



LONDON BOROUGH OF WALTHAM FOREST

PAY POLICY STATEMENT 2015/2016

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

Stuart Petrie, Head of Human Resources
London Borough of Waltham Forest
Waltham Forest Town Hall
Forest Road
London E17 4JF

Alternatively you can email:
hrer&advisoryservice@walthamforest.gov.uk

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

LONDON BOROUGH OF WALTHAM FOREST

PAY POLICY STATEMENT 2015/2016

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 2014.

Please note that this Pay Policy Statement does not cover those staff employed within 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 staff 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}

The Council does not apply any bonus / reward mechanism for its staff.

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 in the following financial year. This will be stated as part of the budget planning process.

The Council has elected not to apply any increment increases for employees at Scale 5 and above, including Chief Officers. This means that the next date upon which increment increases may be payable will potentially be 1st April 2016.

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)

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 that commence at Scale 1, Spinal Point 5*, set at £16,242 per annum and terminate at Grade PO12, Spinal Point, 70, set at £66,915 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. {* Please note that Spinal Point 5 will be removed with effect from 1 October 2015.}

The Council's lowest paid employees are paid at £16,242 per annum, however as the Council has adopted the London Living Allowance, this amount is 'supplemented' to ensure that this obligation is met, making the lowest earners within the Council in receipt of £17,174 {FTE} per annum {£9.15 per hour}. Please note that this excludes Apprentices who are paid in line with Government guidelines under the Apprenticeship Scheme initiative.

Please refer to **Appendix 1: Non Chief Officer posts and grades and Spinal Points** {as at 1 January 2015} for further information on the pay scales for non-Chief Officers.

3.2 Remuneration upon recruitment and Job Evaluation

All new Non Chief Officer staff will be placed on the bottom point of the grade. However, if the Council is matching a salary this will be taken into account when considering the offer to be made.

Non- Chief Officer posts, 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.

Non- Chief Officer posts 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.

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 as outlined within the Staff Committee Report 2011 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 4.3, 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 Remuneration upon Recruitment and evaluation

All new Chief Officers will be placed on the bottom point of the grade. However, if the Council is 'matching' a salary this will be taken into account when considering the offer to be made.

Chief Officer Grades are paid at Assistant Director 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.

4.3 Remuneration and Pay Progression principles linked to performance

Please refer to **Appendix 2: 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) in their appraisal
- An appraisal marking of '2' {Exceeding} or 3 {Successful} will ensure that they maintain their pay position at the end of the financial year
- 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.

4.4 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.

4.5 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.

4.6 Management Board

Please refer **Appendix 3: Chief Officer Remunerated Posts** {as at March 2015} for further information regarding the Council's Management Board along with all the titles of Chief Officer roles within the Council.

4.7 Management Structure

In line with the Local Government Transparency Code 2014 recommendations, the Council has produced **Appendix 4: Management Structure**, 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 1:8.4 the highest earner being on £195,000 per annum {Chief Executive} earns 8.4 times more than the Council's average earnings on £23,254 per annum.

Data provided on the basis of the Local Government Transparency Code 2014 {base salary, variable pay, bonuses, allowances and cash value of any benefits in kind} and the median earnings figure of the whole Council.

Bench marking data collated by the Equality Trust, Leading the Way on Fair Pay: An assessment of principal Local authorities in England and Wales provides the following range of ratios for 'All London Boroughs':

- Highest: 10 Lowest: 5 Median: 6.8 Mean: 6.74

This shows that the London Borough of Waltham Forest is currently placed just above the median of this grouping.

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**

57 representatives,

4 of these representatives undertake more than 50% of their duties working as a union representative

- **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

The Council spends £115,588 per annum on Trade Union representatives. This is calculated on the basis of the number of full time days spent on the union, multiplied by the average salary, {of those representatives working 50% or more of their time on union duties.} This equates to 0.17 % of the Council's total pay bill as at 31 January 2015.

6.2 Pension and Termination Payments

Pension provision is an important part of the remuneration package. All employees are automatically joined to the scheme on employment. The Local Government Pension Scheme for the London Borough of Waltham Forest is administered by Capita. 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>.

From September 2017, the scheme will be operating under the auto-enrol legislation and this will apply to all employees of the Council that meet this criteria.

All staff 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.

On ceasing to be employed by the Council, staff 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.

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 31st March 2015:

- 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 job descriptions for each Chief Officer

Appendix 1

Non Chief Officer Posts Grades and Spinal Point {as at 1 January 2015}

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

Salary scale / Spinal Point / Salary per annum

Scale 1	5	£16,242
	6	£16,287
	7	£16,320
	8	£16,422
	9	£16,575
	10	£16,833
	11	£17,013
Scale 2	11	£17,013
	12	£17,334
	13	£17,748
Scale 3	14	£18,045
	15	£18,381
	16	£18,783
	17	£19,182
Scale 4	18	£19,524
	19	£20,193
	20	£20,856

	21	£21,552
Scale 5	22	£22,062
	23	£22,659
	24	£23,334
	25	£24,027
Scale 6	26	£24,744
	27	£25,506
	28	£26,277

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

Salary scale /Spinal Point / Salary per annum

SO1	29	£27,252
	30	£28,104
	31	£28,935
SO2	32	£29,727
	33	£30,555
	34	£31,368
PO1	33	£30,555
	34	£31,368
	35	£31,986
	36	£32,784
PO2	35	£31,986

	36	£32,784
	37	£33,660
	38	£34,590
PO3	38	£34,590
	39	£35,655
	40	£36,558
	41	£37,476
PO4	41	£37,476
	42	£38,376
	43	£39,297
	44	£40,218
PO5	44	£40,218
	45	£41,073
	46	£42,030
	47	£42,951
PO6	46	£42,030
	47	£42,951
	48	£43,869
	49	£44,766
PO7	49	£44,766
	50	£45,690
	51	£46,608

	52	£47,535
PO8	51	£46,608
	52	£47,535
	53	£48,477
	54	£49,452
PO9	55	£50,451
	56	£51,441
	57	£52,425
	58	£53,406
PO10	59	£54,402
	60	£55,383
	61	£56,367
	62	£57,363
PO11	63	£58,350
	64	£59,331
	65	£60,324
	66	£61,590
PO12	67	£62,877
	68	£64,191
	69	£65,544
	70	£66,915

Appendix 2

Chief Officer Grades and Spinal Point

***Please note that figures are as at 31 December 2014 before the Chief Officer Pay Agreement 2014-2016 has been applied.**

Salary Scale	Spinal Point	Salary {per annum}
Chief Executive	1	£195,000
Executive Director {ED}	5	£142,000
	4	£139,500
	3	£137,000
	2	£134,500
	1	£132,000
Finance Director {FD}	3	£130,000
	2	£127,500
	1	£125,000
Corporate Director {CD}	5	£109,000
	4	£106,500
	3	£104,000
	2	£101,500
	*1	£99,000
Divisional Director {DD}	*5	£98,000
	*4	£95,500
	*3	£93,000
	*2	£90,500
	*1	£88,000
Assistant Director {AD}	*5	£85,000
	*4	£82,500

	*3	£80,000
	*2	£77,500
	*1	£75,000

Chief Officer remunerated Posts {as at March 2015}

Appointments to chief officer posts are made by the Council's Staffing Committee.
Please see below the only Chief Officer roles within the Council.

Management Board

Chief Executive
Deputy Chief Executive: Families
Director of Finance
Chief Operating Officer
Director of Neighbourhoods and Commissioning

Other Chief Officer Posts

Assistant Chief Executive
Director of Public Health
Divisional Director: Adult Social Care
Divisional Director: Children and Families
Divisional Director: Education Improvement
Assistant Director Inclusion
Assistant Director School Effectiveness
Divisional Director Early Help
Divisional Director: Regeneration & Growth
Assistant Director Strategic Planning & Development
Assistant Director Investment & Delivery
Divisional Director: Housing and Growth
Assistant Director: Asset Management & Delivery
Assistant Director Strategic Property & Assets
Director Customer & Business Operations
Chief Information Officer
Director of Governance
Deputy Chief Finance Officer
Assistant Director Audit Anti Fraud & Risk Management
Lead Commissioner People
Head of Major Contracts & Delivery
Assistant Director: Procurement (shared with Enfield)

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.

HM Coroner
Public Health Consultants: 2 posts

Senior staff pay at London Borough Waltham Forest

ONS GSS code E09000031
Body name London Borough of Waltham Forest

Notes:

1. Chief Officer pay details as at 31 December 2014 (Non Chief Officers Salary as at 1 January 2015)
2. Assignment FTE is the Full Time Equivalent. Where the Assignment FTE is less than 1, this means the person in post is contracted to work less than full time hours (36 hours per week).
3. 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.
4. 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.
5. Non Chief Officer salary's are shown in brackets of £5,000

Directorate	Post Title	Name	Assignment FTE	Pay Grade	Sinal Column Point	Basic Annual Salary
Chief Executive	Chief Executive	Martin Esom	1.00	CE4	4	£195,000.00
Families	Deputy Chief Executive; Families	Linzi Roberts-Egan	1.00	ED	5	£142,000.00
Finance	Director Finance	John Turnbull	1.00	FD	2	£127,500.00
Operations	Chief Operating Officer	Althea Loderick	1.00	FD	1	£125,000.00
Neighbourhoods & Commissioning	Director of Neighbourhoods & Commissioning	Michele Moloney	1.00	CD	5	£109,000.00
Neighbourhoods & Commissioning	Senior Coroner	Gita Persaud	1.00	COR1	1	£101,396.00
Families	Divisional Director Children & Families	Heather Flinders-Deemer	1.00	CD	1	£99,000.00
Families	Divisional Director Adults Social Care	Senel Arkut	1.00	DD	4	£95,500.00
Families	Divisional Director Education Improvement	Catherine Duffy	1.00	DD	4	£95,500.00
Regeneration & Growth	Divisional Director Reneration & Growth - Acting up	Lucy Shomali	1.00	DD	4	£95,500.00
Finance	Deputy Chief Finance Officer	Terry Borkett	1.00	DD	4	£95,500.00
Neighbourhoods & Commissioning	Lead Commissioner People	Pratima Solanki	1.00	DD	4	£95,500.00
Operations	Director of Governance	Daniel Fenwick	1.00	DD	3	£93,000.00
Neighbourhoods & Commissioning	Assistant Director Procurement (shared with Enfield)	David Levy	1.00	CO2	1	£89,120.00
Families	Divisional Director Early Help	Vacant	1.00	DD	1	£88,000.00
Housing and Growth	Divisional Director Housing & Growth	Vacant	1.00	DD	1	£88,000.00
Operations	Chief Information Officer - Interim	Paul Golland	1.00	DD	1	£88,000.00
Neighbourhoods & Commissioning	Head of Major contracts & Delivery - Interim	David Evans	1.00	DD	1	£88,000.00

Directorate	Post Title	Name	Assignment FTE	Pay Grade	Sinal Column Point	Basic Annual Salary
Culture and Communities	Assistant Chief Executive	Rhona Cadenhead	1.00	AD	5	£85,000.00
Families	Director of Public Health - Interim	Andrew Taylor	1.00	PH9	49	£82,245.00
Operations	Director Customer & Business Operations	Sally Hodgson	1.00	AD	3	£80,000.00
Finance	Assistant Director Audit Anti Fraud & Risk Management	Raymond Gard	1.00	CO4	5	£77,850.00
Families	Assistant Director Inclusion	Vacant	1.00	AD	1	£75,000.00
Families	Assistant Director School Effectiveness - Interim	TBC	1.00	AD	1	£75,000.00
Regeneration & Growth	Assistant Director Strategic Planning & Development - Acting up	David Scourfield	1.00	AD	1	£75,000.00
Regeneration & Growth	Assistant Director Investment & Delivery	Vacant	1.00	AD	1	£75,000.00
Housing and Growth	Assistant Director Asset Management and Delivery	Marina Dimopoulou	1.00	AD	1	£75,000.00
Housing and Growth	Assistant Director Strategic Property & Assets	Vacant	1.00	AD	1	£75,000.00
Families	Public Health Consultant	Joseph McDonnell	1.00	AD	1	£75,000.00
Families	Public Health Consultant Leading on	Susan Hogarth	0.90	AD	1	£75,000.00
Families	Early Help (0 - 11) Group Manager		1.00	ADV/I		£65,000 to £69,999
Families	Principal Officer ESS		1.00	LDR		£65,000 to £69,999
Culture and Communities	Head of Culture and Heritage		1.00	PO12		£65,000 to £69,999
Families	Head of Placements & Resources		1.00	PO11/12		£65,000 to £69,999
Families	Head of Service - Quality Assurance		1.00	PO12		£65,000 to £69,999
Families	Head of Safeguarding & Family Support		1.00	PO12		£65,000 to £69,999
Finance	Strategic Financial Advisor		1.00	PO12		£65,000 to £69,999
Neighbourhoods & Commissioning	Head of Highways		1.00	PO12		£65,000 to £69,999
Neighbourhoods & Commissioning	Category Manager & Head of Service		1.00	PO12		£65,000 to £69,999
Operations	Head of Human Resources		1.00	PO12		£65,000 to £69,999
Regeneration & Growth	Head of Development Management & Building Control		1.00	PO12		£65,000 to £69,999
Regeneration & Growth	Head Of Strategic Housing & Investment		1.00	PO12		£65,000 to £69,999
Families	Early Help (11 - 18) Group Manager		1.00	ADV/I		£65,000 to £69,999
Finance	Head of Financial Planning		0.97	PO12		£60,000 to £64,999
Finance	Strategic Financial Advisor		1.00	PO12		£60,000 to £64,999
Finance	Head of Revenues & Benefits		1.00	PO12		£60,000 to £64,999

Directorate	Post Title	Name	Assignment FTE	Pay Grade	Sinal Column Point	Basic Annual Salary
Neighbourhoods & Commissioning	Head of Parking Services		1.00	PO12		£60,000 to £64,999
Operations	Head of Legal Services		1.00	PO12		£60,000 to £64,999
Operations	Head of IT Change		1.00	PO12		£60,000 to £64,999
Operations	Head of Schools Traded Service		1.00	PO12		£60,000 to £64,999
Operations	Head of Transformation & Business Change		1.00	PO12		£60,000 to £64,999
Operations	Head of Commercial Law		1.00	PO11		£60,000 to £64,999
Families	Group Manager - Head of Catering		0.71	PO11		£60,000 to £64,999
Families	Head of Partnership & Sexual Health		1.00	PH8B		£55,000 to £59,999
Families	Head of Community Safety		1.00	PO11		£55,000 to £59,999
Finance	Head of Acc & Finance (Transformation)		1.00	PO10/11		£55,000 to £59,999
Families	Team Leader Economic Well-being		1.00	PO11		£55,000 to £59,999
Neighbourhoods & Commissioning	Head of Enforcement		1.00	PO11		£55,000 to £59,999
Operations	Head of Family and Public Law		1.00	PO11		£55,000 to £59,999
Regeneration & Growth	Head of Skills		1.00	PO11		£55,000 to £59,999
Families	Collaborative Provision Manager		0.60	ADV/HA		£55,000 to £59,999
Families	Youth Offending Service Lead Manager		1.00	PO10		£55,000 to £59,999
Finance	Senior Finance Manager /Head of Accountancy & Finance		1.00	PO10		£55,000 to £59,999
Finance	Senior Finance Manager /Head of Accountancy & Finance		1.00	PO10		£55,000 to £59,999
Housing and Growth	Head of Corporate Capital Programmes		1.00	PO10		£55,000 to £59,999
Housing and Growth	Head Primary School's Capital Programme Development		1.00	PO10		£55,000 to £59,999
Finance	Senior Finance Manager /Head of Accountancy & Finance		0.80	PO10		£55,000 to £59,999
Housing and Growth	Head of Primary School's Capital Programme Delivery		1.00	PO10		£55,000 to £59,999
Finance	Treasury & Pensions Manager		1.00	PO10		£55,000 to £59,999
Families	Inclusion Teacher		1.00	LDR		£50,000 to £54,999
Families	Head of Provision and Independence		1.00	PO10		£50,000 to £54,999
Families	Lead Manager Early Help & Troubled Families		1.00	PO10		£50,000 to £54,999
Finance	Deputy Head of Internal Audit		1.00	PO10		£50,000 to £54,999
Neighbourhoods & Commissioning	Highway Network Manager		1.00	PO10		£50,000 to £54,999

Directorate	Post Title	Name	Assignment FTE	Pay Grade	Sinal Column Point	Basic Annual Salary
Operations	I T Security Architect		1.00	PO10		£50,000 to £54,999
Operations	Enterprise Architecture		1.00	PO10		£50,000 to £54,999
Families	Deputy Head of Quality Assurance / Principal IRO		1.00	PO9		£50,000 to £54,999
Finance	Group Accountant		1.00	PO7/9		£50,000 to £54,999
Finance	Group Accountant		1.00	PO7/9		£50,000 to £54,999
Regeneration & Growth	Head of Building Control		1.00	PO9		£50,000 to £54,999
Regeneration & Growth	Programme Manager (South)		1.00	PO7/9		£50,000 to £54,999
Families	Principal EWO / Court Officer		1.00	EIP/AB		£50,000 to £54,999
Families	Head of Forest Centre		1.00	LDR		£50,000 to £54,999
Families	Senior Education Psychologist		0.60	SEP3-6		£50,000 to £54,999
Housing and Growth	Compliance & Contracts Manager		1.00	PO9		£50,000 to £54,999
Families	Foundation Learning Coordinator		1.00	PO9		£50,000 to £54,999
Neighbourhoods & Commissioning	Category Manager 2		1.00	PO9		£50,000 to £54,999
Families	Senior Education Psychologist		1.00	SEP3-6		£50,000 to £54,999
Families	Senior Education Psychologist		1.00	SEP3-6		£50,000 to £54,999
Finance	Group Accountant		1.00	PO7/9		£50,000 to £54,999
Finance	Group Accountant		1.00	PO7/9		£50,000 to £54,999
Finance	Group Accountant		1.00	PO7/9		£50,000 to £54,999
Housing and Growth	Estates & Valuation Manager		1.00	PO9		£50,000 to £54,999
Neighbourhoods & Commissioning	Design & Construction Manager		1.00	PO9		£50,000 to £54,999
Neighbourhoods & Commissioning	Design & Delivery Manager (Mini Holland)		1.00	PO9		£50,000 to £54,999
Regeneration & Growth	Head of Employment		1.00	PO9		£50,000 to £54,999
Regeneration & Growth	Development Management Manager		1.00	PO9		£50,000 to £54,999
Regeneration & Growth	Programme Manager (North)		1.00	PO7/9		£50,000 to £54,999
Culture and Communities	Head of Councillor & Community Services		0.89	PO9		£50,000 to £54,999
Families	Team Manager Early Help Inclusion		1.00	YCSO/1		£50,000 to £54,999
Families	Senior Public Health Strategist		1.00	PH8A		£50,000 to £54,999