



LONDON BOROUGH OF WALTHAM FOREST

PAY POLICY STATEMENT 2017/2018

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

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

APPENDICES

- Appendix 1: Non Chief Officer Posts Grades and Spinal Point {as at 01.04.17}
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LONDON BOROUGH OF WALTHAM FOREST

PAY POLICY STATEMENT 2017/2018

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 staff 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 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}

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 applied an increment freeze since 2012. However, this position is currently subject to review. A further report on the outcome of this review will be brought to a future meeting of Full Council.

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 does operate a Retention Bonus scheme for certain identified roles, specifically Social Worker roles within Children's and Families, Adult Services and Early Help 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 within these services.

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 Transformation and Human Resources and Strategic Director Finance & 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 that commence at Scale 1, Spinal Point 6, set at £17,364 per annum and terminate at Grade PO12, Spinal Point, 70, set at £67,584 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 are paid at £17,364 per annum, however as the Council has adopted the London Living Wage, this amount is 'supplemented' to ensure that this obligation is met, making the lowest earners within the Council in receipt of £18,301{FTE} per annum {£9.75 per hour}. Any increase applied to the London Living Wage is implemented upon announcement. Please note that this excludes Apprentices.

Please refer to **Appendix 1: Non Chief Officer posts and grades and Spinal Points** {as at 1st April 2017} for further information on the pay scales for non-Chief Officers.

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 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 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.

3.2.1 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.

3.2.2 Non- Chief Officer post 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.

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 for the recruitment to Senior Roles.

The appointment of the Chief Executive and senior posts are undertaken by 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 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 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) 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.

4.5 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** {as at 31 March 2017} 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**, 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 1:9.2 the highest earner being on £196,950 per annum {Chief Executive} earns 9.2 times more than the Council's average earnings on £21,481 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 will be required to reveal the difference between employees' median and mean bonus pay, as part of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Following Public Sector consultation these provisions were published on 24 January 2017. Consideration will be given to ensure that the Council is compliant to these requirements and publishes the necessary data for 30 March 2018.

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**

42 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 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 20 hours per week.

In addition, the Families Directorate have agreed to fund for a full time Joint Trade Union Transformation Role Officer until March 2018 given the transformation agenda within the Directorate.

The Council spends £68,518 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 0.1% of the Council's total pay bill as at 31 December 2016.

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 at Wandsworth Council. 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 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.

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:

- 2017/2018 is 14.7% future service rate and £7.577m deficit amount
- 2018/2019 is 14.7% future service rate and £7.857m deficit amount
- 2019/2020 is 14.7% future service rate and £8.148m deficit amount

The Council's next valuation is due as at 31st March 2019 with results due in early 2020.

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, 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.

Please note that the Government has produced Draft Public Sector exit payment recovery Regulations which will implement a 'cap' on public sector exit payments at £95K. 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 anticipated implementation date of these regulations is April 2017 however the government is still currently analysing feedback from the consultation. The Council will need to await the final version of the regulations before the Council can set out the full details of these provisions.

6.3 Tax implications

From the 6 April 2017, the Council – in common with all public sector bodies – will become responsible for determining whether 'off payroll' workers are in scope for IR35, the HMRC regulations require "deemed employees" to pay tax and national insurance as if they were in fact employees.

The requirement for effectively applying PAYE and NICs will pass from the PSC to the public sector engager or agency through which contractors source their work. A public body will have to decide 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 public body, 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.

Matrix, the suppliers and the Council are making the necessary arrangements to ensure that the Council is compliant with the revised legislation with effect from April 2017.

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 2017:

- 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 April 2017}

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

Salary scale / Spinal Point / Salary per annum

Scale 1	6	£17,961
	7	£17,985
	8	£18,051
	9	£18,105
	10	£18,330
	11	£18,357
Scale 2	11	£18,357
	12	£18,375
	13	£18,396
Scale 3	14	£18,657
	15	£18,936
	16	£19,281
	17	£19,623
Scale 4	18	£19,917
	19	£20,598
	20	£21,276
	21	£21,984
Scale 5	22	£22,506
	23	£23,115

	24	£23,802
	25	£24,510
Scale 6	26	£25,242
	27	£26,019
	28	£26,805

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

Salary scale /Spinal Point / Salary per annum

SO1	29	£27,801
	30	£28,668
	31	£29,517

SO2	32	£30,324
	33	£31,170
	34	£31,998

PO1	33	£31,170
	34	£31,998
	35	£32,628
	36	£33,444

PO2	35	£32,628
	36	£33,444
	37	£34,338
	38	£35,286

PO3	38	£35,286
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	39	£36,372
	40	£37,293
	41	£38,229
PO4	41	£38,229
	42	£39,147
	43	£40,086
	44	£41,025
PO5	44	£41,025
	45	£41,898
	46	£42,876
	47	£43,815
PO6	46	£42,876
	47	£43,815
	48	£44,751
	49	£45,666
PO7	49	£45,666
	50	£46,608
	51	£47,544
	52	£48,489
PO8	51	£47,544
	52	£48,489
	53	£49,452
	54	£50,445

PO9	55	£51,465
	56	£52,476
	57	£53,478
	58	£54,480

PO10	59	£55,494
	60	£56,496
	61	£57,501
	62	£58,515

PO11	63	£59,523
	64	£60,525
	65	£61,536
	66	£62,829

PO12	67	£64,140
	68	£65,481
	69	£66,861
	70	£68,259

Appendix 2, London Borough of Waltham Forest Education Pay Scales {Soulbury, NEOST, Lecturers: excludes schools}

Soulbury Educational Improvement Professional (EIPs)

SCP	01.09.16	01.09.17
1	33730	34067
2	34938	35287
3	36078	36439
4	37234	37606
5	38383	38767
6	39533	39928
7	40741	41148
8	41902	42321
9	43256	43689
10	44463	44908
11	45655	46112
12	46809	47277
13	48116	48597
14	49280	49773
15	50567	51073
16	51731	52248
17	52897	53426
18	54042	54582
19	55223	55775
20	55833	56391
21	57005	57575
22	58027	58607
23	59152	59744
24	60160	60762
25	61239	61851
26	62291	62914
27	63367	64001
28	64457	65102
29	65551	66207
30	66643	67309
31	67725	68402
32	68824	69512
33	69924	70623
34	71050	71761
35	72173	72895
36	73329	74062
37	74465	75210
38	75615	76371
39	76748	77515
40	77880	78659
41	79019	79809
42	80156	80958
43	81293	82106
44	82435	83259
45	83574	84410
46	84715	85562
47	85860	86719
48	86995	87865
49	88135	89016

50

89275

90168

Soulbury Youth & Community Service Officer

SCP	01.09.16	01.09.17
1	34983	35333
2	36128	36489
3	37272	37645
4	38440	38824
5	39626	40023
6	40784	41192
7	41969	42388
8	43314	43747
9	44056	44497
10	45202	45654
11	46342	46805
12	47483	47958
13	48616	49103
14	49762	50259
15	50908	51417
16	52057	52578
17	53213	53745
18	54360	54904
19	55502	56057
20	56668	57235
21	57857	58435
22	59072	59663
23	60312	60915
24	61579	62194

Soulbury Trainee Educational Psychologist (EP)

SCP	01.09.16	01.09.17
1	22728	22955
2	24393	24636
3	26054	26314
4	27718	27996
5	29381	29675
6	31044	31355

Soulbury Assistant Educational Psychologist (EP)

SCP	01.09.16	01.09.17
1	27939	28218
2	29080	29371
3	30221	30523
4	31355	31669

Soulbury Educational Psychologist A (EPA)

SCP	01.09.16	01.09.17
1	35377	35731
2	37173	37545
3	38969	39359
4	40764	41171
5	42558	42984
6	44353	44797
7	46044	46504
8	47734	48211
9	49317	49810
10	50902	51411
11	52380	52903

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

SCP	01.09.16	01.09.17
1	44353	44797
2	46044	46504
3	47734	48211
4	49317	49810
5	50902	51411
6	52380	52903
7	52987	53516
8	54120	54661
9	55243	55795
10	56386	56950
11	57506	58081
12	58649	59235
13	59811	60409
14	60933	61543
15	62110	62731
16	63275	63908
17	64448	65093
18	65620	66276

LECTURER SALARY SCALE- AY2016/17
With effect from the 1st January 2015

LECTURER SALARY SCALES		Grade	Scale	1.1.16	1.1.16				
			Point	Basic	LA	Gross	Teaching Hourly Rate	Monthly Salary	Monthly LA
	Lecturers *	MGLEC	1	£18,147	£1,921	£20,068		1512.21	160.08
		MGLEC	2	£19,278	£1,921	£21,199		1606.47	160.08
		MGLEC	3	£20,422	£1,921	£22,343		1701.86	160.08
		MGLEC	4	£21,557	£1,921	£23,478		1796.39	160.08
		MGLEC	5	£22,684	£1,921	£24,605		1890.3	160.08
		MGLEC	6	£23,818	£1,921	£25,739		1984.83	160.08
		MGLEC	7	£24,964	£1,921	£26,885		2080.31	160.08
		MGLEC	8	£26,092	£1,921	£28,013		2174.31	160.08
Lecturers with Additional Responsibilities		LECT	9	£26,960	£1,921	£28,880		2,246.63	160.08
		LECT	10	£28,090	£1,921	£30,011		2,340.82	160.08
		LECT	11	£29,193	£1,921	£31,114		2,432.77	160.08
		LECT	12	£30,325	£1,921	£32,246		2,527.05	160.08
		LECT	13	£31,445	£1,921	£33,365		2,620.38	160.08
		LECT	14	£32,570	£1,921	£34,491		2,714.14	160.08

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 2016

	Annual Salary	Monthly Salary	Annual Salary	Monthly Salary	SCP	Annual Salary	Monthly Salary
SCP	01.09.14.	01.09.14.	01.09.15	01.09.15		01.09.16	01.09.16
L1	41247	3437.25	41660	3471.67	1	42077	3506.42
L2	42205	3517.08	42628	3552.33	2	43055	3587.92
L3	43180	3598.33	43612	3634.33	3	44049	3670.75
L4	44185	3682.08	44627	3718.92	4	45074	3756.17
L5	45210	3767.5	45663	3805.25	5	46120	3843.33
L6	46264	3855.33	46727	3893.92	6	47195	3932.92
L7	47431	3952.58	47906	3992.17	7	48386	4032.17
L8	48454	4037.83	48939	4078.25	8	49429	4119.08
L9	49587	4132.25	50083	4173.58	9	50584	4215.33
L10	50785	4232.08	51293	4274.42	10	51806	4317.17
L11	52019	4334.92	52540	4378.33	11	53066	4422.17
L12	53154	4429.5	53686	4473.83	12	54223	4518.58
L13	54408	4534	54953	4579.42	13	55503	4625.25
L14	55681	4640.08	56238	4686.5	14	56801	4733.42
L15	56992	4749.33	57562	4796.83	15	58138	4844.83
L16	58429	4869.08	59014	4917.83	16	59605	4967.08
L17	59703	4975.25	60301	5025.08	17	60905	5075.42
L18	61131	5094.25	61743	5145.25	18	62361	5196.75
L19	62572	5214.33	63198	5266.5	19	63830	5319.17
L20	64046	5337.17	64687	5390.58	20	65334	5444.50
L21	65557	5463.08	66213	5517.75	21	66876	5573.00
L22	67104	5592	67776	5648	22	68454	5704.50

L23	68692	5724.33	69379	5781.58	23	70073	5839.42
L24	70321	5860.08	71025	5918.75	24	71736	5978.00
L25	71994	5999.5	72714	6059.5	25	73442	6120.17
L26	73700	6141.67	74437	6203.08	26	75182	6265.17
L27	75450	6287.5	76205	6350.42	27	76968	6414.00
L28	77248	6437.33	78021	6501.75	28	78802	6566.83
L29	79084	6590.33	79875	6656.25	29	80674	6722.83
L30	80977	6748.08	81787	6815.58	30	82605	6883.75
L31	82908	6909	83738	6978.17	31	84576	7048.00
L32	84888	7074	85737	7144.75	32	86595	7216.25
L33	86927	7243.92	87797	7316.42	33	88675	7389.58
L34	89000	7416.67	89890	7490.83	34	90789	7565.75
L35	91134	7594.5	92046	7670.5	35	92967	7747.25
L36	93312	7776	94246	7853.83	36	95189	7932.42
L37	95562	7963.5	96518	8043.17	37	97484	8123.67
L38	97850	8154.17	98829	8235.75	38	99818	8318.17
L39	100159	8346.58	101161	8430.08	39	102173	8514.42
L40	102587	8548.92	103613	8634.42	40	104650	8720.83
L41	105074	8756.17	106125	8843.75	41	107187	8932.25
L42	107624	8968.67	108701	9058.42	42	109789	9149.08
L43	110243	9186.92	110243	9186.92	43	111346	9278.83

SPECIAL EDUCATIONAL NEEDS ALLOWANCE	1.9.15	1.9.16	Monthly 1.9.15	Monthly 1.9.16
Minimum	2064	2085	172	174
Maximum	4075	4116	339.58	343

TLR PAYMENTS1	1.9.15.	1.9.16.	Monthly 1.9.15	Monthly 1.9.16
Minimum	7546	7622	628.83	635.17
Maximum	12770	12898	1064.17	1074.83

TLR PAYMENT 2	1.9.15.	1.9.16.	Monthly 1.9.15	Monthly 1.9.16
minimum	2613	2640	217.75	220
maximum	6386	6450	532.17	537.5

TLR PAYMENT 3	1.9.15.	1.9.16.	Monthly 1.9.15	Monthly 1.9.16
minimum	517	523	43.08	43.58
maximum	2577	2603	214.75	216.92

Scale for Unqualified Teachers - 2016

New grade name UQT

SCP	<u>Annual Salary Incl. LW</u> 1.09.14	<u>Monthly</u> 1.9.14	<u>Annual Salary Incl. LW</u> 1.09.15	<u>Monthly</u> 1.9.15	<u>Annual Salary Incl. LW</u> 1.09.16	<u>Monthly</u> 1.9.16
1	19167	1597.25	19359	1613.25	19,553	1629.42
2	21045	1753.75	21256	1771.33	21,469	1789.08
3	22922	1910.17	23152	1929.33	23,384	1948.67
4	24801	2066.75	25050	2087.50	25,301	2108.42
5	26677	2223.08	26944	2245.33	27,214	2267.83
6	28555	2379.58	28841	2403.42	29,130	2427.50

Chief Officer Grades and Spinal Point

{Please note that figures are as at 01st April 2017}

Salary Scale	Spinal Point	Salary {per annum}
Chief Executive	1	£198,920
Executive Director {ED}	5	£144,854
	4	£142,304
	3	£139,754
	2	£137,203
	1	£134,653
Finance Director {FD}	3	£132,613
	2	£130,063
	1	£127,512
Corporate Director {CD}	5	£111,191
	4	£108,641
	3	£106,090
	2	£103,540
	1	£103,010
Divisional Director {DD}	5	£101,969
	4	£99,368
	3	£96,767
	2	£94,165
	1	£91,564
Assistant Director {AD}	5	£88,443
	4	£85,841
	3	£83,240

	2	£80,639
	1	£78,038

Chief Officer remunerated Posts {as at March 2017}

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

Strategic Director Corporate Development

Strategic Director Finance and Governance

Strategic Director Neighbourhood & Commercial

Director of Regeneration and Growth

Director of Property and Asset Management

Other Chief Officer Posts

Director of Digital & ICT

Director of Communications & Communities

Director of Transformation & HR

Assistant Director of Capital Delivery

Assistant Director of Property

Director of Strategic Planning & Development

Director of Investment & Delivery

Director Housing and Growth

Assistant Director Housing Strategy & Investment

Assistant Director Housing Solutions

Assistant Director Housing Management Services

Director of Children & Families

Director of Early Help

Director of Adult Social Care

Director of Learning

Director of Integrated Disability Service

Director of Public Health

Director of Financial Management & Accountancy

Director of Governance & Law

Director of Supply Chain

Director of Neighbourhood Management & Customer Services

Director of Highways & Traffic Management

Director of Commercial Services

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 2017
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 salary's are shown in brackets of £5,000
5. The Council's policy is to publish the names of those employees earning more than £75,000per annum, unless there is good reason to withhold the name, for example, due to the nature of the role or where the individual circumstances of the disclosure of those names may cause real risk of harm
6. 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	Personnel Area	Contract type	Officer Names	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	Chief Executive	Chief Executives	Permanent contract	Martin Esom	martin.esom@walthamforest.gov.uk	02084964201	196,950.00		196,950.00
ED	Deputy Chief Executive	Families & Homes Group	Permanent contract	Linzi Roberts-Egan	linzi.roberts-egan@walthamforest.gov.uk	02084963501	143,420.00	8,000.00	143,420.00
FD	Strategic Director Finance & Governance	Finance & Governance Group	Permanent contract	John Turnbull	john.turnbull@walthamforest.gov.uk	02084964260	128,775.00		129,551.00
FD	Strategic Director Neighbourhoods & Comm	N'Hood & Commercial Srvs Group	Permanent contract	Michele Moloney	Michele.Moloney@walthamforest.gov.uk	02084964720	126,250.00		129,551.00
FD	Strategic Director Corporate Development	Corporate Development Group	Permanent contract	Rhona Cadenhead	rhona.cadenhead@walthamforest.gov.uk	02084968096	126,250.00		129,551.00
CD	Director Regeneration & Growth	Economic Growth Group	Permanent contract	Lucy Shomali	lucy.shomali@walthamforest.gov.uk	02084966734	110,090.00		110,090.00
CD	Divisional Director Children & Families	Families & Homes Group	Permanent contract	Heather Flinders	Heather.Flinders@walthamforest.gov.uk	02084963205	110,090.00		110,090.00
CD	Director of Digital & ICT	Corporate Development Group	Permanent contract	Paul Neville	paul.neville@walthamforest.gov.uk	02084963000	110,090.00		110,090.00
CD	Director of Property & Asset Management	Economic Growth Group	Permanent contract	Aiden McManus	aiden.Mcmanus@walthamforest.gov.uk	02084968230	105,040.00		108,341.00
CD	Dir Housing and Growth	Economic Growth Group	Temporary contract	Kenneth Jones	ken.jones@walthamforest.gov.uk	02084963000	101,990.00		108,341.00
DD	Director of Financial Management & Acc	Finance & Governance Group	Permanent contract	Terry Borkett	Terry.Borkett@walthamforest.gov.uk	02084964788	100,960.00		100,960.00
DD	Director of Governance & Law	Finance & Governance Group	Permanent contract	Mark Hynes	mark.hynes@walthamforest.gov.uk	02084964848	100,960.00	9,040.00	110,000.00
DD	Director of Learning & System Leadership	Families & Homes Group	Permanent contract	David Kilgallon	David.Kilgallon@walthamforest.gov.uk	02084963000	100,960.00	2,040.00	100,960.00
DD	Director of Commercial Services	N'Hood & Commercial Srvs Group	Temporary contract	Mr David Evans	David.Evans@walthamforest.gov.uk	02084963000	100,960.00		100,960.00
CO2	Director of Supply Chain	Finance & Governance Group	Permanent contract	David Levy	david.levy@walthamforest.gov.uk	02084963000	90,902.00		93,782.00
DD	Director of Transformation & HR	Corporate Development Group	Permanent contract	Benjamin Plant	ben.plant@walthamforest.gov.uk	02084968235	90,658.00		99,175.00
DD	Divisional Director Early Help	Families & Homes Group	Permanent contract	Daniel Phelps	Daniel.Phelps@walthamforest.gov.uk	02084965050	90,658.00		99,175.00
DD	Director of Strategic Planning & Dev.	Economic Growth Group	Permanent contract	Jane Custance	jane.custance@walthamforest.gov.uk	02084963000	90,658.00		99,175.00
DD	Director of Communications & Communities	Corporate Development Group	Permanent contract	Lindsay Coulson	lindsay.coulson@walthamforest.gov.uk	02084964273	90,658.00		99,175.00
DD	Dir of N'hood Management & Customer Serv	N'Hood & Commercial Srvs Group	Permanent contract	Jarlath Griffin	jarlath.griffin@walthamforest.gov.uk	02084966787	90,658.00		99,175.00

DCE	Assistant Director of Housing Management	Families & Homes Group	Temporary contract	Maureen McEleney	Maureen.McEleney@walthamforest.gov.uk	02084963000	90,000.00		90,000.00
AD	Director of Highways & Traffic Managemen	N'Hood & Commercial Srvs Group	Permanent contract	Kathiravelu Valavan	vala.valavan@walthamforest.gov.uk	02084962525	87,567.00	10,508.00	87,567.00
AD	Director of Integrated Disability Serv	Families & Homes Group	Permanent contract	Andrew Beckett	andrew.beckett@walthamforest.gov.uk	02084963000	87,567.00		87,567.00
AD	Assistant Director Property	Economic Growth Group	Permanent contract	Glenn Miller	Glen.Miller@walthamforest.gov.uk	02084963000	87,567.00		87,567.00
AD	Assistant Director Investment & Delivery	Economic Growth Group	Permanent contract	Jonathan Martin	jonathan.martin@walthamforest.gov.uk	02084966749	79,840.00		85,783.00
AD	Assistant Director Housing Solutions	Families & Homes Group	Permanent contract	Modester Anucha	modester.anucha@walthamforest.gov.uk	02084963000	79,840.00		85,783.00
AD	Public Health Consultant	Families & Homes Group	Permanent contract	Joseph McDonnell	Joe.McDonnell@walthamforest.gov.uk	02084963000	77,265.00		85,783.00
AD	Assistant Director Housing Strategy & Investment	Economic Growth Group	Permanent contract	Vacant	wfdirect@walthamforest.gov.uk	02084963000	77,265.00		85,783.00
AD	Assistant Director Capital Delivery	Economic Growth Group	Temporary contract	Vacant	wfdirect@walthamforest.gov.uk	02084963000	77,265.00		85,783.00
ADV/I	Early Help 11 - 18 Group Manager	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000	*	69,924.00
PO12	Strategic Financial Advisor	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		67,584.00
PO12	Head of Human Resources	Corporate Development Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		67,584.00
PO12	Head of Culture and Heritage Services	Corporate Development Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		67,584.00
PO12	Head of Transformation	Corporate Development Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		67,584.00
PO12	Category Manager & Head of Service	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		67,584.00
PO12	Head of Service - Quality Assurance	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000	*	67,584.00
PO11/12	Head of Corporate Parenting	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000	*	67,584.00
PO12	Head of Safeguarding & Family Support	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000	*	67,584.00
PO12	Director of Adult Social Care	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		67,584.00
PO12	Head of Strategic Regeneration	Economic Growth Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		67,584.00
PO12	Head of Business Support	N'Hood & Commercial Srvs Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000	*	67,584.00
PO12	Head of Development & Building Control	Economic Growth Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		67,584.00
PO12	Head of Housing Development & Regen	Economic Growth Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		67,584.00
PO12	Head of Financial Planning	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		67,584.00
PO12	Head of Finance	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		67,584.00
PO12	Head of WF Traded Service	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		67,584.00
PO12	Head of Revenues & Benefits	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		67,584.00
PO12	Head of IT Change	Corporate Development Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		67,584.00
PO12	Head of Early Help 0-11 & Child & Fam Ce	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		67,584.00
PO12	Head of Parking, Transport and CCTV	N'Hood & Commercial Srvs Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		67,584.00
PO12	Head of IT Operations	Corporate Development Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		67,584.00
PO12	Head of Selective Licensing & Regulation	N'Hood & Commercial Srvs Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		67,584.00
PO12	Head of Investment Bus & Emp	Economic Growth Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		67,584.00
PO12	Strategic Financial Advisor	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		67,584.00
PO11	Head of Law Commercial	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,205.00
PO11	Head of Strategic Partnerships	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,205.00
PO11	Head of Law Litigation & Public	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,205.00
PO11	Head of Housing Management	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,205.00
PO11	Head of Law Family	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,205.00
PO11	Head Commissioning Sch Capital & Plan	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,205.00
LDR	Inclusion Teacher	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		111,346.00
PO11	Head of Community Safety	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		62,205.00

PO10/11	Head of Acc & Finance (Transformation)	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		62,205.00
PO11	Head of supply Chain (Place)	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		62,205.00
PO11	Chief Accountant	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		62,205.00
PO11	Head of Supply Chain (People)	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		62,205.00
PO11	Head of Education Support	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		62,205.00
PO11	Head of Commercial Services Development	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		62,205.00
PO11	Head of Schools Delivery	Economic Growth Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		62,205.00
PO11	Head of Business Intelligence	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		62,205.00
PO11	Head of Skills	Economic Growth Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		62,205.00
PO11	Head of Internal Audit & Anti Fraud	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		62,205.00
PO10	Senior Finance Mgr/Head of Acc & Finance	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		57,936.00
PO10	Deputy Head Neighbourhood MGT & MGR NTH	N'Hood & Commercial Srvs Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		57,936.00
PO10	YOS Lead Manager	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		57,936.00
PO10	Head of Housing Quality	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		57,936.00
PO10	Group Manager South Team	Families & Homes Group	TUPE'd in contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		57,936.00
PO10	Treasury & Pensions Manager	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		57,936.00
PO10	Highway Network Manager	N'Hood & Commercial Srvs Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		57,936.00
PO10	I T Security Architect	Corporate Development Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		57,936.00
PO10	Enterprise Architecture	Corporate Development Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		57,936.00
PO10	Head of Parks and Leisure	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		57,936.00
PO10	Lead Manager Early Help & Troubled Fam	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		57,936.00
PO10	Group Manager North Team	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		57,936.00
PO10	Head of Provision and Independence	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		57,936.00
PO10	Head of Mechanical & Electrical	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		57,936.00
PO10	Head of Operations Traded Services	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		57,936.00
SEPB3-6	Senior Education Psychologist	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000	*	54,374.00
LDR	Head of Suntrap	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		54,223.00
PO9	Head of Building Control	Economic Growth Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,940.00
PO7/9	Group Accountant	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,940.00
PO9	Deputy Head of Service	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,940.00
PO7/9	Programme Manager (South)	Economic Growth Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000	*	53,940.00
PO9	Deputy Head of Service	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,940.00
PO9	Dep Hd of Safeguarding & Family Support	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,940.00
PO9	Deputy Head of Service	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,940.00
PO7/9	Programme Manager (North)	Economic Growth Group	Temporary contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,940.00
SEPB3-6	LM to Head of Inclusion	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000	*	52,898.00
PO9	Deputy Head of Corporate Parenting Servi	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,940.00
LDR	Head of Waltham Forest Music Service	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		111,346.00
LDR	Head of Waltham Forest Music Service	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		111,346.00
YCISO/1	Team Manager Early Help Inclusion	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000	*	51,758.00
SEPB3-6	Senior Education Psychologist	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000	*	51,313.00
ADV/GB	Early Years Improvement Consultant	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		51,276.00

PO9	Head of Planning Policy & Strategy	Economic Growth Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,940.00
PO9	Estates & Valuation Manager	Economic Growth Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,940.00
PO9	Design & Construction Manager	N'Hood & Commercial Srvs Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,940.00
PO7/9	Group Accountant	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,940.00
PO7/9	Group Accountant	Economic Growth Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,940.00
PO9	Commercial Manager	N'Hood & Commercial Srvs Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,940.00
PO9	Performance and Information Manager (Fam	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,940.00
PO7/9	Town Centres Regeneration Manager	Economic Growth Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,940.00
PO9	Deputy HoS Practice Improvement (PSW)	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,940.00
PO9	Head of Communications & Cncllr Services	Corporate Development Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,940.00
LDR	Head of School	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		54,223.00
ADV/GB	Early Years Improvement Consultant (0-4)	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		50,112.00

There may be posts below PO9 (the £50k banding) which with a market supplement means the total annual remuneration is above £50,000, these are excluded from this list as the purpose of this report is to publish those posts warranting a grade of PO9 or above. Any Market Supplement is only attributed to a post on a business case signed off by the Director of Transformation and Human Resources and Strategic Director Finance & Governance .

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 December 2016
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 salary's are shown in brackets of £5,000

Annual Salary (or bands if below £75,000)	Chief Executives	Corporate Development Group	Economic Growth Group	Families & Homes Group	Finance & Governance Group	N'Hood & Commercial Srvs Group	Total
£196,950	1						1
£143,420				1			1
£128,775					1		1
£126,250		1				1	2
£110,090		1	1	1			3
£105,040			1				1
£101,990			1				1
£100,960				1	2	1	4
£90,902					1		1
£90,658		2	1	1		1	5
£90,000				1			1
£87,567			1	1		1	3
£79,840			1	1			2
£77,265			2	1			3
65,001 to 70,000		3	3	6	1	1	14
60,001 to 65,000		2	1	6	7	2	18
55,001 to 60,000			2	5	9	1	17
50,000 to 55,000		3	7	22	3	3	38
Total	1	12	21	47	24	11	116