



Dated 31.03.20

## **LONDON BOROUGH OF WALTHAM FOREST**

### **PAY POLICY STATEMENT 2020/2021**

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

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Alternatively you can email:

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

#### **APPENDICES**

Appendix 1: Non-Chief Officer Posts Grades and Spinal Point {as at 31.03.20}  
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## **LONDON BOROUGH OF WALTHAM FOREST**

### **PAY POLICY STATEMENT 2020 /2021**

#### **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 2020 will be applied to all non-Chief Officer employees who have attained an overall appraisal marking of at least 3 {Successful}.

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. 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 Employee Experience and Strategic Director 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 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 £20,103 per annum and terminate at Grade PO12, Spinal Point, 65, set at £72,438 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 £20,103 per annum. However, as the Council applies the London Living Wage of £10.75 per hour {£20,178 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 note that the pay scales and London Living wage exclude Apprentices. Please refer to section 3.2.4 for further details regarding Apprentice Pay rates.

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 the following is to be applied.

For employees at the top of their grade who have attained an appraisal making of 1 {outstanding} a one-off merit payment will be considered, at the discretion of the Chief Executive at the conclusion of each annual appraisal cycle.

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.

#### **3.2 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.

**3.2.1 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.

**3.2.2 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.

**3.2.3 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 school teachers {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.

**3.2.4 Apprenticeship pay rates**

Where the role is a 'pure' apprenticeship role the following rates were applied with effect from 11 November 2019:

<b>Apprenticeship description</b>	<b>Annual salary</b>	<b>Weekly pay</b>	<b>Hourly pay</b>
Specialist apprenticeship; e.g. legal, medical	As advised	As advised	As advised
* Apprenticeship Level 2	*£14,453.21	*£277.20	*£7.70
Apprenticeship Level 3	£15,410.50	£295.56	£8.21
Apprenticeship Level 4	£20,178.18	£387.00	£10.75
Apprenticeship Level 5 (trainee)	£20,178.18	£387.00	£10.75
Apprenticeship Level 6 (degree)	£24,457.83	£469.08	£13.03

\*where the apprentice has attained the National Living Wage {NLW} age {25 years old and older} upon completion of the 12 month of the apprenticeship period with the Council, the necessary statutory pay rates must be applied from month 12 to month 15 or beyond to eligible apprentices. This will ensure statutory compliance to the National Minimum Wage {NMW}. For the first 12 months, all apprentices retained on the above rates are compliant to the NMW as the statutory apprenticeship rate covers the first 12 months.

**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 and as necessary other appropriate measures to ensure a diverse recruitment programme to senior posts.

Chief Officer Recruitment relates to those roles graded above P012 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) 2' {Exceeding} in their end of year appraisal

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.

Chief Officers at the top of their grade who have attained an appraisal making of 1 {outstanding} or 2 {exceeding} 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 1:8.3 the highest earner being on £206,956 per annum {Chief Executive} earns 8.3 times more than the Council's average earnings on £24,856 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 2020. The Council's Gender Pay Report can be found here.

#### **6.0 Other related information**

##### **6.1 Trade Union Facility Time**

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

##### **UNISON**

23 representatives,

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

Full time UNISON Branch Secretary

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

### **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

As at 31 March 2020 the Council spent £58,810 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 0.069% of the Council's total pay bill as at 31 December 2019.

## **6.2 Pension scheme, Employer contribution rates and Termination Payments**

### **6.2.1 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 at <https://pensionssharedservice.org.uk/>

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 following website <http://www.lgps2014.org>.

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 £8.2m deficit amount  
2021/2022 is 15.2% future service rate and £9.1m deficit amount  
2022/2023 is 15.2% future service rate and £10.1m deficit amount

The Council's next valuation is due as at 31st March 2022 with results due in early 2023.

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

### **6.2.2 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

Full Council have delegated the consideration of any severance payments in excess of £100,000, excluding an employee's right to redundancy and pension entitlement as outlined within appropriate Council policies and procedures, to the Staffing Committee.

Please note that the Government are expected to announce its decision on the Public Sector exit payment recovery Regulations shortly. This will implement a 'cap' on public sector exit payments. The cap of £95,000 will apply to all payments made on the loss of employment, apart from those paid in relation to incapacity or death, for untaken leave, bonuses not related to the end of employment and court orders. Payments made to reduce or eliminate an actuarial reduction to a pension payable upon early retirement are also covered by the cap.

The Council will need to await the final regulations before it can set out the full details of these provisions.

### **6.3 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.

### **7.0 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 2020:

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 31 March 2020}

The Council uses the National Joint Council Salary Scales for Local Government as below

Salary scale / Spinal Point / Salary per annum

Scale 1      1\*      £20,103

                 2      £20,466

                 3      £20,835

Scale 2      3      £20,835

                 4      £21,210

Scale 3      5      £21,591

                 6      £21,981

Scale 4      7      £22,377

                 8      £22,779

                 9      £23,187

                 10     £23,607

                 11     £24,030

Scale 5      12     £24,462

                 13     £24,903

                 14     £25,353

                 15     £25,809

                 16     £26,274

Scale 6	18	£27,228
	19	£27,717
	20	£28,215
	21	£28,725

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

Salary scale /Spinal Point / Salary per annum

SO1	23	£29,766
	24	£30,213
	25	£30,711

SO2	26	£31,548
	27	£32,430
	28	£33,291

PO1	27	£32,430
	28	£33,291
	29	£33,948
	30	£34,794

PO2	29	£33,948
	30	£34,794
	31	£35,724
	32	£36,711

PO3	32	£36,711
	33	£37,842
	34	£38,799
	35	£39,774

PO4	35	£39,774
	36	£40,728
	37	£41,706
	38	£42,684

PO5	38	£42,684
	39	£43,590
	40	£44,607
	41	£45,585

PO6	40	£44,607
	41	£45,585
	42	£46,560
	43	£47,511

PO7	43	£47,511
	44	£48,492
	45	£49,464
	46	£50,448

PO8	45	£49,464
	46	£50,448
	47	£51,450
	48	£52,482
PO9	49	£53,544
	50	£54,597
	51	£55,638
	52	£56,682
PO10	53	£57,735
	54	£58,779
	55	£59,823
	56	£60,879
PO11	57	£61,929
	58	£62,970
	59	£64,023
	60	£65,367
PO12	61	£66,732
	62	£68,127
	63	£69,561
	64	£71,016
	65	£72,438

## Appendix 2

London Borough of Waltham Forest Education Pay Scales {Soulbury, NEOST, Lecturers:  
excludes schools

Soulbury Educational Improvement Professional (EIPs)

<b>SCP</b>	<b>01.09.17</b>	<b>01.09.18</b>	<b>01.09.19</b>
1	34067	34749	35444
2	35287	35993	36713
3	36439	37168	37912
4	37606	38359	39127
5	38767	39543	40334
6	39928	40727	41542
7	41148	41971	42811
8	42321*	43168*	44032*
9	43689	44563	45455
10	44908	45807	46724
11	46112	47035	47976
12	47277	48223	49188
13	48597**	49569**	50561**
14	49773	50769	51785
15	51073	52095	53137
16	52248	53293	54359
17	53426	54495	55585
18	54582	55674	56788
19	55775	56891	58029
20	56391***	57519***	58670***
21	57575	58727	59902
22	58607	59780	60976
23	59744	60939	62158
24	60762	61978	63218
25	61851	63089	64351
26	62914	64173	65457
27	64001	65282	66588
28	65102	66405	67734
29	66207	67532	68883
30	67309	68656	70030
31	68402	69771	71167
32	69512	70903	72322
33	70623	72036	73477
34	71761	73197	74661
35	72895	74353	75841
36	74062	75544	77055
37	75210	76715	78250
38	76371	77899	79457
39	77515	79066	80648
40	78659	80233	81838
41	79809	81406	83035
42	80958	82578	84230
43	82106	83749	85424
44	83259	84925	86624
45	84410	86099	87821

46	85562	87274	89020
47	86719	88454	90224
48	87865***	89623***	91416***
49	89016***	90797***	92613***
50	90168***	91972***	93812***

Soulbury Youth & Community Service Manager

<b>SCP</b>	<b>01.09.17</b>	<b>01.09.18</b>	<b>01.09.19</b>
1	35333	36040	36761
2	36489	37219	37964
3	37645	38398	39166
4	38824*	39601*	40394*
5	40023	40824	41641
6	41192	42016	42857
7	42388**	43236**	44101**
8	43747	44622	45515
9	44497	45387	46295
10	45654	46568	47500
11	46805	47742	48697
12	47958	48918	49897
13	49103	50086	51088
14	50259	51265	52291
15	51417	52446	53495
16	52578	53630	54703
17	53745	54820	55917
18	54904	56003	57124
19	56057	57179	58323
20	57235***	58380***	59548***
21	58435***	59604***	60797***
22	59663***	60857***	62075***
23	60915***	62134***	63377***
24	62194***	63438***	64707***

Soulbury Trainee Educational Psychologist (EP)

<b>SCP</b>	<b>01.09.17</b>	<b>01.09.18</b>	<b>01.09.19</b>
1	22955	23415	23884
2	24636	25129	25632
3	26314	26841	27378
4	27996	28556	29128
5	29675	30269	30875
6	31355	31983	32623

Soulbury Assistant Educational Psychologist (EP)

<b>SCP</b>	<b>01.09.17</b>	<b>01.09.18</b>	<b>01.09.19</b>
1	28218	28783	29359
2	29371	29959	30559
3	30523	31134	31757
4	31669	32303	32950

Soulbury Educational Psychologist A (EPA)

<b>SCP</b>	<b>01.09.17</b>	<b>01.09.18</b>	<b>01.09.19</b>
1	35731	36446	37175
2	37545	38296	39062
3	39359	40146	40949
4	41171	41994	42834
5	42984	43844	44721
6	44797	45693	46607
7	46504	47434	48383
8	48211	49175	50159
9	49810*	50806*	51822*
10	51411*	52439*	53488*
11	52903*	53961*	55040*

Soulbury Senior & Principal Educational Psychologist B (S&P EPB)

<b>SCP</b>	<b>01.09.17</b>	<b>01.09.18</b>	<b>01.09.19</b>
1	44797	45693	46607
2	46504	47434	48383
3	48211*	49175*	50159*
4	49810	50806	51822
5	51411	52439	53488
6	52903	53961	55040
7	53516	54586	55678
8	54661	55754	56869
9	55795	56911	58050
10	56950	58089	59251
11	58081	59243	60428
12	59235	60420	61628
13	60409	61617	62849
14	61543**	62774**	64029**
15	62731**	63986**	65266**
16	63908**	65186**	66490**
17	65093**	66395**	67723**
18	66276**	67602**	68954**

## 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
	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 2019/20**

	<b>Annual Salary</b>	<b>Monthly Salary</b>	<b>SCP</b>	<b>Annual Salary</b>	<b>Monthly Salary</b>
<b>SCP</b>	<b>01.09.18</b>	<b>01.09.18</b>		<b>01.09.19</b>	<b>01.09.19</b>
L1	43,136	3,595	1	44,323	3,694
L2	44,139	3,678	2	45,353	3,780
L3	45,158	3,763	3	46,400	3,867
L4	46,208	3,851	4	47,479	3,957
L5	47,281	3,940	5	48,582	4,049
L6	48,383	4,032	6	49,714	4,143
L7	49,604	4,134	7	50,969	4,248
L8	50,673	4,223	8	52,067	4,339
L9	51,857	4,321	9	53,284	4,441
L10	53,110	4,426	10	54,571	4,548
L11	54,401	4,533	11	55,898	4,659
L12	55,588	4,632	12	57,117	4,760
L13	56,900	4,742	13	58,465	4,873
L14	58,231	4,853	14	59,833	4,987
L15	59,601	4,967	15	61,241	5,104
L16	61,106	5,092	16	62,787	5,233
L17	62,438	5,203	17	64,156	5,347
L18	63,930	5,328	18	65,689	5,475
L19	65,437	5,453	19	67,237	5,604
L20	66,978	5,582	20	68,820	5,735
L21	68,559	5,713	21	70,445	5,871
L22	70,177	5,848	22	72,107	6,009
L23	71,836	5,986	23	73,812	6,151
L24	73,541	6,128	24	75,564	6,297
L25	75,290	6,274	25	77,361	6,447
L26	77,074	6,423	26	79,194	6,600
L27	78,905	6,575	27	81,075	6,757
L28	80,785	6,732	28	83,007	6,918
L29	82,704	6,892	29	84,979	7,082
L30	84,684	7,057	30	87,013	7,252
L31	86,704	7,225	31	89,089	7,425
L32	88,773	7,398	32	91,215	7,602
L33	90,906	7,576	33	93,406	7,784
L34	93,073	7,756	34	95,633	7,970
L35	95,306	7,942	35	97,927	8,161
L36	97,584	8,132	36	100,268	8,356
L37	99,936	8,328	37	102,685	8,558
L38	102,330	8,528	38	105,145	8,763
L39	104,743	8,729	39	107,624	8,969
L40	107,283	8,940	40	110,234	9,187

L41	109,883	9,157	41	<b>112,905</b>	<b>9,409</b>
L42	112,551	9,379	42	<b>115,647</b>	<b>9,638</b>
L43	114,147	9,512	43	<b>117,287</b>	<b>9,774</b>

<b>LEADING practitioners PAY RANGE 2019/20</b>	1.9.18	<b>1.9.19</b>	Monthly 1.9.18	<b>Monthly 1.9.19</b>
Minimum	43,348	<b>44,541</b>	3,612.33	<b>3,711.75</b>
Maximum	64,245	<b>66,012</b>	5,353.75	<b>5,501.00</b>

**Pay scales for Qualified Classroom Teachers (Main Scale)**

	SCP	Annual Salary Incl. LW	Monthly	Annual Salary Incl. LW	Monthly
<b>Main Pay Scales</b>					
<b>Main pay scales</b>		<b>1.9.18</b>	<b>1.9.18</b>	<b>1.9.19</b>	<b>1.9.19</b>
	1	27,596	2,299.67	28,355	2,362.92
	2	29,307	2,442.25	30,113	2,509.42
	3	31,120	2,593.33	31,976	2,664.67
	4	33,047	2,753.92	33,956	2,829.67
	5	35,850	2,987.50	36,836	3,069.67
	6	38,963	3,246.92	40,035	3,336.25
<b>Upper Pay Scales</b>					
<b>THR Grades</b>					
1	1	40,310	3,359.17	41,419	3,451.58
2	2	41,801	3,483.42	42,951	3,579.25
3	3	43,348	3,612.33	44,541	3,711.75

<b>SPECIAL EDUCATIONAL NEEDS ALLOWANCE</b>	1.9.18	<b>1.9.19</b>	Monthly 1.9.18	<b>Monthly 1.9.19</b>
Minimum	2149	2209	179	184.08
Maximum	4242	4359	354	363.25

<b>TLR PAYMENT 1</b>	1.9.18.	<b>1.9.19.</b>	Monthly 1.9.18	<b>Monthly 1.9.19</b>
Minimum	7853	<b>8069</b>	654.42	<b>672.42</b>
Maximum	13288	<b>13654</b>	1107.33	<b>1137.83</b>

<b>TLR PAYMENT 2</b>	1.9.18.	<b>1.9.19.</b>	Monthly 1.9.18	<b>Monthly 1.9.19</b>
minimum	2721	<b>2796</b>	226.75	<b>233.00</b>
maximum	6646	<b>6829</b>	553.8	<b>569.08</b>

<b>TLR PAYMENT 3</b>	1.9.18.	<b>1.9.19.</b>	Monthly 1.9.18	<b>Monthly 1.9.19</b>
minimum	540	<b>555</b>	45.00	<b>46.25</b>
maximum	2683	<b>2757</b>	18.27	<b>229.75</b>

**Scale for Unqualified Teachers – 2019/20**

**New grade name UQT**

<b>SCP</b>	<b><u>Annual Salary Incl. LW</u></b>	<b><u>Monthly</u></b>	<b><u>Annual Salary Incl. LW</u></b>	<b><u>Monthly</u></b>
	1.09.18	1.9.18	<b>1.09.19</b>	<b>1.9.19</b>
1	20,441	1,703.42	<b>21,004</b>	<b>1,750.33</b>
2	22,443	1,870.25	<b>23,061</b>	<b>1,921.75</b>
3	24,445	2,037.08	<b>25,118</b>	<b>2,093.17</b>
4	26,450	2,204.17	<b>27,178</b>	<b>2,264.83</b>
5	28,450	2,370.83	<b>29,233</b>	<b>2,436.08</b>
6	30,452	2,537.67	<b>31,290</b>	<b>2,607.50</b>

## Appendix 3

### Chief Officer Grades and Spinal Point

{Please note that figures are as at 31 December 2019}

Salary Scale	Spinal Point	Salary {per annum}
Chief Executive (CE 4)	4	£206,956
	3	£201,649
	2	£196,343
	1	£191,036
Executive Director {ED}	5	£150,706
	4	£148,053
	3	£145,400
	2	£142,746
	1	£140,093
Strategic Director 1	5	£155,900
	4	£152,500
	3	£150,000
	2	£147,500
	1	£145,000
Strategic Director 2	5	£144,000
	4	£141,300
	3	£138,300
	2	£135,300
	1	£132,000
Corporate Director 1	4	£122,000
	3	£120,000
	2	£118,000
	1	£116,000

Corporate Director 2	5	£115,683
	4	£113,030
	3	£110,376
	2	£107,723
	1	£107,171
Divisional Director {DD}	5	£106,089
	4	£103,382
	3	£100,676
	2	£97,970
	1	£95,263
Assistant Director {AD}	5	£92,016
	4	£89,309
	3	£86,603
	2	£83,897
	1	£81,190

Please note that these rates do include the London Weighting allowance.

**Chief Officer remunerated Posts {as at 31 March 2020}**

Appointments to Chief Officer's posts are in line with the Council's Employment Procedural Rules. Please see below the Chief Officer roles within the Council.

**Management Board**

Chief Executive  
Strategic Director of Families  
Strategic Director Corporate Development  
Strategic Director Finance & Governance  
Strategic Director of Economic Growth and Housing Delivery  
Strategic Director of Resident Services

**Other Chief Officer Posts**

Director of Communications & Culture  
Director of Digital & ICT  
Director of Employee Experience  
Director of Strategy and Change  
Assistant Director ICT Operations  
Assistant Director of Change  
Assistant Director of Culture and Heritage Services  
Assistant Director Technology Innovation  
Commercial Director Regeneration, Planning & Delivery  
Commercial Director - Property & Delivery  
Commercial Director Housing Delivery  
Director Area Regeneration Delivery  
Director Regeneration & Growth  
Director Capital Strategy & Portfolio Management  
Director Commercial Estate & Investment  
Director Inward Investment  
Director Major Projects {Town Hall campus}  
Director of Capital Delivery  
Director of Planning  
Assistant Director Development Mgmt & Building Control  
Assistant Director Employment Business, Employment & Skills  
Assistant Director Housing Investment, Regen & Comm  
Assistant Director of Property  
Corporate Director of Adult Care & Quality Standards  
Corporate Director of Children's Social Care  
Director Integrated Commissioning  
Director of Disability Enablement Services  
Director of Learning & System Leadership  
Director of Public Health  
Director Wellbeing & Independence  
Assistant Director Commissioning  
Assistant Director of Adults Operations  
Assistant Director of Adults Transformation & Integration  
Assistant Director of Corporate Parenting  
Director of Financial Services  
Director of Return on Investment  
Director of Governance & Law  
Director of Supply Chain  
Director Revenues and Benefits

Assistant Director - Internal Audit & Anti- Fraud (Shared with Enfield)  
Corporate Director Housing  
Director of Commercial Innovation  
Director of Customer Services & Business Support  
Director of Highways & Traffic Management  
Director of Neighbourhood Management  
Director Selective Licensing & Regulation  
Divisional Director Housing Solutions  
Divisional Director Housing Assets  
Divisional Director Housing Operations

**Non-Chief Officer posts that are paid in accordance with the grading structure relevant to the post that pay similar levels to Chief Officer roles.**

Public Health Consultants: 2 posts

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 2020
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	206,956.00		206,956.00
SD1	50082788	Strategic Director of Economic Growth	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract	Mr Stewart Murray	stewart.murray@walthamforest.gov.uk	02084963000	155,900.00		155,900.00
SD1	50045497	Strategic Director Neighbourhoods & Comm	Resident Services	N'Hood Mgt	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	145,001 to 150,001		155,900.00
SD1	50011207	Strategic Director of Families	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	145,001 to 150,001		152,500.00
SD2	50008724	Strategic Director Finance & Governance	Finance & Governance Group	Finance & Gov	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	145,001 to 150,001		144,000.00
SD2	50075268	Strategic Director Corporate Development	Corporate Development Group	Corp Develop	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	135,001 to 140,000		144,000.00
CD1	50076434	Commercial Director - Property & Deliver	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	120,001 to 125,000		122,000.00
CD1	50043529	Director of Digital & ICT	Corporate Development Group	Digital & ICT	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	120,001 to 125,000		122,000.00
CD1	50034654	Director of Governance & Law	Finance & Governance Group	Govern & Law	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	120,001 to 125,000		122,000.00
CD	50088197	Director of Strategy and Change	Corporate Development Group	Strategy and Change	Agency		wfdirect@walthamforest.gov.uk	02084963000	120,001 to 125,000		122,000.00
CD1	50047752	Director Wellbeing & Independence	Families	Early Help	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	115,001 to 120,000		122,000.00
CD1	50052639	Corporate Director of Housing	Families	Housing & Grwth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	115,001 to 120,000	6,585.00	122,000.00
CD2	50085612	Director Integrated Commissioning	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	110,001 to 115,000		115,683.00
CD2	50047693	CD of Adult Care & Quality Standards	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	105,001 to 110,000		115,683.00
CD2	50047700	Corp Dir of Children's Social Care	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	105,001 to 110,000		115,683.00
CD	50085677	Director of Return on Investment	Finance & Governance Group	Finance & Gov	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	105,001 to 110,000		122,000.00
CD	50085695	Director of Financial Services	Finance & Governance Group	Finance & Gov	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	105,001 to 110,000		122,000.00
CD	50087510	Commercial Director Regen & Planning	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	105,001 to 110,000		122,000.00
DD	50077280	Director of Neighbourhood Management	Resident Services	N'Hood Mgt	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	105,001 to 110,000		106,089.00
DD	50012574	Director of Learning & System Leadership	Families	Learn Sys Lship	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	105,001 to 110,000	3,031.00	106,089.00
DD	50007882	Director of Supply Chain	Finance & Governance Group	Procurement	Agency		wfdirect@walthamforest.gov.uk	02084963000	105,001 to 110,000		106,089.00
DD	50048489	Director of Public Health	Families	Public Health	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	100,001 to 105,000		106,089.00
DD	50058225	Director of Customer Services & Business	Resident Services	Commercial Serv	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	100,001 to 105,000		106,089.00
DD	50082428	Director of Capital Delivery	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	100,001 to 105,000		106,089.00
DD	50049054	Divisional Director Housing Operations	Families	Housing & Grwth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	100,001 to 105,000		106,089.00
DD	50082944	Divisional Director Housing Assets	Families	Housing & Grwth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	100,001 to 105,000		106,089.00
DD	50049372	Divisional Director Housing Solutions	Families	Housing & Grwth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	95,001 to 100,000		106,089.00
DD	50006640	Director - Revenues & Benefits	Finance & Governance Group	Revs & Bens	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	95,001 to 100,000		106,089.00
DD	50053800	Director of Planning	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	95,001 to 100,000		106,089.00
DD	50088195	Director of Employee Experience	Corporate Development Group	Employee Experience	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	95,001 to 100,000		106,089.00
AD	50011073	Director of Highways & Traffic Managemen	Resident Services	Highw & Parking	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	90,001 to 95,000	10,507.00	92,016.00
AD	50077040	Director of Commercial Innovation	Resident Services	Commercial Serv	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	90,001 to 95,000		92,016.00
AD	50066921	Director Selective Licensing & Regulation	Resident Services	Sel Lic & Regs	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	90,001 to 95,000		92,016.00

AD	50087513	Director - Major Projects	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	90,001 to 95,000	8,000.00	92,016.00
AD	50008319	Assistant Director of Property	Economic Growth & Housing Delivery	Prop & Ass Mgt	Agency		wfdirect@walthamforest.gov.uk	02084963000	90,001 to 95,000		92,016.00
AD	50079149	Asst. Dir. Transformation & Integration	Families	Adult Soc Care	Agency		wfdirect@walthamforest.gov.uk	02084963000	90,001 to 95,000		92,016.00
AD	50030201	AD of Culture and Heritage Services	Corporate Development Group	Comms & Communi	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	85,001 to 90,000		92,016.00
AD	50079037	AD Commissioning	Families	Adult Soc Care	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	85,001 to 90,000		92,016.00
AD	50079234	Asst. Director Technology Innovation	Corporate Development Group	Digital & ICT	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	85,001 to 90,000		92,016.00
AD	50045925	Director of Housing Delivery	Families	Housing & Grwth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	85,001 to 90,000		92,016.00
AD	50053801	Director Inward Investment	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	85,001 to 90,000		92,016.00
AD	50087520	Director - Area Regeneration Delivery	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	85,001 to 90,000		92,016.00
AD	50080127	Assistant Director Operations	Families	Adult Soc Care	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	85,001 to 90,000		92,016.00
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		92,016.00
AD	50087514	AD Development Mgmt & Building Control	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	80,001 to 85,000		92,016.00
AD	50089640	AD Financial Sustainability	Finance & Governance Group	Procurement	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	80,001 to 85,000		92,016.00
AD	50088253	Assistant Director of Change	Corporate Development Group	Digital & ICT	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	80,001 to 85,000		92,016.00
AD	50040935	Director of Disability Enablement Serv	Families	Integ Disa Serv	Temporary contract		wfdirect@walthamforest.gov.uk	02084963000	80,001 to 85,000		92,016.00
AD	50084860	A D - Internal Audit & Anti Fraud S Serv	Finance & Governance Group	Finance & Gov	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	80,001 to 85,000		92,016.00
AD	50050907	Assistant Director ICT Operations	Corporate Development Group	Digital & ICT	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	80,001 to 85,000		92,016.00
AD	50055435	AD Employment Business Skills	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	80,001 to 85,000	8,000.00	92,016.00
AD	50045520	Head of Media	Corporate Development Group	Comms & Communi	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	80,001 to 85,000		92,016.00
AD	50049564	Public Health Consultant - CYP	Families	Public Health	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	80,001 to 85,000		92,016.00
AD	50087512	Director - Commercial Estate & Investmen	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	80,001 to 85,000		92,016.00
AD	50049445	Public Health Consultant	Families	Public Health	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000		92,016.00
PO12	50034653	Head of Law Commercial	Finance & Governance Group	Govern & Law	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000		72,438.00
PO12	50040214	Head Early Years, Childcare & Bus. Dev.	Families	Learn Sys Lship	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000		72,438.00
PO12	50047657	Strategic Financial Advisor	Finance & Governance Group	Finance & Gov	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000		72,438.00
PO12	50047201	Head of Human Resources	Corporate Development Group	Employee Experience	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000		72,438.00
PO12	50049736	Head of Law Litigation & Public	Finance & Governance Group	Govern & Law	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000	6,000.00	72,438.00
PO12	50049347	Head of Finance	Finance & Governance Group	Finance & Gov	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000		72,438.00
PO12	50076617	Head of Housing Development & Regen	Families	Housing & Grwth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000		72,438.00
PO12	50081293	Head of Housing Improvement	Families	Housing & Grwth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000		72,438.00
PO12	50050898	Head of Change (Families Directorate)	Corporate Development Group	Digital & ICT	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000	5,994.00	72,438.00
PO12	50088355	Head of Strategy and Design	Corporate Development Group	Strategy and Change	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000	2,500.00	72,438.00
PO12	50085642	Head of Digital Services	Corporate Development Group	Digital & ICT	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000		72,438.00
PO12	50047656	Strategic Financial Advisor	Finance & Governance Group	Finance & Gov	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000		72,438.00
PO12	50047228	Head of WF Traded Service	Families	Sch Traded Serv	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000		72,438.00
PO12	50047157	Head of Law Family	Finance & Governance Group	Govern & Law	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000		72,438.00
PO12	50067296	Head of Early Help Delivery	Families	Early Help	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000		72,438.00
PO12	50041063	Head of Behav Attend & Children Miss Edu	Families	Early Help	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000		72,438.00
PO12	50045620	Strategic Financial Advisor Corporate	Finance & Governance Group	Finance & Gov	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000		72,438.00
PO12	50013692	Head of Community Safety	Families	Early Help	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		72,438.00
PO12	50048540	Strategic Financial Advisor - Adults	Finance & Governance Group	Finance & Gov	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		72,438.00
PO12	50051710	Lead Manager Early Help & Troubled Fam	Families	Early Help	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		72,438.00
PO12	50052155	Head of Operations Traded Services	Families	Sch Traded Serv	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		72,438.00
PO12	50079540	Head of Electoral and Democratic Service	Finance & Governance Group	Govern & Law	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		72,438.00
PO12	50048253	Head of Skills	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		72,438.00
PO12	50050667	Head of Mechanical & Electrical	Families	Housing & Grwth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		72,438.00
PO12	50084102	Strategic Financial Adviser Corporate	Finance & Governance Group	Financial Plan	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		72,438.00
PO12	50082649	Head of Estates and Valuation	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		72,438.00

PO12	50050798	Head of Building Works	Families	Housing & Grwth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		72,438.00
PO12	50010433	Design & Construction Manager	Resident Services	Highw & Parking	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		72,438.00
PO12	50087106	Project Director	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		72,438.00
PO12	50078024	Head of Neighbourhood Management	Resident Services	N'Hood Mgt	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		72,438.00
PO12	50048947	Project Director - The Score	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		72,438.00
PO12	50087516	Head of Place & Design	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		72,438.00
PO12	50087105	Project Director	Economic Growth & Housing Delivery	Prop & Ass Mgt	Temporary contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		72,438.00
PO11	50058778	Head of Strategic Partnerships	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		65,367.00
PO11	50051538	Head of Business Intelligence	Finance & Governance Group	Procurement	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		65,367.00
PO11	50049294	Head of Housing Management	Families	Housing & Grwth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		65,367.00
PO11	50058764	Head of Supply Chain (People)	Finance & Governance Group	Procurement	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		65,367.00
PO11	50079983	Head of Brokerage & Contract Management	Families	Adult Soc Care	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		65,367.00
PO11	50079988	Strategic Comm Working Age Adults	Families	Adult Soc Care	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		65,367.00
PO11	50080999	Head of Service - Provider services	Families	Adult Soc Care	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		65,367.00
PO11	50080998	Head of Service - Specialist Work Serv	Families	Adult Soc Care	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		65,367.00
PO11	50080997	HOS - Comm Wellbeing & Independent Serv	Families	Adult Soc Care	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		65,367.00
PO11	50054779	Chief Accountant	Finance & Governance Group	Finance & Gov	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		65,367.00
PO11	50079987	Strategic Commis OP & Community	Families	Adult Soc Care	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		65,367.00
EPB10-13	50046335	Assistant Principal Educational Psycholo	Families	Sch Traded Serv	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		65,367.00
PO11	50035921	Head of ServiceQA	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		65,367.00
PO11	50083888	Head of Education Business Effectiveness	Families	Learn Sys Lship	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		65,367.00
PO11	50047701	Hd of Safeguarding & Family Support	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		65,367.00
PO11	50035711	Head of MASH	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		65,367.00
PO11	50082654	Senior Corporate Landlord Surveyor	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		65,367.00
PO11	50084358	Head of Health & Safety	Corporate Development Group	Employee Experience	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		65,367.00
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		65,367.00
PO11	50051253	Commercial Manager	Families	Housing & Grwth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		65,367.00
PO11	50048512	Head of Corporate Parenting F&A	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		65,367.00
PO11	50087525	Head of Area Regeneration	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		65,367.00
PO11	50087524	Head of Area Regeneration	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		65,367.00
PO11	50048512	Head of Corporate Parenting F&A	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		65,367.00
PO11	50087325	Head of Setting & workforce Safeguarding	Families	Adult Soc Care	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		65,367.00
PO11	50047732	Head of Corporate Parenting Leave Care	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		65,367.00
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		65,367.00
PO11	50050787	Deputy Head of Corporate Parenting	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		65,367.00
PO11	50050629	Head of Service Practice Improvement	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		65,367.00
PO11	50087848	HO Life Chances Connecting Communities	Corporate Development Group	Strategy and Change	Temporary contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		65,367.00
PO11	50087523	Head of Area Regeneration	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		65,367.00
PO11	50079224	Principal Commercial Surveyor	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		61,617.00
PO10	50050892	I T Security Architect	Corporate Development Group	Digital & ICT	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		60,879.00
PO10	50051281	Head of Parks and Leisure	Families	Public Health	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		60,879.00
PO10	50008907	Treasury & Pensions Manager	Finance & Governance Group	Treasury & Pens	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		60,879.00
PO10	50044607	Group Manager South Team	Families	Integ Disa Serv	TUPE'd in contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		60,879.00
PO10	50050805	Head of Housing Quality	Families	Housing & Grwth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		60,879.00
PO10	50084454	Head of Service Bus Hub and Cust Serv	Resident Services	Business Supp	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		60,879.00
PO10	50080671	Senior Project Manager	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		60,879.00
PO10	50006831	Head of Prevention & Assessment	Families	Housing & Grwth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		60,879.00
PO10	50051280	Deputy Head Neighbourhood & Area Manager	Resident Services	N'Hood Mgt	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		60,879.00

PO10	50084456	Head of Service Bus Hub and Cust Serv	Resident Services	Business Supp	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		60,879.00
PO10	50085252	Programme Lead	Corporate Development Group	Strategy and Change	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000	5,315.00	60,879.00
PO10	50089495	Senior Delivery Manager (Families)	Corporate Development Group	Strategy and Change	Temporary contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		60,879.00
PO10	50045625	Senior Finance Mgr/Head of Acc & Finance	Finance & Governance Group	Finance & Gov	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		60,879.00
PO10	50047211	HR Consultant	Corporate Development Group	Employee Experience	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		60,879.00
PO10	50048747	Highway Network Manager	Resident Services	Highw & Parking	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		60,879.00
PO10	50078222	Head of Temp Accommodation & Reviews	Families	Housing & Grwth	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		60,879.00
PO10	50087259	Senior Project Manager	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		60,879.00
PO10	50043546	Support Functions Unit Manager	Finance & Governance Group	Revs & Bens	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		60,879.00
PO10	50034178	Network Operations Manager	Resident Services	Highw & Parking	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		60,879.00
PO10	50049831	Head of Service - Benefits	Finance & Governance Group	Revs & Bens	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		60,879.00
PO10	50045918	Senior Project Manager	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		60,879.00
PO10	50049290	Head of Housing Rents	Families	Housing & Grwth	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		60,879.00
PO10	50084455	Head of Service Bus Hub and Cust Serv	Resident Services	Commercial Serv	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		60,879.00
PO10	50056559	Head of Home Ownership & Comm Initiative	Families	Housing & Grwth	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		60,879.00
PO10	50067104	Head of Commercial Operations	Resident Services	Commercial Serv	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		60,879.00
PO10	50078563	Group Manager Traffic Management (P&C)	Resident Services	Highw & Parking	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		60,879.00
PO10	50056182	Senior project Manager	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		60,879.00
PO10	50082593	Head of Commercial Development	Resident Services	Commercial Serv	Temporary contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		60,879.00
PO10	50084450	Head of Service Bus Hub and Cust Serv	Resident Services	Business Supp	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		60,879.00
PO10	50049829	Head of Service - Revenues	Finance & Governance Group	Revs & Bens	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		60,879.00
PO10	50081240	Data Protection Manager	Finance & Governance Group	Govern & Law	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		60,879.00
LDR	50075272	Head of School	Families	Children & Fam	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		60,879.00
SEPBS-10	50041243	Senior Education Psychologist	Families	Sch Traded Serv	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		60,879.00
PO10	50046749	Head of Temp Accommodation Fin & Supp	Families	Housing & Grwth	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		60,879.00
PO10	50009365	Service Manager	Resident Services	Sel Lic & Regs	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		60,879.00
PO10	50042782	Programme Manager (South)	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		60,879.00
PO10	50081289	Service Manager	Resident Services	Sel Lic & Regs	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		60,879.00
PO10	50082599	Head of Innovation & Enterprise	Resident Services	Commercial Serv	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		60,879.00
PO10	50051295	Head of Delivery	Corporate Development Group	Strategy and Change	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,089.00
PO10	50080670	Senior Project Manager	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		57,519.00
PO10	50081136	Head of PMO	Corporate Development Group	Strategy and Change	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		57,117.00
EIP17-20	50047110	Deputy Head of Early Years	Families	Learn Sys Lship	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		56,682.00
LDR	50012529	Head of Suntrap	Families	Sch Traded Serv	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		56,682.00
PO9	50078411	Group Accountant Corporate	Finance & Governance Group	Finance & Gov	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		56,682.00
PO9	50077145	Planning Manager (North Area)	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		56,682.00
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		56,682.00
PO9	50078371	Group Accountant Housing	Finance & Governance Group	Finance & Gov	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		56,682.00
PO9	50008867	Head of Building Control	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		56,682.00
PO9	50078400	Group Accountant CYP	Finance & Governance Group	Finance & Gov	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		56,682.00
PO9	50078390	Group Accountant Adults	Finance & Governance Group	Finance & Gov	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		56,682.00
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		56,682.00
PO9	50077020	Employment Strategy & Programme Manager	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		56,682.00
PO9	50083939	Strategic Procurement Delivery Manager	Finance & Governance Group	Procurement	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		56,682.00
PO9	50059248	Head of Admissions	Families	Learn Sys Lship	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		56,682.00
PO9	50077143	Planning Manager (South Area)	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		56,682.00
PO9	50086747	Service Manager ASB	Resident Services	Sel Lic & Regs	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		56,682.00
PO12	50037182	Hd of Serv Pupil Based Commiss & Admissi	Families	Learn Sys Lship	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		56,682.00

PO9	50078376	Group Accountant Regeneration & Growth	Finance & Governance Group	Finance & Gov	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		56,682.00
PO9	50051544	Performance and Information Manager (Fam	Finance & Governance Group	Procurement	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		56,682.00
PO9	50080026	Head of Parks & Open Spaces	Resident Services	N'Hood Mgt	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		56,682.00
PO9	50076618	Programme Manager	Families	Housing & Grwth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		56,682.00
PO9	50049644	Head of Family Functional Therapy	Families	Early Help	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		56,682.00
PO9	50049304	Housing Manager	Families	Housing & Grwth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		56,682.00
PO9	50049306	Housing Manager	Families	Housing & Grwth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		56,682.00
PO9	50077141	Planning Manager (Majors)	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		56,682.00
SEPB3-6	50041007	Senior Education Psychologist	Families	Sch Traded Serv	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000	5,000.00	56,682.00
PO9	50047414	Independent Living Manager	Families	Housing & Grwth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		56,682.00
PO9	50087327	IRO Team Manager	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		55,898.00
PO9	50087712	Service Manager A Q & Environment	Resident Services	Sel Lic & Regs	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,961.00
PO9	50089288	Category Manager	Finance & Governance Group	Procurement	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50039002	Sustainable Development Manager	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50045916	Area Estates Manager	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50011092	Street Lighting&Responsive Maint Manager	Resident Services	Highw & Parking	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50026859	Catering Operations Manager	Families	Sch Traded Serv	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO7/8	50011714	Independant Reviewing Officer	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50011304	Deputy Team Manager I A S	Families	Early Help	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50011440	Manager	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50011559	Team Manager	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50077976	Practice Improvement and Audit Manager	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50050888	Programme Manager	Corporate Development Group	Strategy and Change	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50067339	Area Manager 0-18	Families	Early Help	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50048979	Schools Strategic Development Manager	Families	Learn Sys Lship	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO7/8	50011716	Independant Reviewing Officer	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50051306	Insurance and Risk Manager	Finance & Governance Group	Procurement	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50040814	Area Manager 0-18	Families	Early Help	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50049742	Senior Lawyer (Family)	Finance & Governance Group	Govern & Law	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000	5,000.00	52,482.00
PO8	50049741	Senior Lawyer (Family)	Finance & Governance Group	Govern & Law	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50049738	Senior Lawyer (Property & Planning)	Finance & Governance Group	Govern & Law	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50048254	Head of Performance & Operations	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO7/8	50011720	Independant Reviewing Officer	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50047931	Team Manager	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50048353	Practice Improvement Manager	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50067312	Area Manager 0-18	Families	Early Help	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50036523	Team Manager	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50047728	Team Manager	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50013025	Team Manager	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50047761	Team Manager	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50082794	Programme Manager	Corporate Development Group	Strategy and Change	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000	5,000.00	52,482.00
PO8	50077602	Senior Lawyer (Family)	Finance & Governance Group	Govern & Law	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50067468	Senior Lawyer Advisory	Finance & Governance Group	Govern & Law	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50080056	Senior Lawyer (Family)	Finance & Governance Group	Govern & Law	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50047929	Team Manager	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50089056	Early Years Finance and Business Manager	Families	Learn Sys Lship	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50045986	Head of Housing Strategy & Partnerships	Families	Housing & Grwth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50051521	Contracts and Supplier Relationships Man	Families	Adult Soc Care	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00

PO8	50008646	Building Regulations Manager	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50008697	Building Regulations Manager	Economic Growth & Housing Delivery	Regen & Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50080223	Senior Public Health Strategist	Families	Public Health	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50079942	Area Man Chingford Children & Family Cen	Families	Early Help	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50083918	Team Manager - MASH	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50051644	Neighbourhood Area Manager	Resident Services	N'Hood Mgt	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50081394	Infrastructure & Network Services Mngr	Corporate Development Group	Digital & ICT	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO7/8	50050632	LADO & Safeguarding in Education Manager	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
EPA3-8	50040948	Education Psychologist	Families	Sch Traded Serv	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO7/9	50012339	Pupil Place Commissioner / Head of Comm	Families	Learn Sys Lship	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO7/8	50011718	Independant Reviewing Officer	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO7/8	50035923	Child Protection Co-ordinator	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO7/8	50011724	Independant Reviewing Officer	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50050059	VAWG Team Manager	Families	Early Help	Temporary contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50053588	Team Manager	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,482.00
PO8	50051314	Neighbourhood Area Manager	Resident Services	N'Hood Mgt	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		50,448.00
PO8	50082830	Operational & Practice Support Manager	Families	Children & Fam	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		50,448.00
PO8	50082663	Housing Right-to-buy Valuer	Economic Growth & Housing Delivery	Prop & Ass Mgt	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		50,448.00
PO8	50046351	Community Safety Team Manager	Families	Early Help	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		50,448.00

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 2020

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	Economic Growth & Housing Delivery	Finance & Governance Group	Resident Services	Corporate Development Group	Grand Total
£206,956.00	1						1
£155,900.00			1				1
145,001 to 150,001		1		1	1		3
135,001 to 140,000						1	1
120,001 to 125,000			1	1		2	4
115,001 to 120,000		2					2
110,001 to 115,000		1					1
105,001 to 110,000		3	1	3	1		8
100,001 to 105,000		3	1		1		5
95,001 to 100,000		1	1	1		1	4
90,001 to 95,000		1	2		3		6
85,001 to 90,000		3	3			2	8
80,001 to 85,000		2	3	2		3	10
70,001 to 75,000		7		7		4	18
65,001 to 70,000		12	6	6	2		26
60,001 to 65,000		17	7	3	3	5	35
55,001 to 60,000		10	11	11	12	3	47
50,000 to 55,000		42	7	8	4	3	64
Grand Total	1	105	44	43	27	24	244