



LONDON BOROUGH OF WALTHAM FOREST

PAY POLICY STATEMENT 2016/2017

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 31.03.16}
- Appendix 2: London Borough of Waltham Forest Education Pay scales {Soulbury, NEOST, Lecturers: excluding schools}
- Appendix 3: Chief Officer Grades and Spinal Point {as at 31.03.16}
- Appendix 4: Chief Officer remunerated Posts {as at 31.03.16}
- Appendix 5: Senior Pay at London Borough Waltham Forest
- Appendix 6: Senior Pay at London Borough of Waltham Forest, Salary banding by Directorate

LONDON BOROUGH OF WALTHAM FOREST

PAY POLICY STATEMENT 2016/2017

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 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 elected not to apply any increment increases for employees at Scale 5 and above, including Chief Officers. However, the Council is currently carrying out a review of its pay and grading with a view to implementing any changes from 2017/18. Pending that review the Council's Staffing Committee will consider any interim arrangements for pay, grading and reward. Accordingly the Council decision to continue to freeze increments is subject to any interim arrangements agreed by the Staffing Committee. The Staffing Committee have broad powers to agree matters relating to the terms and conditions of employees and it is envisaged that the interim arrangements for 2016/17 may include, either or both, cashable and non-cashable rewards as part of the interim arrangements pending the pay and grading review.

Such interim arrangements would be subject to public reporting and consultation with the trade unions and staff, as necessary.

The Council will also be looking at alternative ways in which to reward and remunerate its employees and will be adopting a 'New Deal' initiative within the financial year 2016/2017.

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 and within Adult Services 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 Chief Operating Officer and Director of Finance 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 £16,287 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.

The Council's lowest paid employees are paid at £16,287 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 £17,644 {FTE} per annum {£9.40 per hour}. Any increase applied to the London Living Wage is implemented upon announcement. 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 31 March 2016} 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}** {as at 31 March 2016} 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 as outlined within the Staffing 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 4.4, 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 2016} 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 1:8.5 the highest earner being on £195,000 per annum {Chief Executive} earns 8.5 times more than the Council's average earnings on £22,842 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.

The Government has announced that its plans to require private and voluntary sector employers, with 250 or more employees, to publish gender pay gap information, will be extended to public sector employers. Currently no information is available on the new requirement or how it will be implemented for public sector bodies. We do know that private and voluntary sector employers will be required to publish the information, however the Council will need to await further, clearer information on the appropriate legislative powers before the Council can apply the Public Sector timetable.

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**

36 representatives,

3 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**

2 representatives

1 representative undertakes more than 50% of their duties working as a union representative

The Council spends £92,101 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 0.14% of the Council's total pay bill as at 31 December 2015.

With effect from 1 April 2016, the negotiated facility time for UNISON will be amended as follows:

- Full time UNISON Branch Secretary
- Joint Trade Union Health and Safety Coordinator 18 hours per week
- GMB Representative 20 hours per week
- In addition, the Families Directorate have agreed to funding for a full time Joint Trade Union Transformation Role Officer until March 2017 given the transformation agenda within the directorate

This will result in a reduction in the annual cost of providing trade union facilities time.

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. With effect from 1 February 2016, the Local Government Pension Scheme for the London Borough of Waltham Forest is administered by the 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>.

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.

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

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

- **2015/2016** is 12.5% future service rate and £7.82m deficit amount
- **2016/2017** is 12.5% future service rate and £8.14m deficit amount.

The Council's next valuation is due as at 31st March 2016 with results due in early 2017. This valuation will set the rates for the following three years 2017/18, 2018/19 and 2019/20 starting 1st April 2017.

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 payments 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 2016. The Council will need to await the final version of the regulations before the Council can set out the full details of these provisions.

The cap on exit payments will be introduced through an amendment to the Small Business, Enterprise and Employment Act 2015 ("the SBEEA"). Part 8 of the Enterprise Bill, which is currently working its way through the House of Lords, will insert new sections 153A to C into the SBEEA, which sets out the main provisions. However, the more detailed provisions will be contained in the Public Sector Exit Payment Regulations which are not currently available.

6.3 Tax Avoidance

All Directors are responsible for ensuring that any 'off payroll' labour used by their directorates have made proper arrangements for the payment of taxation and national insurance contributions to HM Revenue and Customs. The Chief Operating Officer is responsible for providing the Director of Finance with assurance that Directors have appropriate controls in place to ensure this happens and to safeguard the Council from the liability for any outstanding taxes, interest or penalties should these individuals fail to meet their obligations to HM Revenue and Customs.

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 2016:

- 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 31 March 2016}

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

Salary scale / Spinal Point / Salary per annum

Scale 1	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, London Borough of Waltham Forest Education Pay Scales {Soulbury, NEOST, Lecturers:
excludes schools}**

Soulbury Educational Improvement Professional (EIPs)

SCP	1.3.2015
1	33396
2	34592
3	35721
4	36865
5	38003
6	39142
7	40338
8	41487
9	42828
10	44023
11	45203
12	46346
13	47640
14	48792
15	50066
16	51219
17	52373
18	53507
19	54676
20	55280
21	56441
22	57452
23	58566
24	59564
25	60633
26	61674
27	62740
28	63819
29	64902
30	65983
31	67054
32	68143
33	69232
34	70347
35	71458
36	72603
37	73728
38	74866
39	75988
40	77109
41	78237

42	79362
43	80488
44	81619
45	82747
46	83876
47	85010
48	86134
49	87262
50	88391

Soulbury Youth & Community Service Officer

SCP	1.3.2015
1	34,637
2	35,770
3	36,903
4	38,059
5	39,234
6	40,380
7	41,553
8	42,885
9	43,620
10	44,754
11	45,883
12	47,013
13	48,135
14	49,269
15	50,404
16	51,542
17	52,686
18	53,822
19	54,952
20	56,107
21	57,284
22	58,487
23	59,715
24	60,969

Soulbury Trainee Educational Psychologist (EP)

SCP 1.3.2015

1	22,503
2	24,151
3	25,796
4	27,444
5	29,090
6	30,737

Soulbury Assistant Educational Psychologist (EP)

SCP 1.3.2015

1	27,662
2	28,792
3	29,922
4	31,045

Soulbury Educational Psychologist A (EPA)

SCP 1.3.2015

1	35,027
2	36,805
3	38,583
4	40,360
5	42,137
6	43,914
7	45,588
8	47,261
9	48,829
10	50,398
11	51,861

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

SCP 1.3.2015

1	43,914
2	45,588
3	47,261
4	48,829
5	50,398
6	51,861
7	52,462
8	53,584
9	54,696
10	55,828
11	56,937
12	58,068
13	59,219
14	60,330
15	61,495
16	62,649
17	63,810
18	64,970

LECTURER SALARY SCALE- AY2014/15

With effect from the 1st January 2015

LECTURER SALARY SCALES		Grade	Scale	1.1.15	1.1.15				
			Point	Basic	LA	Gross	Teaching Hourly Rate	Monthly Salary	Monthly LA
	Lecturers *	MGLEC	1	£17,967	£1,921	£19,888	£21.09	1,497.24	160.08
		MGLEC	2	£19,087	£1,921	£21,008	£22.28	1,590.57	160.08
		MGLEC	3	£20,220	£1,921	£22,141	£23.48	1,685.01	160.08
		MGLEC	4	£21,343	£1,921	£23,264	£24.67	1,778.60	160.08
		MGLEC	5	£22,459	£1,921	£24,380	£25.85	1,871.59	160.08
		MGLEC	6	£23,582	£1,921	£25,503	£27.05	1,965.17	160.08
		MGLEC	7	£24,717	£1,921	£26,637	£28.25	2,059.71	160.08
		MGLEC	8	£25,833	£1,921	£27,754	£29.43	2,152.78	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 2015

	Annual Salary	Monthly Salary	Annual Salary	Monthly Salary		Annual Salary	Monthly Salary
SCP	01.09.13.	01.09.13.	01.09.14.	01.09.14.	SCP	01.09.15	01.09.15
L1	40,838	3403.17	41247	3437.25	1	41660	3471.67
L2	41,787	3482.25	42205	3517.08	2	42628	3552.33
L3	42,752	3562.67	43180	3598.33	3	43612	3634.33
L4	43,748	3645.67	44185	3682.08	4	44627	3718.92
L5	44,762	3730.17	45210	3767.50	5	45663	3805.25
L6	45,805	3817.08	46264	3855.33	6	46727	3893.92
L7	46,961	3913.42	47431	3952.58	7	47906	3992.17
L8	47,974	3997.83	48454	4037.83	8	48939	4078.25
L9	49,096	4091.33	49587	4132.25	9	50083	4173.58
L10	50,282	4190.17	50785	4232.08	10	51293	4274.42
L11	51,503	4291.92	52019	4334.92	11	52540	4378.33
L12	52,628	4385.67	53154	4429.50	12	53686	4473.83
L13	53,869	4489.08	54408	4534.00	13	54953	4579.42
L14	55,129	4594.08	55681	4640.08	14	56238	4686.50
L15	56,428	4702.33	56992	4749.33	15	57562	4796.83
L16	57,850	4820.83	58429	4869.08	16	59014	4917.83
L17	59,112	4926.00	59703	4975.25	17	60301	5025.08
L18	60,525	5043.75	61131	5094.25	18	61743	5145.25
L19	61,952	5162.67	62572	5214.33	19	63198	5266.50
L20	63,412	5284.33	64046	5337.17	20	64687	5390.58
L21	64,907	5408.92	65557	5463.08	21	66213	5517.75
L22	66,440	5536.67	67104	5592.00	22	67776	5648.00

L23	68,012	5667.67	68692	5724.33	23	69379	5781.58
L24	69,624	5802.00	70321	5860.08	24	71025	5918.75
L25	71,281	5940.08	71994	5999.50	25	72714	6059.50
L26	72,970	6080.83	73700	6141.67	26	74437	6203.08
L27	74,702	6225.17	75450	6287.50	27	76205	6350.42
L28	76,483	6373.58	77248	6437.33	28	78021	6501.75
L29	78,301	6525.08	79084	6590.33	29	79875	6656.25
L30	80,175	6681.25	80977	6748.08	30	81787	6815.58
L31	82,087	6840.58	82908	6909.00	31	83738	6978.17
L32	84,048	7004.00	84888	7074.00	32	85737	7144.75
L33	86,066	7172.17	86927	7243.92	33	87797	7316.42
L34	88,119	7343.25	89000	7416.67	34	89890	7490.83
L35	90,231	7519.25	91134	7594.50	35	92046	7670.50
L36	92,388	7699.00	93312	7776.00	36	94246	7853.83
L37	94,616	7884.67	95562	7963.50	37	96518	8043.17
L38	96,881	8073.42	97850	8154.17	38	98829	8235.75
L39	99,167	8263.92	100159	8346.58	39	101161	8430.08
L40	101,571	8464.25	102587	8548.92	40	103613	8634.42
L41	104,034	8669.50	105074	8756.17	41	106125	8843.75
L42	106,558	8879.83	107624	8968.67	42	108701	9058.42
L43	109,151	9095.92	110243	9186.92	43	110243	9186.92

Pay Spine for Advanced Skills Teachers (AST) 2013

SCP	New SCP	<u>Annual Salary Incl. LW</u>		Annual Salary 01.09.10.	Salary Monthly 01.09.10	Annual Salary 01.09.13.	Salary Monthly 01.09.13
		Annual Salary 01.09.09	Salary Monthly 1.9.09				
1							
2							
3							
4							
5							
6							
7							
8	1	39,523	3293.58	40,433	3,369	40,838	3403.17
9	2	40,442	3370.17	41,373	3,448	41,787	3482.25
10	3	41,376	3448.00	42,328	3,527	42,752	3562.67
11	4	42,340	3528.33	43,314	3,610	43,748	3645.67
12	5	43,321	3610.08	44,318	3,693	44,762	3730.17
13	6	44,331	3694.25	45,351	3,779	45,805	3817.08
14	7	45,450	3787.50	46,496	3,875	46,961	3913.42
15	8	46,431	3869.25	47,499	3,958	47,974	3997.83
16	9	47,516	3959.67	48,609	4,051	49,096	4091.33
17	10	48,664	4055.33	49,784	4,149	50,282	4190.17
18	11	49,846	4153.83	50,993	4,249	51,503	4291.92
19	12	50,934	4244.50	52,106	4,342	52,628	4385.67
20	13	52,135	4344.58	53,335	4,445	53,869	4489.08

21	14	53,355	4446.25	54,583	4,549	55,129	4594.08
22	15	54,612	4551.00	55,869	4,656	56,428	4702.33
23	16	55,989	4665.75	57,277	4,773	57,850	4820.83
24	17	57,210	4767.50	58,526	4,877	59,112	4926.00
25	18	58,577	4881.42	59,925	4,994	60,525	5043.75
26							

Pay scales for Qualified Classroom Teachers (Main Scale)

			<u>Annual Salary Incl. LW</u>	<u>Annual Salary Incl. LW</u>	Monthly	Monthly	<u>Annual Salary Incl. LW</u>	Monthly
Main Pay Scales	Main pay scales	SCP						
			1.9.13.	1.9.14.	1.9.13.	1.9.14.	1.9.15.	1.9.15.
		1	25,369	25,623	2,114.08	2135.25	25880	2156.67
		2	26,941	27,211	2,245.08	2267.58	27484	2290.33
		3	28,609	28,896	2,384.08	2408.00	29185	2432.08
		4	30,381	30,685	2,531.75	2557.08	30992	2582.67
		5	32,957	33,287	2,746.42	2773.92	33620	2801.67
		6	35,468	35,823	2,955.67	2985.25	36540	3045.00
Upper Pay Scales	THR Grades							
		001	37,975	38,355	3,164.58	3196.25	38739	3228.25
		002	39,381	39,775	3,281.75	3314.58	40173	3347.75
		003	40,838	41,247	3,403.17	3437.25	41660	3471.67
		004						
		005						

(a) Point 1 is the minimum starting salary for a new qualified entrant with lower than a second class honours degree

Additional allowances for classroom teachers

		1.4.04	
531	management 1	1,638	Frozen from April 2004
532	management 2	3,312	pending new arrangements
533	management 3	5,688	
534	management 4	7,833	
535	management 5	10,572	

		1.9.09.	Monthly	1.9.09
551	special needs 1 SEN	1,956		163.00
552	special needs 2 SEN	3,865		322.08

new pay
allowance
wef 1.9.10.
see below

SPECIAL EDUCATIONAL NEEDS ALLOWANCE		1.9.14	1.9.15	Monthly 1.9.14	Monthly 1.9.15
Minimum	2,043	2064		170.25	172.00
Maximum	4,034	4075		336.17	339.58
TLR PAYMENTS 1		1.9.14.	1.9.15.	Monthly 1.9.14	Monthly 1.9.15
Minimum	7,471	7546		622.58	628.83
Maximum	12,643	12770		1053.58	1064.17
TLR PAYMENT 2		1.9.14.	1.9.15.	Monthly 1.9.14	Monthly 1.9.15
minimum	2,587	2613		215.58	217.75

maximum	6,322	6386	526.83	532.17
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TLR PAYMENT 3

minimum	1.9.14. 511	1.9.15. 517	Monthly 1.9.14 42.58	Monthly 1.9.15 43.08
maximum	2551	2577	212.58	214.75

Scale for Unqualified Teachers - 2015

New grade name UQT

SCP	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>	<u>Annual</u>	<u>Monthly</u>
	<u>Salary</u>		<u>Salary</u>		<u>Salary</u>	
	<u>Incl. LW</u>		<u>Incl. LW</u>		<u>Incl. LW</u>	
	1.09.13	1.9.13	1.09.14	1.9.14	1.09.15	1.9.15
1	18,977	1,581.42	19167	1597.25	19359	1613.25
2	20,836	1,736.33	21045	1753.75	21256	1771.33
3	22,695	1,891.25	22922	1910.17	23152	1929.33
4	24,555	2,046.25	24801	2066.75	25050	2087.50
5	26,412	2,201.00	26677	2223.08	26944	2245.33
6	28,272	2,356.00	28555	2379.58	28841	2403.42

Appendix 3

Chief Officer Grades and Spinal Point

{Please note that figures are as at 31 March 2016}

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	£100,980
Divisional Director {DD}	5	£99,960
	4	£97,410
	3	£94,860
	2	£92,310
	1	£89,760
Assistant Director {AD}	5	£86,700
	4	£84,150
	3	£81,600

	2	£79,050
	1	£76,500

Chief Officer remunerated Posts {as at March 2016}

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
Assistant Chief Executive
Director of Finance
Chief Operating Officer
Director of Neighbourhoods
Divisional Director: Growth & Regeneration
Divisional Director: Housing and Growth

Other Chief Officer Posts

Director of Public Health
Divisional Director: Adult Social Care
Divisional Director: Children and Families
Assistant Director Inclusion
Assistant Director School Standards
Divisional Director Early Help
Assistant Director Strategic Planning & Development
Assistant Director Investment & Delivery
Assistant Director Strategic Property & Assets
Director Customer & Business Operations
Chief Information Officer
Director of Governance
Deputy Chief Finance Officer
Lead Commissioner People Assistant Director: Procurement (shared with Enfield)

Transferred in from Ascham Homes 30th November 2015

Assistant Director of Property (Housing)
Assistant Director of Housing Management
Strategic Finance Director
Assistant Director Housing Solutions

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 December 2015
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
7. This market supplement is currently from April 2016 to November 2016.

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 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	195,000.00		195,000.00
ED	Deputy Chief Executive	Families	Permanent contract	Linzi Roberts-Egan	linzi.roberts-egan@walthamforest.gov.uk	02084963501	142,000.00		142,000.00
FD	Director of Finance	Finance	Permanent contract	John Turnbull	john.turnbull@walthamforest.gov.uk	02084964260	127,500.00		130,000.00
FD	Chief Operating Officer	Operations	Permanent contract	Althea Loderick	althea.loderick@walthamforest.gov.uk	02084964202	125,000.00		130,000.00
CD	Director of Neighbourhoods & Commissioni	Neighbourhoods	Permanent contract	Michele Moloney	Michele.Moloney@walthamforest.gov.uk	02084966826	109,000.00		109,000.00
CD	Divisional Director Children & Families	Families	Permanent contract	Heather Flinders	Heather.Flinders@walthamforest.gov.uk	02084963205	100,980.00		109,000.00
DD	Director of Public Health	Families	Permanent contract	Andrew Taylor	andrew.taylor@walthamforest.gov.uk	02084963000	99,960.00	11,000.00	99,960.00
DD	Asst Dir of Finance - Dep Chief Fin Off	Finance	Permanent contract	Terry Borkett	Terry.Borkett@walthamforest.gov.uk	02084964788	99,960.00		99,960.00
DD	Dir Housing and Growth	Housing and Growth	Temporary	Kenneth Jones	ken.jones@walthamforest.gov.uk	02084966825	97,410.00		99,960.00
DD	Director Regeneration & Growth	Growth & Regeneration	Permanent contract	Lucy Shomali	lucy.shomali@walthamforest.gov.uk	02084966734	97,410.00		99,960.00
CO2	Ass Dir Procurement & Commissioning	Neighbourhoods	Permanent contract	David Levy	david.levy@walthamforest.gov.uk	02084964413	90,902.00		95,513.00
DCE	Assistant Director of Housing Management	Housing and Growth	Temporary	Maureen McEleney	Maureen.McEleney@walthamforest.gov.uk	02084965406	90,000.00		90,000.00
DD	Divisional Director Early Help	Families	Permanent contract	Daniel Phelps	Daniel.Phelps@walthamforest.gov.uk	02084965050	89,760.00		99,960.00
DD	Interim Director Schools Standards	Families	Temporary	Rosalind Turner	Rosalind.Turner@walthamforest.gov.uk	02084963504	89,760.00		99,960.00
DD	Divisional Director Adults Social Care	Families	Temporary	Jana Burton	Jana.Burton@walthamforest.gov.uk	02084963200	89,760.00		99,960.00
DD	Chief Information Officer	Operations	Temporary	Paul Golland	paul.golland@walthamforest.gov.uk	02084963629	89,760.00		99,960.00
DD	Director of Governance & Law	Operations	Temporary	Helen Sidwell	helen.sidwell@walthamforest.gov.uk	02084964848	89,760.00		99,960.00
AD	Assistant Chief Executive	Culture and Communities	Permanent contract	Rhona Cadenhead	rhona.cadenhead@walthamforest.gov.uk	02084968096	86,700.00	8,160.00 See note 7	86,700.00
PR DIR	Assistant Director of Property (Housing)	Housing and Growth	Permanent contract	Judith Page	Judith.Page@walthamforest.gov.uk	02084964080	85,000.00		85,000.00
FI DIR	Strategic Finance Director	Finance	Permanent contract	Joanne Moore	wfdirect@walthamforest.gov.uk	02084964983	89,760.00		99,960.00
AD	Customer & Business Operations Director	Operations	Permanent contract	Sally Hodgson	sally.hodgson@walthamforest.gov.uk	02084963305	81,600.00		86,700.00
CO4	Asst Dir of Finance - Internal Control	Finance	Permanent contract	Raymond Gard	ray.gard@walthamforest.gov.uk	02084964801	79,407.00	8,880.00	79,407.00
AD	Assistant Director Investment & Delivery	Growth & Regeneration	Permanent contract	Jonathan Martin	jonathan.martin@walthamforest.gov.uk	02084966749	79,050.00		86,700.00
AD	AD Asset Management and Delivery	Housing and Growth	Permanent contract	Vacant	wfdirect@walthamforest.gov.uk	02084963000	76,500.00		86,700.00
AD	Public Health Consultant	Families	Permanent contract	Joseph McDonnell	Joe.McDonnell@walthamforest.gov.uk	02084964632	76,500.00		86,700.00
AD	Assist Director Planning Strategy & Deve	Growth & Regeneration	Permanent contract	Vacant	wfdirect@walthamforest.gov.uk	02084963000	76,500.00		86,700.00
AD	Head of Transformation & Business Change	Operations	Permanent contract	Benjamin Plant	ben.plant@walthamforest.gov.uk	02084968235	76,500.00		86,700.00
AD	Assistant Director Investment & Delivery	Growth & Regeneration	Temporary		wfdirect@walthamforest.gov.uk	02084963000	70,001 to 75,000		84,933.00
AD	Public Health Consultant Leading on	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		86,700.00
HS DIR	Assistant Director Housing Solutions	Housing and Growth	Fixed Term Contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		70,000.00
LDR	Principal Officer ESS	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		110,243.00
ADV/I	Early Help 11 - 18 Group Manager	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		71,208.00
TBC	Head of Neighbourhood Management	Neighbourhoods	Temporary		wfdirect@walthamforest.gov.uk	02084963000	TBC		TBC
PO12	Head of Culture and Heritage	Culture and Communities	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		66,915.00
PO12	Head of Highways	Neighbourhoods	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		66,915.00
PO12	Head of Service - Quality Assurance	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000*		66,915.00
PO12	Head of Safeguarding & Family Support	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000*		66,915.00
PO12	Strategic Financial Advisor	Finance	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		66,915.00

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 based on 12 month duration	Maximum potential salary for the Grade
PO12	Head Of Strategic Housing & Investment	Housing and Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		66,915.00
PO12	Head of Strategic Regeneration	Growth & Regeneration	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		66,915.00
PO12	Head of Human Resources	Operations	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		66,915.00
PO12	Head of Business Support	Operations	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000*		66,915.00
PO12	Category Manager & Head of Service	Neighbourhoods	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		66,915.00
PO11/12	Head of Placements & Resources	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000*		66,915.00
ADV/I	Group Manager SEN & Educational Support	Families	Temporary		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		69,231.00
ADV/I	Principal Advisor School Improvement & V	Families	Temporary		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		69,231.00
PO12	Head of Financial Planning	Finance	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		66,915.00
PO12	Head of Finance	Finance	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		66,915.00
PO12	Strategic Financial Advisor	Finance	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		66,915.00
PO12	Head of Parking, Transport and CCTV	Neighbourhoods	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		66,915.00
PO12	Early Help 0 - 11 Grp Mngr	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		66,915.00
PO12	Head of Service - Safeguarding Adults	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		66,915.00
PO12	Head of Assessment & Care	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		66,915.00
PO12	Head of Revenues & Benefits	Finance	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		66,915.00
PO12	Head of Schools Traded Service	Operations	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		66,915.00
PO12	Head of Legal Services	Operations	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		66,915.00
PO12	Head of IT Change	Operations	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		66,915.00
PO12	Head of IT Operations	Operations	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		66,915.00
PO12	Head of Children In Care	Families	Temporary		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		66,915.00
PO12	Head of Assessment & Care	Families	Temporary		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		66,915.00
PO12	Strategic Financial Advisor - Adults	Finance	Temporary		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		66,915.00
PO12	Head of Corporate Asset Management	Housing and Growth	Temporary		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		66,915.00
PO12	Head of Capital Programmes	Housing and Growth	Temporary		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		66,915.00
PO12	Head of Investment Bus & Emp	Growth & Regeneration	Temporary		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		66,915.00
PO12	Head of Development & Building Control	Growth & Regeneration	Temporary		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		66,915.00
PO12	Head of Residents First Customer Service	Operations	Temporary		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		66,915.00
PO12	Head of IT Architecture & Assurance	Operations	Temporary		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		66,915.00
PO12	Head of Major Contacts and Delivery	Neighbourhoods	Temporary		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		66,915.00
PO11	Head of Housing Management	Housing and Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		61,590.00
PO11	Head of Commercial Law	Operations	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		61,590.00
PO11	Group Manager - Head of Catering	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		61,590.00
PH8B	Head of Partnership & Sexual Health	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		60,899.00
ADV/HA	Collaborative Provision Manager 0.6	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		62,609.00
PO11	Head of Community Safety	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		61,590.00
PO10/11	Head of Acc & Finance (Transformation)	Finance	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		61,590.00
PO11	Head of Education Support	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		61,590.00
PO11	Chief Accountant	Finance	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		61,590.00
PO11	Head of Schools Delivery	Housing and Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		61,590.00
PO11	Head of Skills	Growth & Regeneration	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		61,590.00
PO11	Head of Family and Public Law	Operations	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		61,590.00
PO11	Head of Resident Insight and Performance	Operations	Temporary		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		61,590.00
PO10	YOS Lead Manager	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		57,363.00
PO10	Senior Finance Mgr/Head of Acc & Finance	Finance	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		57,363.00
PO10	Head of ICT & Business	Finance	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		57,363.00
PO10	Hd Primary Sch's Capital Programme Devel	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		57,363.00
PO10	Deputy Head Neighbourhood MGT & MGR NTH	Neighbourhoods	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		57,363.00
PO10	Senior Finance Mgr/Head of Acc & Finance	Finance	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		57,363.00
LDR	Inclusion Teacher	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		110,243.00
PO10	Treasury & Pensions Manager	Finance	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		57,363.00
PO10	Head of Income Services	Housing and Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		57,363.00
PO10	Head of Mechanical & Electrical	Housing and Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		57,363.00

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 based on 12 month duration	Maximum potential salary for the Grade
PO10	Highway Network Manager	Neighbourhoods	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		57,363.00
PO10	Lead Manager Early Help & Troubled Fam	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		57,363.00
PO10	Head of Provision and Independence	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		57,363.00
PO10	Deputy Head of Internal Audit	Finance	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		57,363.00
PO10	I T Security Architect	Operations	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		57,363.00
PO10	Enterprise Architecture	Operations	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		57,363.00
PO10	Head of Parks and Leisure	Neighbourhoods	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		57,363.00
PO10	Senior Finance Mgr/Head of Acc & Finance	Finance	Temporary		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		57,363.00
PO10	ICT Transformation Manager	Operations	Temporary		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		57,363.00
PO10	ICT Transformation Manager	Operations	Temporary		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		57,363.00
EIP/AB	Principal EWO / Court Officer	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		60,542.00
SEP3-6	Senior Education Psychologist	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,837.00
LDR	Hesd of Suntrap	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		110,243.00
PO9	Dpty Hd of Quality Assurance / Prnc IRO	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,406.00
PO9	Principal Social Worker	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000*		53,406.00
PO9	Regeneration Projects Lawyer	Operations	Fixed Term Contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000*		53,406.00
PO9	Head of Building Control	Growth & Regeneration	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,406.00
PO7/9	Group Accountant	Finance	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,406.00
PO7/9	Group Accountant	Finance	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,406.00
PO7/9	Programme Manager (South)	Growth & Regeneration	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000*		53,406.00
PO9	Deputy Head of Service	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,406.00
PO9	Dep Hd of Safeguarding & Family Support	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,406.00
SEP3-6	LM to Head of Inclusion	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,837.00
PO9	Foundation Learning Coordinator	Families	TUPE'd in contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,406.00
PO9	Category Manager 2	Neighbourhoods	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,406.00
LDR	Head of Waltham Forest Music Service	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		110,243.00
LDR	Head of Waltham Forest Music Service	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		110,243.00
YCSO/1	Team Manager Early Help Inclusion	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		51,245.00
SEP3-6	Senior Education Psychologist	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,837.00
ADV/GB	Early Years Improvement Consultant	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		52,042.00
PO9	Commercial Manager	Housing and Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,406.00
PO9	Design & Construction Manager	Neighbourhoods	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,406.00
PO9	Head of Admissions	Families	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,406.00
PO9	Head of Planning Policy & Strategy	Growth & Regeneration	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,406.00
PO9	Estates & Valuation Manager	Housing and Growth	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,406.00
PO9	Insight and Corporate Performance Manage	Neighbourhoods	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,406.00
PO9	Category Manager 1	Neighbourhoods	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,406.00
PO9	Performance and Information Manager (Fam	Neighbourhoods	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,406.00
PO9	Design & Delivery Manager (Mini Holland)	Neighbourhoods	Temporary		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,406.00
PO9	Deputy Head of Children in Care	Families	Temporary		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,406.00
PO9	Practice Improvement Manager	Families	Temporary		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,406.00
PO9	Deputy Head of Service	Families	Temporary		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,406.00
PO9	Sufficiency Project Manager	Families	Temporary		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,406.00
PO9	Compliance & Contracts Manager	Housing and Growth	Temporary		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,406.00
PO7/9	Group Accountant	Finance	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,406.00
PO7/9	Group Accountant	Finance	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,406.00
PO7/9	Group Accountant	Finance	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,406.00
PO9	Head of Communications & Cncllr Services	Culture and Communities	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		53,406.00

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 Chief Operating Officer and Director of Finance.

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 2015
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	Culture and Communities	Families	Finance	Growth & Regeneration	Housing and Growth	Neighbourhoods & Commissioning	Operations	Total
£195,000	1								1
£142,000			1						1
£127,500				1					1
£125,000								1	1
£109,000							1		1
£101,396							1		1
£100,980			1						1
£99,960			1	1					2
£97,410					1	1			2
£94,905			1						1
£90,902							1		1
£90,000						1			1
£89,760				3				2	5
£86,700		1							1
£85,000					1	1			2
£81,600								1	1
£79,407					1				1
£79,050						1			1
£76,500			1			1	1	1	4
70,001 to 75,000						1			1
65,001 to 70,000		1	8	1	1	2	2	2	17
60,001 to 65,000			7	5	2	3	2	7	26
50,000 to 55,000		1	21	7	3	4	8	5	49
55,001 to 60,000			6	6	1	2	1	2	18
Total	1	3	50	23	11	15	16	21	140

1 position grade TBC