.20
1	36040	36761	37772
2	37219	37964	39008
3	38398	39166	40243
4	39601*	40394*	41505*
5	40824	41641	42786
6	42016	42857	44036
7	43236**	44101**	45314**
8	44622	45515	46767
9	45387	46295	47568
10	46568	47500	48806
11	47742	48697	50036
12	48918	49897	51269
13	50086	51088	52493
14	51265	52291	53729
15	52446	53495	54966
16	53630	54703	56207
17	54820	55917	57455
18	56003	57124	58695
19	57179	58323	59927
20	58380***	59548***	61186***
21	59604***	60797***	62469***
22	60857***	62075***	63782***
23	62134***	63377***	65120***
24	63438***	64707***	66486***

Soulbury Trainee Educational Psychologist

SCP	01.09.18	01.09.19	01.09.20
1	23415	23884	24541
2	25129	25632	26337
3	26841	27378	28131
4	28556	29128	29929
5	30269	30875	31724
6	31983	32623	33520

Soulbury Assistant Educational Psychologist

SCP	01.09.18	01.09.19	01.09.20
1	28783	29359	30166
2	29959	30559	31399
3	31134	31757	32630
4	32303	32950	33856

Soulbury Educational Psychologist A

SCP	01.09.18	01.09.19	01.09.20
1	36446	37175	38197
2	38296	39062	40136
3	40146	40949	42075
4	41994	42834	44012
5	43844	44721	45951
6	45693	46607	47889
7	47434	48383	49714
8	49175	50159	51538
9	50806*	51822*	53247*
10	52439*	53488*	54959*
11	53961*	55040*	56554*

Soulbury Senior & Principal Educational Psychologist

SCP	01.09.18	01.09.19	01.09.20
1	45693	46607	47889
2	47434	48383	49714
3	49175*	50159*	51538*
4	50806	51822	53247
5	52439	53488	54959
6	53961	55040	56554
7	54586	55678	57209
8	55754	56869	58433
9	56911	58050	59646
10	58089	59251	60880
11	59243	60428	62090
12	60420	61628	63323
13	61617	62849	64577
14	62774**	64029**	65790**
15	63986**	65266**	67061**
16	65186**	66490**	68318**
17	66395**	67723**	69585**
18	67602**	68954**	70850**

LECTURER SALARY SCALE- AY2018/19
With effect from the 1st September 2018

LECTURER SALARY SCALES		Grade	Scale	1.9.18	1.9.18	
			Point	Basic	LA	Gross
	Lecturers	MGLEC	1	£18,695	£1,999	£20,693
		MGLEC	2	£19,860	£1,999	£21,858
		MGLEC	3	£21,039	£1,999	£23,038
		MGLEC	4	£22,208	£1,999	£24,206
	*	MGLEC	5	£23,369	£1,999	£25,367
		MGLEC	6	£24,537	£1,999	£26,536
		MGLEC	7	£25,718	£1,999	£27,716
		MGLEC	8	£26,880	£1,999	£28,878

Salary Scale 1-8 shall be used for lecturers covering the full range of duties detailed in the Lecturer job description.

Progression will be by annual increment subject to satisfactory performance

*Progression to scale 5 is subject to the achievement of a recognised adult teaching qualification - currently Diploma in Teaching in the Life-Long Learning Sector (DTLLS) or equivalent

Pay Spine for Leadership Group 2020/21

	Annual Salary	Monthly Salary	SCP	Annual Salary	Monthly Salary
SCP	01.09.19	01.09.19		01.09.20	01.09.20
L1	44,323	3,694	1	45,542	3,795
L2	45,353	3,780	2	46,601	3,883
L3	46,400	3,867	3	47,676	3,973
L4	47,479	3,957	4	48,785	4,065
L5	48,582	4,049	5	49,919	4,160
L6	49,714	4,143	6	51,082	4,257
L7	50,969	4,248	7	52,371	4,364
L8	52,067	4,339	8	53,499	4,458
L9	53,284	4,441	9	54,750	4,563
L10	54,571	4,548	10	56,072	4,673
L11	55,898	4,659	11	57,436	4,786
L12	57,117	4,760	12	58,688	4,891
L13	58,465	4,873	13	60,073	5,006
L14	59,833	4,987	14	61,479	5,123
L15	61,241	5,104	15	62,926	5,244
L16	62,787	5,233	16	64,514	5,376
L17	64,156	5,347	17	65,921	5,493
L18	65,689	5,475	18	67,496	5,625
L19	67,237	5,604	19	69,087	5,757
L20	68,820	5,735	20	70,713	5,893
L21	70,445	5,871	21	72,383	6,032
L22	72,107	6,009	22	74,090	6,174
L23	73,812	6,151	23	75,842	6,320
L24	75,564	6,297	24	77,643	6,470
L25	77,361	6,447	25	79,489	6,624
L26	79,194	6,600	26	81,372	6,781
L27	81,075	6,757	27	83,305	6,942
L28	83,007	6,918	28	85,290	7,108
L29	84,979	7,082	29	87,316	7,276
L30	87,013	7,252	30	89,406	7,451
L31	89,089	7,425	31	91,539	7,628
L32	91,215	7,602	32	93,724	7,810
L33	93,406	7,784	33	95,975	7,998
L34	95,633	7,970	34	98,263	8,189
L35	97,927	8,161	35	100,620	8,385
L36	100,268	8,356	36	103,026	8,586
L37	102,685	8,558	37	105,509	8,792
L38	105,145	8,763	38	108,037	9,003
L39	107,624	8,969	39	110,584	9,215
L40	110,234	9,187	40	113,266	9,439
L41	112,905	9,409	41	116,010	9,668
L42	115,647	9,638	42	118,828	9,902

L43	117,287	9,774	43	120,513	10,043
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LEADING practitioners PAY RANGE 2020/21			Monthly	Monthly
	1.09.19	1.09.20	1.09.19	1.90.20
Minimum	44,541	45,766	3,711.75	3813.83
Maximum	66,012	67,828	5,501.00	5652.33

Pay scales for Qualified Classroom Teachers (Main Scale)

	SCP	Annual Salary Incl. LW	Monthly	Annual Salary Incl. LW	Monthly
Main Pay Scales					
Main pay scales		1.09.19	1.09.19	1.09.20	1.09.20
	1	28,355	2,362.92	29,915	2,492.92
	2	30,113	2,509.42	31,604	2,633.67
	3	31,976	2,664.67	33,383	2,781.92
	4	33,956	2,829.67	35,264	2,938.67
	5	36,836	3,069.67	38,052	3,171.00
	6	40,035	3,336.25	41,136	3,428.00
Upper Pay Scales					
THR Grades					
1	1	41,419	3,451.58	42,559	3,546.58
2	2	42,951	3,579.25	44,133	3,677.75
3	3	44,541	3,711.75	45,766	3,813.83

SPECIAL EDUCATIONAL NEEDS ALLOWANCE	1.9.19	1.9.20	Monthly 1.9.19	Monthly 1.9.20
Minimum	2209	2270	184.08	189.17
Maximum	4359	4479	363.25	373.25

TLR PAYMENT 1	1.9.19	1.9.20	Monthly 1.9.19	Monthly 1.9.20
Minimum	8069	8291	672.42	690.92
Maximum	13654	14030	1137.83	1169.17

TLR PAYMENT 2	1.9.19	1.9.20	Monthly 1.9.19	Monthly 1.9.19
minimum	2796	2873	233.00	239.42
maximum	6829	7017	569.08	584.75

TLR PAYMENT 3	1.9.19	1.9.20	Monthly 1.9.19	Monthly 1.9.20
minimum	555	571	46.25	47.58
maximum	2757	2833	229.75	236.08

Scale for Unqualified Teachers – 2020/21

New grade name UQT

SCP	<u>Annual Salary Incl. LW</u>	<u>Monthly</u>	<u>Annual Salary Incl. LW</u>	<u>Monthly</u>
	1.09.19	1.09.19	1.09.20	1.09.20
1	21,004	1,750.33	21,582	1,798.50
2	23,061	1,921.75	23,696	1,974.67
3	25,118	2,093.17	25,809	2,150.75
4	27,178	2,264.83	27,926	2,327.17
5	29,233	2,436.08	30,037	2,503.08
6	31,290	2,607.50	32,151	2,679.25

Appendix 3 Chief Officer Grades and Spinal Point

{Please note that figures are as at 31 March 2021}

Salary Scale	Spinal Point	Salary (per annum)
Chief Executive (CE4)	4	£212,647
	3	£207,194
	2	£201,742
	1	£196,289
Executive Director (ED)	5	£154,850
	4	£152,124
	3	£149,398
	2	£146,671
	1	£143,945
Strategic Director 1	5	£160,187
	4	£156,694
	3	£154,125
	2	£151,556
	1	£148,988
Strategic Director 2	5	£147,960
	4	£145,186
	3	£142,103
	2	£139,021
	1	£135,630
Corporate Director 1	4	£125,355
	3	£123,300
	2	£121,245
	1	£119,190
Corporate Director 2	5	£118,864
	4	£116,138
	3	£113,411
	2	£110,685
	1	£110,118
Divisional Director (DD)	5	£109,006
	4	£106,225
	3	£103,444
	2	£100,663
	1	£97,883
Assistant Director (AD)	5	£94,546
	4	£91,765
	3	£88,984
	2	£86,203
	1	£83,423

Appendix 4

Statutory and Non-Statutory Chief Officer Posts (as at 31 March 2021) (Section 43 Localism Act 2011)

Appointments to Chief Officer's posts are in line with the Council's Employment Procedural Rules.

Management Board

Chief Executive

Strategic Director of Families

Strategic Director Corporate Development

Strategic Director Finance & Governance

Strategic Director of Economic Growth

Strategic Director of Resident Services

Other Chief Officer Posts

Director of Communications & Campaigns

Director of Digital & ICT

Director of People and OD

Assistant Director of Strategy and Design

Assistant Director Business Intelligence

Assistant Director Change

Commercial Director - Property & Delivery

Commercial Director Housing Delivery

Director Capital Strategy & Portfolio Management

Director Inward Investment

Director of Capital Delivery

Assistant Director of Culture and Heritage Services

Corporate Director of Adult Care & Quality Standards Director of Learning & System Leadership

Director of Public Health

Director Wellbeing & Independence

Director of Integrated commissioning

Director of Financial Services

Director of Return on Investment

Director of Governance & Law

Director Revenues and Benefits

Assistant Director - Internal Audit & Anti- Fraud (Shared with Enfield)

Corporate Director Housing Strategy & Options

Deputy Strategic Director, Resident Services

Director of Commercial Innovation

Director of Customer Services & Business Support

Director of Highways & Traffic Management

Director of Neighbourhood Management & Customer Service

Director Selective Licensing & Regulation

Appendix 5 - Senior staff pay at London Borough of Waltham Forest

ONS GSS code; E09000031

Body name; London Borough of Waltham Forest

Notes:

1. Officer pay details as at 31 March 2021
2. Annual salary is the sum of full time annual salary for the post. The full time annual salary (1 FTE) is used for this figure not the part time salary.
3. The full annual salary may not have been paid for the full year. However, in the interest of transparency, this document shows the FTE salary for the post.
4. Non Chief Officer salaries are shown in brackets of £5,000
5. Market Supplement: * denotes that this role attracts a Market Supplement which could take the remuneration paid above the maximum salary for the grade

Grade	Position	Position	Personnel Area	Personnel Subarea	Contract type	Personnel Number	Contact Details - email	Contact Details - telephone	Actual Annual Salary (or if below £75,000pa the details are provided within £5k Pay Bands)	Market Supplement / Allowance based on 12 month duration	Maximum potential salary for the Grade
CE4	50007900	Chief Executive	Chief Executives	CE Office	Permanent contract	Mr Martin Esom	martin.esom@walthamforest.gov.uk	02084964201	212,647.00		212,647.00
SD1	50082788	Strategic Director of Economic Growth	Economic Growth & Housing Delivery	Economic Growth	Permanent contract	Mr Stewart Murray	stewart.murray@walthamforest.gov.uk	02084963000	160,187.00		160,187.00
SD1	50045497	Strategic Director of Resident Services	Resident Services	Resident Serv	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	154,125.00		160,187.00
SD1	50011207	Strategic Director of Families	Families	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	151,556.00		160,187.00
SD2	50008724	Strategic Director Finance & Governance	Finance & Governance Group	Finance & Gov	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	145,001 to 150,001		147,960.00
SD2	50075268	Strategic Director Corporate Development	Corporate Development Group	Corp Develop	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	145,001 to 150,001		147,960.00
CD1	50076434	Commercial Director - Property & Deliver	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	125,001 to 130,000		125,355.00
CD1	50043529	Director of Digital & ICT	Corporate Development Group	Digital & ICT	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	125,001 to 130,000		125,355.00
CD1	50034654	Director of Governance & Law	Finance & Governance Group	Govern & Law	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	125,001 to 130,000		125,355.00
CD1	50047752	Director Wellbeing & Independence	Families	Wellbeing Indep	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	120,001 to 125,000		125,355.00
CD1	50052639	Deputy Strategic Director, Resident Serv	Resident Services	Housing	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	120,001 to 125,000		125,355.00
CD2	50085612	Director Integrated Commissioning	Families	Integ Commissio	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	115,001 to 120,000	6,585.00	118,864.00
CD2	50047693	CD of Adult Care & Quality Standards	Families	Adult Soc Care	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	115,001 to 120,000		118,864.00
CD2	50047700	Corp Dir of Children's Social Care	Families	Child Soc Care	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	110,001 to 115,000		118,864.00
CD2	50049372	CD Housing Strategy & Options	Resident Services	Housing	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	110,001 to 115,000		118,864.00
CD	50085677	Director of Return on Investment	Finance & Governance Group	Procurement	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	110,001 to 115,000		116,975.52
CD	50085695	Director of Financial Services	Finance & Governance Group	Fin Mgt & Acc	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	110,001 to 115,000		116,975.52
CD	50087510	Commercial Director Regen & Planning	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	110,001 to 115,000		116,975.52
DD/CD	50087358	Commercial Director Housing Delivery	Economic Growth & Housing Delivery	Housing Deliver	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	110,001 to 115,000		116,975.52
DD	50077040	Director of Commercial Innovation	Resident Services	Commercial Serv	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	105,001 to 110,000		109,006.00
DD	50058225	Director of Customer Services & Business	Resident Services	C S & Bus Supp	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	105,001 to 110,000		109,006.00
DD	50077280	Dir of N'hood Management & Customer Serv	Resident Services	N'Hood Mgt	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	105,001 to 110,000		109,006.00
DD	50012574	Director of Learning & System Leadership	Families	Learn Sys Lship	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	105,001 to 110,000		109,006.00
DD	50082428	Director of Capital Delivery	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	105,001 to 110,000		109,006.00
DD	50088195	Director of Employee Experience	Corporate Development Group	Transform & HR	Agency contract		wfdirect@walthamforest.gov.uk	02084963000	105,001 to 110,000		109,006.00
DD	50091983	Programme Director	Corporate Development Group	Corp Develop	Agency contract		wfdirect@walthamforest.gov.uk	02084963000	105,001 to 110,000		109,006.00
DD	50053800	Director of Planning	Economic Growth & Housing Delivery	Regen & Growth	Agency contract		wfdirect@walthamforest.gov.uk	02084963000	105,001 to 110,000		109,006.00
DD	50006640	Head of Revenues & Benefits	Finance & Governance Group	Revs & Bens	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	105,001 to 110,000		109,006.00
DD	50049054	Divisional Director Housing Operations	Resident Services	Housing	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	105,001 to 110,000		109,006.00
DD	50082944	Divisional Director Housing Assets	Resident Services	Housing	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	105,001 to 110,000		109,006.00
DD	50045545	Director of Communications & Campaigns	Corporate Development Group	Corp Develop	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	105,001 to 110,000		109,006.00
DD	50048489	Director of Public Health	Families	Public Health	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	100,001 to 105,000		109,006.00
DD	50007882	Director of Procurement	Finance & Governance Group	Procurement	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	100,001 to 105,000		109,006.00

AD	50011073	Director of Highways & Traffic Managemen	Resident Services	Highw & Parking	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	90,001 to 95,000	10,507.20	94,546.00
AD	50030201	AD of Culture and Heritage Services	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	90,001 to 95,000		94,546.00
AD	50066921	AD Selective Licensing & Regulation	Resident Services	Regulatory Serv	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	90,001 to 95,000		94,546.00
AD	50087512	Director - Commercial Estate & Investmen	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	90,001 to 95,000		94,546.00
AD	50087513	Director - Major Projects	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	90,001 to 95,000	8,000.04	94,546.00
AD	50079149	Asst. Dir. Transformation & Integration	Families	Adult Soc Care	Agency contract	wfdirect@walthamforest.gov.uk	02084963000	90,001 to 95,000		94,546.00
AD	50079234	Asst. Director Technology Innovation	Corporate Development Group	Digital & ICT	Agency contract	wfdirect@walthamforest.gov.uk	02084963000	90,001 to 95,000		94,546.00
AD	50050042	Assistant Director School Effectiveness	Families	Learn Sys Lship	Agency contract	wfdirect@walthamforest.gov.uk	02084963000	90,001 to 95,000		94,546.00
AD	50092525	AD Business Intelligence	Corporate Development Group	Strat & Change	Agency contract	wfdirect@walthamforest.gov.uk	02084963000	90,001 to 95,000		94,546.00
AD	50079037	AD Integrated Commissioning	Families	Integ Commissio	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	90,001 to 95,000		94,546.00
AD	50087520	Director - Area Regeneration Delivery	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	90,001 to 95,000		94,546.00
AD	50084860	A D - Internal Audit & Anti Fraud S Serv	Finance & Governance Group	Internal Audit	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	85,001 to 90,000		94,546.00
AD	50053801	Director Inward Investment	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	85,001 to 90,000		94,546.00
AD	50090922	AD - Youth and Family Resilience	Families	Wellbeing Indep	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	85,001 to 90,000		94,546.00
AD	50080127	Assistant Director Operations	Families	Wellbeing Indep	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	85,001 to 90,000		94,546.00
AD	50087514	AD Development Mgmt & Building Control	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	85,001 to 90,000		94,546.00
AD	50042643	Director - Cap Strategy & Portfolio Mgmt	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	85,001 to 90,000		94,546.00
AD	50089640	Head of Financial Sustainability	Finance & Governance Group	Procurement	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	85,001 to 90,000		94,546.00
AD	50088253	Assistant Director of Change	Corporate Development Group	Strat & Change	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	85,001 to 90,000		94,546.00
AD	50040935	Director of Disability Enablement Serv	Families	Learn Sys Lship	Temporary contract	wfdirect@walthamforest.gov.uk	02084963000	85,001 to 90,000		94,546.00
AD	50050907	Assistant Director ICT Operations	Corporate Development Group	Digital & ICT	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	85,001 to 90,000		94,546.00
AD	50055435	AD Employment Business Skills	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	85,001 to 90,000		94,546.00
AD	50045520	Head of Media	Corporate Development Group	Comms & Communi	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	85,001 to 90,000		94,546.00
AD	50093531	Assistant Dir Safeguarding & Family Supp	Families	Children & Fam	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	85,001 to 90,000		94,546.00
AD	50088355	AD of Strategy and Design	Corporate Development Group	Strat & Change	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	85,001 to 90,000		94,546.00
AD	50090923	AD - Community Wellbeing and Safety	Families	Wellbeing Indep	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	80,001 to 85,000		94,546.00
AD	50011248	Assistant Director Corporate Parenting	Families	Children & Fam	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	80,001 to 85,000		94,546.00
AD	50081293	Assistant Director Housing Strategy	Resident Services	Housing	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	80,001 to 85,000		94,546.00
AD	50049564	Public Health Consultant - CYP	Families	Public Health	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	80,001 to 85,000		94,546.00
AD	50049445	Public Health Consultant	Families	Public Health	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	75,001 to 80,001		94,546.00
AD	50048501	Public Health Consultant - Asst Director	Families	Public Health	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		94,546.00
PO12	50034653	Head of Law Commercial	Finance & Governance Group	Govern & Law	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000		74,433.00
PO12	50040214	Head Early Years, Childcare & Bus. Dev.	Families	Learn Sys Lship	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000		74,433.00
PO12	50047657	Strategic Financial Advisor	Finance & Governance Group	Fin Mgt & Acc	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000		74,433.00
PO12	50049736	Head of Law Litigation & Public	Finance & Governance Group	Govern & Law	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000	7,620.00	74,433.00
PO12	50092665	Strategic Finance Advisor Housing	Finance & Governance Group	Fin Mgt & Acc	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000		74,433.00
PO12	50050898	Head of Change (Families Directorate)	Corporate Development Group	Strat & Change	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000	5,994.00	74,433.00
PO12	50085642	Head of Digital Services	Corporate Development Group	Digital & ICT	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000		74,433.00
PO12	50050898	Head of Change (Families Directorate)	Corporate Development Group	Strat & Change	Temporary contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000		74,433.00
PO12	50089097	Digital and ICT Portfolio Lead	Corporate Development Group	Digital & ICT	Temporary contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000	7,560.00	74,433.00
PO12	50092516	ERP Programme Lead	Corporate Development Group	Corp Develop	Temporary contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000	15,567.00	74,433.00
PO12	50091301	Strategic Financial Adviser Corporate	Finance & Governance Group	Financial Plan	Agency contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000		74,433.00
PO12	50049347	Strategic Finance Advisor Housing	Finance & Governance Group	Fin Mgt & Acc	Agency contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000		74,433.00
PO12	50092645	Head of Covid Delivery	Corporate Development Group	Strat & Change	Agency contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000		74,433.00
PO12	50047656	Strategic Financial Adv Neigh & Growth	Finance & Governance Group	Fin Mgt & Acc	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000		74,433.00
PO12	50048540	Strategic Financial Advisor - Adults	Finance & Governance Group	Fin Mgt & Acc	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000		74,433.00
PO12	50047228	Head of WF Traded Service	Families	Learn Sys Lship	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000		74,433.00
PO12	50047157	Head of Law Family	Finance & Governance Group	Govern & Law	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000		74,433.00

PO12	50067296	Head of Early Help Delivery	Families	Wellbeing Indep	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000	74,433.00
PO12	50051710	Head of Early Help Partnerships	Families	Wellbeing Indep	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000	74,433.00
PO12	50079540	Head of Electoral and Democratic Service	Finance & Governance Group	Govern & Law	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000	74,433.00
PO12	50048253	Head of Skills	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000	74,433.00
PO12	50050667	Head of Mechanical & Electrical	Resident Services	Housing	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000	74,433.00
PO12	50084102	Strategic Financial Adviser Corporate	Finance & Governance Group	Fin Mgt & Acc	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000	74,433.00
PO12	50050798	Head of Building Works	Resident Services	Housing	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000	74,433.00
PO12	50078024	Head of Neighbourhood Management	Resident Services	N'Hood Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000	74,433.00
PO12	50079988	Head of Integrated Commissioning	Families	Integ Commissio	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000	74,433.00
PO12	50079987	Head of Integrated Commissioning	Families	Integ Commissio	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000	74,433.00
PO12	50048947	Project Director - The Score	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000	74,433.00
PO12	50087516	Head of Place & Design	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000	74,433.00
PO12	50087105	Project Director	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000	74,433.00
PO12	50091550	Head of Commercial Estate	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000	74,433.00
PO12	50010433	Head of Design & Construction	Resident Services	Highw & Parking	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000	74,433.00
PO12	50008867	Head of Building Control	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000	74,433.00
PO12	50087106	Project Director	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000	74,433.00
PO12	50078563	Head of Parking & Traffic Management	Resident Services	Highw & Parking	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000	74,433.00
PO12	50051295	Head of Delivery	Corporate Development Group	Transform & HR	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000	74,433.00
PO12	50052155	Head of Operations Traded Services	Families	Learn Sys Lship	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000	74,433.00
PO11	50058778	Head of Strategic Partnerships	Families	Wellbeing Indep	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000	67,167.00
PO11	50051538	Head of Business Intelligence	Corporate Development Group	Strat & Change	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000	67,167.00
PO11	50049294	Head of Housing Management	Resident Services	Housing	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000	67,167.00
PO11	50058764	Head of Supply Chain (People)	Finance & Governance Group	Procurement	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000	67,167.00
PO11	50079983	Head of Placements & Supplier Quality	Families	Integ Commissio	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000	67,167.00
PO11	50080999	Head of Service - Provider services	Families	Adult Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000	67,167.00
PO11	50080998	Head of Service - Specialist Work Servic	Families	Adult Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000	67,167.00
PO11	50080997	HOS - Comm Wellbeing & Independent Serv	Families	Wellbeing Indep	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000	67,167.00
PO11	50054779	Chief Accountant	Finance & Governance Group	Fin Mgt & Acc	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000	67,167.00
PO11	50080668	Strategic Asset Manager	Economic Growth & Housing Delivery	Prop & Ass Mgt	Agency contract	wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000	67,167.00
PO11	50080668	Strategic Asset Manager	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000	67,167.00
PO11	50035921	Head of ServiceQA	Families	Adult Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000	67,167.00
PO11	50051306	Insurance and Risk Manager	Finance & Governance Group	Procurement	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000	67,167.00
PO11	50083888	Head of Education Business Effectiveness	Families	Learn Sys Lship	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000	67,167.00
PO11	50084358	Head of Health & Safety	Corporate Development Group	Employee Experi	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000	67,167.00
PO11	50055129	Head of Service	Families	Child Soc Care	Temporary contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000	67,167.00
PO11	50031124	Head of Schools Delivery	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000	67,167.00
PO11	50051253	Commercial Manager	Resident Services	Housing	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000	67,167.00
PO11	50087525	Head of Area Regeneration	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000	67,167.00
PO11	50087325	Head of Setting & workforce Safeguarding	Families	Adult Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000	67,167.00
PO11	50047732	Head of Corporate Parenting Leave Care	Families	Child Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000	67,167.00
PO11	50050961	Head of Internal Audit & Anti Fraud	Finance & Governance Group	Internal Audit	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000	67,167.00
PO11	50079224	Principal Commercial Surveyor	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000	67,167.00
PO11	50045489	Head of Category Supplier Improvement	Finance & Governance Group	Procurement	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000	67,167.00
PO11	50050629	Head of Service Practice Improvement	Families	Adult Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000	67,167.00
PO11	50087523	Head of Area Regeneration	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000	67,167.00
PO11	50045488	Head of Category Place and Corporate	Finance & Governance Group	Procurement	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000	67,167.00
PO10	50050892	IT Security Architect	Corporate Development Group	Digital & ICT	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000	62,556.00

PO10	50051281	Head of Parks and Leisure	Resident Services	N'Hood Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50008907	Treasury & Pensions Manager	Finance & Governance Group	Treasury & Pens	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50047211	HR Consultant	Corporate Development Group	Employee Experi	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50048747	Head of Highway Network Management	Resident Services	Highw & Parking	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50050876	HR Consultant	Corporate Development Group	Employee Experi	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50050805	Head of Housing Quality	Resident Services	Housing	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50084454	Head of Service Bus Hub and Cust Serv	Resident Services	C S & Bus Supp	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50080671	Senior Project Manager	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50006831	Head of Prevention & Assessment	Resident Services	Housing	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50051280	Deputy Head Neighbourhood & Area Manager	Resident Services	N'Hood Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50078222	Head of Temp Accommodation & Reviews	Resident Services	Housing	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50084456	Head of Service Bus Hub and Cust Serv	Resident Services	C S & Bus Supp	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000	2,315.04	62,556.00
PO10	50045625	Senior Finance Mgr/Head of Acc & Finance	Finance & Governance Group	Fin Mgt & Acc	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50087259	Senior Project Manager	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50084453	Head of Service Bus Hub and Cust Serv	Resident Services	C S & Bus Supp	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000	6,120.96	62,556.00
PO10	50090514	Senior Project Manager	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50079126	Digital Programme Lead	Corporate Development Group	Digital & ICT	Temporary contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000	4,128.00	62,556.00
PO10	50086880	Solutions Architect	Corporate Development Group	Digital & ICT	Agency contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50045915	Senior Project Manager	Economic Growth & Housing Delivery	Prop & Ass Mgt	Agency contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50079130	Senior Project Manager	Economic Growth & Housing Delivery	Prop & Ass Mgt	Agency contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50080671	Senior Project Manager	Economic Growth & Housing Delivery	Prop & Ass Mgt	Agency contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50089495	Senior Delivery Manager (Families)	Corporate Development Group	Strat & Change	Agency contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50043546	Support Functions Unit Manager	Finance & Governance Group	Revs & Bens	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50034178	Network Operations and Traffic Manager	Resident Services	Highw & Parking	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50049831	Head of Service - Benefits	Finance & Governance Group	Revs & Bens	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50045918	Senior Project Manager	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50049290	Head of Housing Rents	Resident Services	Housing	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50084455	Head of Service Bus Hub and Cust Serv	Resident Services	C S & Bus Supp	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50056559	Head of Home Ownership & Comm Initiative	Resident Services	Housing	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50067104	Head of Commercial Operations	Resident Services	Commercial Serv	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50082593	Head of Commercial Development	Resident Services	Commercial Serv	Temporary contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50080670	Senior Project Manager	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50084450	Head of Service Bus Hub and Cust Serv	Resident Services	C S & Bus Supp	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50049829	Head of Service - Revenues	Finance & Governance Group	Revs & Bens	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50081240	Data Protection Manager	Finance & Governance Group	Govern & Law	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50090515	Senior Project Manager	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50039002	Sustainable Development Manager	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50009365	Service Manager	Resident Services	Regulatory Serv	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50042782	Programme Manager (South)	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50081289	Service Manager	Resident Services	Regulatory Serv	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50082599	Head of Innovation & Enterprise	Resident Services	Commercial Serv	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50084452	Head of Service Bus Hub and Cust Serv	Resident Services	C S & Bus Supp	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,556.00
PO10	50046749	Head of Income and Support	Resident Services	Housing	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		62,556.00
PO10	50056182	Senior project Manager	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		62,556.00
PO10	50049201	Environmental Services Ma	Resident Services	Commercial Serv	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		62,556.00
PO10	50087260	Senior Project Manager	Economic Growth & Housing Delivery	Prop & Ass Mgt	Temporary contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		62,556.00
PO10	50081394	Infrastructure & Network Services Mngr	Corporate Development Group	Digital & ICT	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		62,556.00
PO10	50092300	Social Value Lead	Finance & Governance Group	Finance	Temporary contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		62,556.00

PO10	50090429	Senior Project Manager	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		62,556.00
PO10	50085332	Development Manager	Corporate Development Group	Digital & ICT	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000	8,000.04	62,556.00
PO10	50090513	Senior Project Manager	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		62,556.00
PO10	50045915	Senior Project Manager	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		62,556.00
PO10	50039154	Senior Finance Mgr/Head of Acc & Finance	Finance & Governance Group	Fin Mgt & Acc	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		62,556.00
PO10	50088362	Insight & Service Design Manager	Corporate Development Group	Strat & Change	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		62,556.00
PO9	50077145	Planning Manager (North Area)	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,242.00
PO9	50044321	Head of Planning Policy & Strategy	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,242.00
PO9	50078371	Group Accountant Housing	Finance & Governance Group	Fin Mgt & Acc	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,242.00
PO9	50078400	Group Accountant CYP	Finance & Governance Group	Fin Mgt & Acc	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,242.00
PO9	50078376	Group Accountant Regeneration & Growth	Finance & Governance Group	Fin Mgt & Acc	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,242.00
PO9	50084126	Head of Leadership Office	Corporate Development Group	Comms & Communi	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,242.00
PO9	50078390	Group Accountant Adults	Finance & Governance Group	Fin Mgt & Acc	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,242.00
PO9	50076939	Business Growth & Investment Prog Manage	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,242.00
PO9	50077020	Employment Strategy & Programme Manager	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,242.00
PO9	50051544	Performance and Information Manager (Fam	Corporate Development Group	Strat & Change	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,242.00
PO9	50059248	Head of Admissions	Families	Learn Sys Lship	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,242.00
PO9	50077143	Planning Manager (South Area)	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,242.00
PO9	50080026	Head of Parks & Open Spaces	Resident Services	N'Hood Mgt	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,242.00
PO9	50086747	Service Manager ASB	Resident Services	Regulatory Serv	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,242.00
PO9	50076618	Programme Manager	Economic Growth & Housing Delivery	Housing Deliver	Agency contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,242.00
PO9	50078379	Group Accountant Neighbourhoods	Finance & Governance Group	Finance & Gov	Agency contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,242.00
PO9	50078411	Group Accountant Corporate	Finance & Governance Group	Fin Mgt & Acc	Agency contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,242.00
PO9	50076618	Programme Manager	Economic Growth & Housing Delivery	Housing Deliver	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,242.00
PO9	50049644	Head of Family Functional Therapy	Families	Wellbeing Indep	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,242.00
PO9	50049304	Housing Manager	Resident Services	Housing	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,242.00
PO9	50049306	Housing Manager	Resident Services	Housing	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,242.00
PO9	50047414	Independent Living Manager	Resident Services	Housing	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,242.00
PO9	50077141	Planning Manager (Majors)	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,242.00
PO9	50087327	IRO Team Manager	Families	Adult Soc Care	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,242.00
PO9	50087712	Service Manager A Q & Environment	Resident Services	Regulatory Serv	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,242.00
PO9	50083939	Category Manager	Finance & Governance Group	Procurement	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000	4,999.92	58,242.00
PO9	50007922	Manager	Families	Adult Soc Care	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,242.00
PO9	50086469	Category Manager	Finance & Governance Group	Procurement	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,242.00
PO9	50089288	Category Manager	Finance & Governance Group	Procurement	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,242.00
PO9	50092407	Masterplan Project Manager	Economic Growth & Housing Delivery	Housing & Devel	Temporary contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,242.00
PO7/9	50012339	Pupil Place Commissioner / Head of Comm	Families	Learn Sys Lship	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		58,242.00
PO8	50045916	Area Estates Manager	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50011092	Street Lighting&Responsive Maint Manager	Resident Services	Highw & Parking	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50026859	Catering Operations Manager	Families	Learn Sys Lship	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO7/8	50011714	Independant Reviewing Officer	Families	Adult Soc Care	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50011304	Statutory YOS Operational Manager	Families	Wellbeing Indep	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50008646	Building Regulations Manager	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50011559	Team Manager	Families	Child Soc Care	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50077976	Practice Improvement and Audit Manager	Families	Adult Soc Care	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50050888	Programme Manager	Corporate Development Group	Strat & Change	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50067339	Area Manager 0-18	Families	Wellbeing Indep	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50048979	Principal Project MGR Sch's Development	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00

PO7/8	50011716	Independant Reviewing Officer	Families	Adult Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50040814	Area Manager 0-18	Families	Wellbeing Indep	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50049742	Senior Lawyer (Family)	Finance & Governance Group	Govern & Law	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50049741	Senior Lawyer (Family)	Finance & Governance Group	Govern & Law	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	4,999.92	53,928.00
PO8	50049738	Senior Lawyer (Property & Planning)	Finance & Governance Group	Govern & Law	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50048254	Head of Performance & Operations	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50080223	Senior Public Health Strategist	Families	Public Health	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50079942	Area Man Chingford Children & Family Cen	Families	Wellbeing Indep	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO7/8	50011720	Independant Reviewing Officer	Families	Adult Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50047931	Team Manager	Families	Child Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50048353	Practice Improvement Manager	Families	Adult Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50067312	Area Manager 0-18	Families	Wellbeing Indep	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50050881	Senior Lawyer Regen Fixed Term	Finance & Governance Group	Govern & Law	Agency contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50047728	Team Manager	Families	Child Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50050059	VAWG Team Manager	Families	Wellbeing Indep	Temporary contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50013025	Team Manager	Families	Child Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50047761	Team Manager	Families	Child Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50083918	Team Manager - MASH	Families	Child Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50051644	Neighbourhood Area Manager	Resident Services	N'Hood Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50082794	Programme Manager	Corporate Development Group	Strat & Change	Agency contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50077602	Senior Lawyer (Family)	Finance & Governance Group	Govern & Law	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	4,999.92	53,928.00
PO8	50082830	Operational & Practice Support Manager	Families	Adult Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50067468	Senior Lawyer Advisory	Finance & Governance Group	Govern & Law	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50047929	Team Manager	Families	Child Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50089056	Early Years Finance and Business Manager	Families	Learn Sys Lship	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO7/8	50050632	LADO & Safeguarding in Education Manager	Families	Adult Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50045986	Head of Housing Strategy & Partnerships	Resident Services	Housing	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50036523	Fostering Team Manager	Families	Child Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50013265	Mental Health Social Work Lead	Families	Adult Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50011440	Manager	Families	Child Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50047755	Team Manager	Families	Child Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50049906	Senior Lawyer (Litigation)	Finance & Governance Group	Govern & Law	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50051155	Team Manager	Families	Adult Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50092455	Community Participation Manager	Corporate Development Group	Strat & Change	Temporary contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50050786	Project Manager	Resident Services	Highw & Parking	Agency contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50066706	Senior Lawyer (Contracts)	Finance & Governance Group	Govern & Law	Agency contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50089096	TH IT & Connectivity Project Manager	Corporate Development Group	Transform & HR	Agency contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50089105	Future of Culture & Wetlands Project Lead	Corporate Development Group	Digital & ICT	Agency contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO7/8	50024530	Child Protection Co-ordinator	Families	Children & Fam	Agency contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50080056	Senior Lawyer (Family)	Finance & Governance Group	Govern & Law	Agency contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50080056	Senior Lawyer (Family)	Finance & Governance Group	Govern & Law	Agency contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50091068	Integrated Commissioning Manager	Families	Adult Soc Care	Agency contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50080056	Senior Lawyer (Family)	Finance & Governance Group	Govern & Law	Agency contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50011396	Team Manager	Families	Child Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50046184	Corporate Development Support Manager	Corporate Development Group	Digital & ICT	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO7/8	50011724	Independant Reviewing Officer	Families	Adult Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50075419	Provision & Partnerships Team Leader	Families	Learn Sys Lship	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00
PO8	50053588	Team Manager	Families	Child Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000		53,928.00

PO8	50051314	Neighbourhood Area Manager	Resident Services	N'Hood Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50082663	Housing Right-to-buy Valuer	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50083067	Team Manager	Families	Adult Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50046494	CCTV Operations Manager	Resident Services	Commercial Serv	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50082656	Area Estates Manager	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50078624	Team Manager	Families	Wellbeing Indep	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50090073	Team Manager	Families	Adult Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50051359	Team Manager	Families	Wellbeing Indep	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO7/8	50011718	Independant Reviewing Officer	Families	Adult Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50050630	Adoption and Fostering Agency Advisor	Families	Child Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO7/8	50035923	Child Protection Co-ordinator	Families	Adult Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50079989	Integred Commissioning Manager	Families	Integ Commissio	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50045912	Energy Manager	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50083620	Team Manager LD	Families	Adult Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50011635	Team Manager	Families	Child Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50043215	Prevent Team Manager	Families	Wellbeing Indep	Temporary contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO7/8	50035922	Independant Reviewing Officer	Families	Adult Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50087081	Integrated Commissioning Manager	Families	Integ Commissio	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50048493	Senior Public Health Strategist	Families	Public Health	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50079990	Integrated Commissioning Manager	Families	Integ Commissio	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50010414	Traffic Regulations Manager	Resident Services	Highw & Parking	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50079992	Integrated Commissioning Manager	Families	Integ Commissio	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50047764	Team Manager	Families	Child Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50079991	Integrated Commissioning Manager	Families	Integ Commissio	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50086833	Team Manager	Families	Wellbeing Indep	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50088360	Strategy & Policy Manager	Corporate Development Group	Strat & Change	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50050909	Supplier Relationship Manager	Corporate Development Group	Digital & ICT	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50092647	Covid Operational Coordination Lead	Corporate Development Group	Corp Develop	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50091986	Out of Mainstream Operational Manager	Families	Wellbeing Indep	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50051344	Head of Operations	Resident Services	N'Hood Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50047930	Team Manager	Families	Child Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50078562	Senior Enforcement Contract Manager	Resident Services	Highw & Parking	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50092646	Covid Strategic Coordination Lead	Corporate Development Group	Corp Develop	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50079970	Placements & Supplier Quality Manager	Families	Integ Commissio	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50091862	QA & Partnerships Manager	Families	Wellbeing Indep	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50091099	Team Manager	Families	Child Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50091067	Integrated Commissioning Manager	Families	Adult Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50091831	Y&FR Out of court & Risk Operational Mngr	Families	Wellbeing Indep	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50090890	Mosaic Product Owner	Families	Adult Soc Care	Temporary contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50047776	Team Manager	Families	Child Soc Care	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50093637	Covid Delivery Programme Manager	Corporate Development Group	Corp Develop	Temporary contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50046351	Community Safety Team Manager	Families	Wellbeing Indep	Temporary contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50082655	Area Estates Manager	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00
PO8	50090662	Community Assets Programme Manager	Families	Children & Fam	Temporary contract	wfdirect@walthamforest.gov.uk	02084963000	50,001 to 55,000	53,928.00

Appendix 6 - Senior staff pay at London Borough of Waltham Forest, Salary Banding by Directorate

ONS GSS code; E09000031

Body name; London Borough of Waltham Forest

Notes:

1. Officer pay details as at 31 March 2021
2. Annual salary is the sum of full time annual salary for the post. The full time annual salary (1 FTE) is used for this figure not the part time salary.
3. The full annual salary may not have been paid for the full year. However, in the interest of transparency, this document shows the FTE salary for the post.
4. Non Chief Officer salaries are shown in brackets of £5,000

Annual Salary (or bands if below £75,000)	Chief Executives	Families	Resident Services	Corporate Development Group	Finance & Governance Group	Economic Growth & Housing Delivery	Grand Total
£212,647.00	1						1
£160,187.00						1	1
£154,125.00			1				1
£151,556.00		1					1
145,001 to 150,001				1	1		2
125,001 to 130,000				1	1	1	3
120,001 to 125,000		1	1				2
115,001 to 120,000		2					2
110,001 to 115,000		1	1		2	2	6
105,001 to 110,000		1	5	3	1	2	12
100,001 to 105,000		1			1		2
90,001 to 95,000		3	2	2		4	11
85,001 to 90,000		4		4	2	4	14
80,001 to 85,000		3	1				4
75,001 to 80,001		1					1
70,001 to 75,000		6	3	6	11	5	31
65,001 to 70,000		7	3	3	3	4	20
60,001 to 65,000		4	21	6	9	15	55
55,001 to 60,000		5	8	5	11	14	43
50,001 to 55,000		66	9	11	11	8	105
Grand Total	1	106	55	42	53	60	317