



Appendix A

Dated 31.03.22

LONDON BOROUGH OF WALTHAM FOREST

PAY POLICY STATEMENT 2022/2023

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

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Alternatively, you can email:
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Your query will be forwarded onto the appropriate person / department.

APPENDICES

- Appendix 1: Non-Chief Officer Posts Grades and Spinal Point {as at 21.02.22}
- Appendix 2: London Borough of Waltham Forest Education Pay scales {Soulbury, NEOST, Lecturers: excluding schools {as at 01.09.20}}
- Appendix 3: Chief Officer Grades and Spinal Point {as at 21.02.22}
- Appendix 4: Chief Officer remunerated Posts {as at 21.02.22}
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LONDON BOROUGH OF WALTHAM FOREST

PAY POLICY STATEMENT 2022 / 2023

1.0 Introduction

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

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

2.0 Corporate factors when determining remuneration

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

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

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

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

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

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

The Council 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).

2.2 Retention Bonus schemes

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

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

2.3 Market Supplement scheme

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 People and Organisational Development and Strategic Director of Finance and Governance for final authorisation.

3.0 Non-Chief Officer arrangements

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

3.1 Recruitment

All Council roles are advertised, and applications are submitted via the Jobs Go Public system and other mechanisms. The Council has introduced an anonymised recruitment application process for all Council roles to assist with improving diversity. The Council has also introduced a [Workforce Positive Action Policy](#) necessary, the Council will consider and undertake other appropriate measures to ensure a diverse recruitment programme.

As part of the Gender Pay reporting requirement, the Council offers an 'internal first' recruitment process to all posts at the grade of SO2 and below. The aim of this initiative is to encourage, enhance and develop the progression opportunities for employees within the grades below SO2.

3.2 Pay Grading and progression

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

The Council uses Pay Scales commencing at Scale 1, Spinal Point 1, set at £20,658 per annum and terminate at Grade PO12, Spinal Point, 65, set at £74,433 per annum. Please note that the National Pay Award due to be applied with effect from April 2021 has not been implemented as national negotiations continue on this matter. Therefore, any pay increases to be applied at a later date will be made available [here](#). The values of these Spinal Points may be increased by pay awards as notified by the National Joint Council for Local Government Services.

The Council's lowest paid employees {Spinal point 1} are paid at £20,658 per annum. However, as the Council applies the London Living Wage of £11.05 per hour {£20,741.30 per annum} all employees must earn above this threshold, therefore a supplement is to be applied for eligible employees earning below this threshold. Any increase applied to the London Living Wage is implemented upon announcement. Please refer to **Appendix 1: Non-Chief Officer posts and grades and Spinal Points** for further information on the pay scales for non-Chief Officers.

The council applies the [Increment Policy](#) for employees and Pay progression for Performance.

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

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

3.3 Remuneration upon recruitment and Job Evaluation

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

3.3.1 Non- Chief Officer roles up to and including PO7:

These roles are evaluated, using the Greater London Provincial Job Evaluation Scheme, which is recognised by employers and trades unions. This scheme allows for robust measurement against set criteria resulting in a fair and objective evaluation.

3.3.2 Non- Chief Officer roles from PO8 to PO12:

These roles are evaluated under the HAY Scheme. This ensures that the relative 'weight' of these roles can be objectively measured using consistent and robust criteria.

3.3.3 Employees on the Schools Teachers Pay and Conditions of Employment:

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

3.3.4 Remuneration and Pay Progression principles linked to performance

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

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

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

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

3.3.5 Apprenticeship pay rates

Where the role is a 'pure' apprenticeship role the following rates were applied with effect from 15 November 2021:

Apprenticeship Description	Annual Salary	Weekly Pay	Hourly Pay
Specialist apprenticeship *Apprenticeship	As advised	As advised	As advised
Level 2 Apprenticeship	£20,741.30	£397.80	£11.05
Level 3 Apprenticeship	£20,741.30	£397.80	£11.05
Level 4 Apprenticeship	£20,741.30	£397.80	£11.05
Level 5 {trainee} Apprenticeship	£20,741.30	£397.80	£11.05
Level 6 {Degree}	£25,137	£482.13	£13.39

4.0 Chief Officers arrangements

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

4.1 Remuneration Strategy and Principles

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

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

4.2 Recruitment of Chief Officers

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

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

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

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

4.3 Remuneration upon recruitment and evaluation

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

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

4.4 Remuneration and Pay Progression principles linked to performance

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

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

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

Upon the end of year appraisal completion, Chief Officers at the top of their grade who have attained an appraisal marking of 1 {outstanding} will be considered, at the discretion of the Chief Executive, for an ex-gratia payment representing the financial

difference between the top of their existing Spinal Column Point and the next Spinal Column Point down {within their grade}.

4.5 Terminating the employment of Chief Officer Posts

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

4.6 Payment to Chief Officers undertaking Electoral Duties

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

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

4.7 Management Board

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

4.8 Management Structure

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

5.0 Pay Comparison information

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

However, it should be noted that the Council's current ratio in this respect is 1:7.57 the highest earner being on £212,647 per annum {Chief Executive} earns 7.6 times more than the Council's average earnings on £28,067 per annum.

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

5.1 Gender Pay Gap reporting regulations

Public sector employers are required to reveal the difference between employees' median and mean pay, as part of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Consideration will be given to ensure that the Council is compliant to these requirements and publishes the necessary data for 30 March 2022. The Council's Gender Pay Report can be found [here](#).

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

5.2 Ethnicity Pay Gap Reporting

This is not currently a statutory requirement however the Council is keen to explore the Ethnicity Pay Gap within its workforce and work with key stakeholder groups including the Racial Equality Network {REN} to improve the Ethnicity Pay gap. This information will be available [here](#).

6.0 Trade Union Facility Time

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

UNISON

27 representatives,

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

- Full time UNISON Branch Secretary

UNITE

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

GMB

1 representative

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

Shared amongst the Trade unions

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

the Council spent £63,568 per annum on Trade Union representatives. This is calculated on the basis for those representatives working 50% or more of their time on trade union duties. This equates to 0.0678% of the Council's total pay bill as at 31 December 2021.

7.0 Pension scheme, Employer contribution rates and Termination Payments

7.1 Pension scheme and employer contribution rates

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

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

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

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

It is a statutory requirement for the triennial valuation of the Employer Pension contribution rates to be set every three years. Therefore, the agreed London Borough of Waltham Forest Council {excluding LEA schools}, Employer Pension contributions are as follows:

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

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

7.2 Termination arrangements

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

- (i) In circumstances that are relevant (for example. 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

7.3 Exit payments

The Exit Cap Regulations was implemented from 4 November 2020 and then revoked on 12 February 2021. The Council is awaiting any further government guidance on this matter.

8.0 Tax implications

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

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

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

The Council has introduced robust measures to ensure compliance.

9.0 People Strategy

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

10.0 Conclusion of Pay Transparency

The Council wishes to be transparent in its application of this Pay Policy Statement. In order to do so, it will publish the position of the following as at *21 February 2022:

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

* Please note that the National Pay Award due to be applied with effect from April 2021 has not been implemented, as national negotiations continue on this matter. Therefore, any pay increases to be applied at a later date will be made available [here](#).

Non-Chief Officer Posts Grades and Spinal Point

Please note that the national Pay Award due to take effect from 1 April 2021 has not been implemented as national negotiations continue, as at 31.01.2022.

For the latest pay scales, which once fully negotiated for April 2021 will be available [here](#)

The Council uses the National Joint Council Salary Scales for Local Government:

Salary scale / Spinal Point / Salary per annum

*London Living wage applied

Scale 1	1	*£20,658
	2	£21,030
	3	£21,408
Scale 2	3	£21,408
	4	£21,795
Scale 3	5	£22,185
	6	£22,587
Scale 4	7	£22,995
	8	£23,406
	9	£23,826
	10	£24,258
	11	£24,693
Scale 5	12	£25,137
	13	£25,590
	14	£26,052
	15	£26,520

	16	£26,997
Scale 6	18	£27,978
	19	£28,482
	20	£28,992
	21	£29,517

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

Salary scale /Spinal Point / Salary per annum

SO1	23	£30,585
	24	£31,044
	25	£31,557

SO2	26	£32,418
	27	£33,324
	28	£34,209

PO1	27	£33,324
	28	£34,209
	29	£34,884
	30	£35,751

PO2	29	£34,884
	30	£35,751
	31	£36,708
	32	£37,722

PO3	32	£37,722
	33	£38,883

	34	£39,867
	35	£40,869
PO4	35	£40,869
	36	£41,850
	37	£42,855
	38	£43,860
PO5	38	£43,860
	39	£44,790
	40	£45,834
	41	£46,839
PO6	40	£45,834
	41	£46,839
	42	£47,841
	43	£48,819
PO7	43	£48,819
	44	£49,827
	45	£50,826
	46	£51,837
PO8	45	£50,826
	46	£51,837
	47	£52,866
	48	£53,928

PO9	49	£55,017
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	50	£56,100
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	51	£57,171
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	52	£58,242
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PO10	53	£59,325
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	54	£60,396
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	55	£61,470
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	56	£62,556
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PO11	57	£63,633
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	58	£64,704
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	59	£65,784
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	60	£67,167
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PO12	61	£68,568
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	62	£70,002
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	63	£71,475
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	64	£72,969
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	65	£74,433
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Appendix 2 London Borough of Waltham Forest Education Pay scales as at 01.09.20

Please note that the national Pay Award due to take effect from 1 September 2021 has not been implemented as national negotiations continue, as at 31.01.2022.

For the latest pay scales, which once fully negotiated for April 2021 will be available [here](#)

Soulbury, NEOST, Lecturers (excluding schools):

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

39	79066	80648	82866
40	80233	81838	84089
41	81406	83035	85318
42	82578	84230	86546
43	83749	85424	87773
44	84925	86624	89006
45	86099	87821	90236
46	87274	89020	91468
47	88454	90224	92705
48	89623***	91416***	93930***
49	90797***	92613***	95160***
50	91972***	93812***	96392***

Soulbury Youth & Community Service Manager

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

Soulbury Trainee Educational Psychologist

SCP	01.09.18	01.09.19	01.09.20
1	23415	23884	24541
2	25129	25632	26337
3	26841	27378	28131

4	28556	29128	29929
5	30269	30875	31724
6	31983	32623	33520

Soulbury Assistant Educational Psychologist

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

Soulbury Educational Psychologist A

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

Soulbury Senior & Principal Educational Psychologist

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

16	65186**	66490**	68318**
17	66395**	67723**	69585**
18	67602**	68954**	70850**

LECTURER SALARY SCALE- AY2018/19

With effect from the 1st September 2018

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

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

Progression will be by annual increment subject to satisfactory performance

*Progression to scale 5 is subject to the achievement of a recognised adult teaching qualification - currently

Diploma in Teaching in the Life-Long Learning Sector (DTLLS) or equivalent

Pay Spine for Leadership Group 2020/21

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

L42	115,647	9,638	42	118,828	9,902
L43	117,287	9,774	43	120,513	10,043

LEADING practitioners PAY RANGE 2020/21			Monthly	Monthly
	1.09.19	1.09.20	1.09.19	1.90.20
Minimum	44,541	45,766	3,711.75	3813.83
Maximum	66,012	67,828	5,501.00	5652.33

Pay scales for Qualified Classroom Teachers (Main Scale)

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

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

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

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

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

Scale for Unqualified Teachers – 2020/21

New grade name UQT

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

Appendix 3 Chief Officer Grades and Spinal Point

Please note that the national Pay Award due to take effect from 1 April 2021 has not been implemented as national negotiations continue. For the latest pay scales, which once fully negotiated for April 2021 will be available [here](#)

Salary Scale	Spinal Point	Salary (per annum)
Chief Executive (CE4)	4	£212,647
	3	£207,194
	2	£201,742
	1	£196,289
Executive Director (ED)	5	£154,850
	4	£152,124
	3	£149,398
	2	£146,671
	1	£143,945
Strategic Director 1	5	£160,187
	4	£156,694
	3	£154,125
	2	£151,556
	1	£148,988
Strategic Director 2	5	£147,960
	4	£145,186
	3	£142,103
	2	£139,021
	1	£135,630
Corporate Director 1	4	£125,355
	3	£123,300
	2	£121,245
	1	£119,190

Corporate Director 2	5	£118,864
	4	£116,138
	3	£113,411
	2	£110,685
	1	£110,118
Divisional Director (DD)	5	£109,006
	4	£106,225
	3	£103,444
	2	£100,663
	1	£97,883
Assistant Director (AD)	5	£94,546
	4	£91,765
	3	£88,984
	2	£86,203
	1	£83,423

Appendix 4: Statutory and Non-Statutory Chief Officer Posts (as at 31 March 2022) (Section 43 Localism Act 2011)

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

Management Board

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

Chief Officer Posts that report to a Strategic Director

Corporate Development directorate

Director of Digital and ICT
Director of Change
Director of People and OD
Director of Communications and Campaigns
Assistant Director of Strategy and Design

Economic Growth directorate

Commercial Director - Property and Delivery
Commercial Director Regeneration and Planning
Director - Inward Investment
Assistant Director Housing Investment, Regen & Comm

Families directorate

Corporate Director Children's Social Care
Director of Public Health
Director Integrated Commissioning
Corporate Director of Adult Care & Quality Standards
Divisional Director Early Help
Director of Learning and System Leadership

Finance and Governance directorate

Director of Governance and Law
Director of Return on Investment
Director of Revenues and Benefits
Assistant Director of Internal Audit and Anti- Fraud (Shared with Enfield)

Residents Service directorate

Deputy Strategic Director, Resident Services
Director of Commercial Innovation
Director of Enforcement
Director of Customer Services and Business
Director of Highways and Traffic management
Director of Neighbourhood Management and Customer Services

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 21 February 2022, please note that the national Pay Award for April 2021 has not been applied
2. Annual salary is the sum of full time annual salary for the post. The full time annual salary (1 FTE) is used for this figure not the part time salary.
3. The full annual salary may not have been paid for the full year. However, in the interest of transparency, this document shows the FTE salary for the post.
4. Non Chief Officer salaries are shown in brackets of £5,000
5. Market Supplement: * denotes that this role attracts a Market Supplement which could take the remuneration paid above the maximum salary for the grade

Grade	Position	Personnel Area	Personnel Subarea	Contract type	Salary (or if below £75,000pa the details are provided within £5k Pay Bands)	Supplement / Allowance based on 12 month duration	Maximum potential salary for the Grade
CE4	Chief Executive	Chief Executives	CE Office	Permanent contract	212,647.00		210,758.40
SD1	Strategic Director of Economic Growth	Economic Growth Group	Economic Growth	Permanent contract	160,187.00		160,187.04
SD1	Strategic Director of Resident Services	Resident Services	Resident Serv	Permanent contract	155,001 to 160,001		160,187.04
SD1	Strategic Director of Families	Families	Families	Permanent contract	155,001 to 160,001		156,693.96
SD2	Strategic Director Corporate Development	Corporate Development Group	Corp Develop	Permanent contract	145,001 to 150,001		147,960.00
SD2	Strategic Director Finance & Governance	Finance & Governance Group	Finance & Gov	Permanent contract	145,001 to 150,001		147,960.00
CD1	Commercial Director - Property & Delivery	Economic Growth Group	Prop & Ass Mgt	Permanent contract	125,001 to 130,000		125,355.00
CD1	Director of Digital & ICT	Corporate Development Group	Digital & ICT	Permanent contract	125,001 to 130,000		125,355.00
CD1	Director of Governance & Law	Finance & Governance Group	Govern & Law	Permanent contract	125,001 to 130,000		125,355.00
CD1	CD Children's Social Care	Families	Wellbeing Indep	Permanent contract	120,001 to 125,000		125,355.00
CD1	Deputy Strategic Director, Resident Serv	Resident Services	Housing	Permanent contract	120,001 to 125,000		125,355.00
CD1	Director of Change	Corporate Development Group	Strat & Change	Permanent contract	115,001 to 120,000		125,355.00
CD2	Director of Public Health	Families	Public Health	Permanent contract	115,001 to 120,000		118,863.96
CD2	Director Integrated Commissioning	Families	Integ Commissio	Permanent contract	115,001 to 120,000	6,585.00	118,863.96
CD2	CD of Adult Care & Quality Standards	Families	Adult Soc Care	Permanent contract	115,001 to 120,000		118,863.96
CD2	CD Housing Strategy & Options	Resident Services	Housing	Permanent contract	110,001 to 115,000		118,863.96
CD2	Director of Learning & System Leadership	Families	Learn Sys Lship	Permanent contract	70,001 to 75,000		118,863.96
CD	Director of Return on Investment	Finance & Governance Group	Procurement	Permanent contract	115,001 to 120,000		116,975.52
CD	Director of People and OD	Corporate Development Group	Transform & HR	Permanent contract	115,001 to 120,000		116,975.52
CD	Commercial Director Regen & Planning	Economic Growth Group	Regen & Growth	Permanent contract	110,001 to 115,000		116,975.52
DD	Director of Commercial Innovation	Resident Services	Commercial Serv	Permanent contract	105,001 to 110,000		107,079.72

Grade	Position	Personnel Area	Personnel Subarea	Contract type	Salary (or if below £75,000pa the details are provided within £5k Pay Bands)	Supplement / Allowance based on 12 month duration	Maximum potential salary for the Grade
DD	Head of Revenues & Benefits	Finance & Governance Group	Revs & Bens	Permanent contract	105,001 to 110,000		107,079.72
DD	Director of Enforcement	Resident Services	Regulatory Serv	Permanent contract	105,001 to 110,000		107,079.72
DD	Director of Customer Services & Business	Resident Services	C S & Bus Supp	Permanent contract	105,001 to 110,000		107,079.72
DD	Dir of N'hood Management & Customer Serv	Resident Services	N'Hood Mgt	Permanent contract	105,001 to 110,000		107,079.72
DD	Divisional Director Housing Operations	Resident Services	Housing	Permanent contract	105,001 to 110,000		107,079.72
DD	Divisional Director Housing Assets	Resident Services	Housing	Permanent contract	105,001 to 110,000		107,079.72
DD	Director of Communications & Campaigns	Corporate Development Group	Corp Develop	Permanent contract	105,001 to 110,000		107,079.72
DD	Director of Planning	Economic Growth Group	Regen & Growth	Agency contract	105,001 to 110,000		107,079.72
DD	Director of Procurement	Finance & Governance Group	Procurement	Permanent contract	105,001 to 110,000		107,079.72
DD	AD of Strategy and Design	Corporate Development Group	Strat & Change	Permanent contract	100,001 to 105,000		107,079.72
AD	Director of Highways & Traffic Managemen	Resident Services	Highw & Parking	Permanent contract	90,001 to 95,000	10,507.20	92,619.72
AD	AD of Culture and Heritage Services	Economic Growth Group	Regen & Growth	Permanent contract	90,001 to 95,000		92,619.72
AD	AD Integrated Commissioning	Families	Integ Commissio	Permanent contract	90,001 to 95,000		92,619.72
AD	Director - Area Regeneration Delivery	Economic Growth Group	Regen & Growth	Permanent contract	90,001 to 95,000		92,619.72
AD	AD - Youth and Family Resilience	Families	Wellbeing Indep	Permanent contract	90,001 to 95,000		92,619.72
AD	Director - Commercial Estate & Investmen	Economic Growth Group	Prop & Ass Mgt	Permanent contract	90,001 to 95,000		92,619.72
AD	Director - Major Projects	Economic Growth Group	Prop & Ass Mgt	Permanent contract	90,001 to 95,000	8,000.04	92,619.72
AD	Asst. Dir. Adult Social Care	Families	Adult Soc Care	Permanent contract	90,001 to 95,000	8,898.96	92,619.72
AD	Assistant Director of People and HR	Corporate Development Group	Employee Experi	Permanent contract	90,001 to 95,000		92,619.72
AD	AD - Corporate Finance	Finance & Governance Group	Finance	Temporary contract	90,001 to 95,000		92,619.72
AD	Assistant Director School Effectiveness	Families	Learn Sys Lship	Agency contract	90,001 to 95,000		92,619.72
AD	AD Business Intelligence	Corporate Development Group	Strat & Change	Agency contract	90,001 to 95,000		92,619.72
AD	AD - Digital Innovation and Delivery	Corporate Development Group	Digital & ICT	Agency contract	90,001 to 95,000		92,619.72
AD	AD - Digital Innovation and Delivery	Corporate Development Group	Digital & ICT	Agency contract	90,001 to 95,000		92,619.72
AD	Divisional Director Early Help	Families	Wellbeing Indep	Permanent contract	90,001 to 95,000		92,619.72
AD	A D - Internal Audit & Anti Fruad S Serv	Finance & Governance Group	Internal Audit	Permanent contract	90,001 to 95,000		92,619.72
AD	Director Inward Investment	Economic Growth Group	Regen & Growth	Permanent contract	90,001 to 95,000		92,619.72
AD	Assistant Director Operations	Families	Wellbeing Indep	Permanent contract	90,001 to 95,000		92,619.72
AD	AD Development Mgmt & Building Control	Economic Growth Group	Regen & Growth	Permanent contract	90,001 to 95,000		92,619.72
AD	Director - Cap Strategy & Portfolio Mgmt	Economic Growth Group	Prop & Ass Mgt	Permanent contract	90,001 to 95,000		92,619.72
AD	Head of Financial Sustainability	Finance & Governance Group	Procurement	Permanent contract	85,001 to 90,000		92,619.72
AD	Director of Disability Enablement Serv	Families	Learn Sys Lship	Permanent contract	85,001 to 90,000		92,619.72

Grade	Position	Personnel Area	Personnel Subarea	Contract type	Salary (or if below £75,000pa the details are provided within £5k Pay Bands)	Supplement / Allowance based on 12 month duration	Maximum potential salary for the Grade
AD	Assistant Director ICT Operations	Corporate Development Group	Digital & ICT	Permanent contract	85,001 to 90,000		92,619.72
AD	AD Employment Business Skills	Economic Growth Group	Regen & Growth	Permanent contract	85,001 to 90,000		92,619.72
AD	Head of Media	Corporate Development Group	Comms & Communi	Permanent contract	85,001 to 90,000		92,619.72
AD	AD Regulatory Services	Resident Services	Regulatory Serv	Permanent contract	85,001 to 90,000		92,619.72
AD	Assistant Dir Safeguarding & Family Supp	Families	Children & Fam	Permanent contract	85,001 to 90,000		92,619.72
AD	Assistant Director Corporate Parenting	Families	Children & Fam	Permanent contract	85,001 to 90,000		92,619.72
AD	AD Enforcement & Safety	Resident Services	Regulatory Serv	Permanent contract	85,001 to 90,000		92,619.72
AD	Public Health Consultant - CYP	Families	Public Health	Permanent contract	85,001 to 90,000		92,619.72
AD	Assistant Director - Schools	Families	Learn Sys Lship	Permanent contract	80,001 to 85,000		92,619.72
AD	Assistant Director of QA	Families	Adult Soc Care	Permanent contract	80,001 to 85,000		92,619.72
AD	AD Housing Investment, Regen & Comm	Families	Housing & Grwth	Permanent contract	80,001 to 85,000		92,619.72
AD	Assistant Director Housing Strategy	Resident Services	Housing	Permanent contract	80,001 to 85,000		92,619.72
AD	Public Health Consultant	Families	Public Health	Permanent contract	75,001 to 80,000		92,619.72
AD	Public Health Consultant - Asst Director	Families	Public Health	Permanent contract	50,001 to 55,000		92,619.72
PO12	Strategic Financial Adv Neigh & Growth	Finance & Governance Group	Fin Mgt & Acc	Permanent contract	70,001 to 75,000		74,433.00
PO12	Head of Law Commercial	Finance & Governance Group	Govern & Law	Permanent contract	70,001 to 75,000		74,433.00
PO12	Head Early Years, Childcare & Bus. Dev.	Families	Learn Sys Lship	Permanent contract	70,001 to 75,000		74,433.00
PO12	Strategic Financial Advisor	Finance & Governance Group	Fin Mgt & Acc	Permanent contract	70,001 to 75,000		74,433.00
PO12	Strategic Financial Advisor - Adults	Finance & Governance Group	Fin Mgt & Acc	Permanent contract	70,001 to 75,000		74,433.00
PO12	Head of Early Help Delivery	Families	Wellbeing Indep	Permanent contract	70,001 to 75,000		74,433.00
PO12	Head of Law Litigation & Public	Finance & Governance Group	Govern & Law	Permanent contract	70,001 to 75,000	7,620.00	74,433.00
PO12	Head of Operations Traded Services	Families	Learn Sys Lship	Permanent contract	70,001 to 75,000		74,433.00
PO12	Head of Electoral and Democratic Service	Finance & Governance Group	Govern & Law	Permanent contract	70,001 to 75,000		74,433.00
PO12	Head of Digital Services	Corporate Development Group	Digital & ICT	Permanent contract	70,001 to 75,000	7,560.00	74,433.00
PO12	Digital and ICT Portfolio Lead	Corporate Development Group	Digital & ICT	Temporary contract	70,001 to 75,000	7,560.00	74,433.00
PO12	Head of Corporate Capital Programmes	Economic Growth Group	Prop & Ass Mgt	Permanent contract	70,001 to 75,000	5,000.04	74,433.00
PO12	Head of Communications and Engagement	Corporate Development Group	Comms & Communi	Permanent contract	70,001 to 75,000		74,433.00
PO12	Head of Covid Delivery	Corporate Development Group	Strat & Change	Temporary contract	70,001 to 75,000	5,254.67	74,433.00
PO12	Head of Housing Operations People	Resident Services	Housing	Permanent contract	70,001 to 75,000		74,433.00
PO12	Head of Operations Traded Services	Families	Learn Sys Lship	Temporary contract	70,001 to 75,000		74,433.00
PO12	ISCH Programme Lead	Corporate Development Group	Transform & HR	Agency contract	70,001 to 75,000		74,433.00
PO12	Head of Housing Operations Place	Resident Services	Housing	Agency contract	70,001 to 75,000		74,433.00

Grade	Position	Personnel Area	Personnel Subarea	Contract type	Salary (or if below £75,000pa the details are provided within £5k Pay Bands)	Supplement / Allowance based on 12 month duration	Maximum potential salary for the Grade
PO12	Head of Compliance & Assurance	Resident Services	Housing	Agency contract	70,001 to 75,000		74,433.00
PO12	Head of Law Family	Finance & Governance Group	Govern & Law	Permanent contract	70,001 to 75,000		74,433.00
PO12	Head of Early Help Partnerships	Families	Wellbeing Indep	Permanent contract	70,001 to 75,000		74,433.00
PO12	Head of Skills	Economic Growth Group	Regen & Growth	Permanent contract	70,001 to 75,000		74,433.00
PO12	Head of Mechanical & Electrical	Resident Services	Housing	Permanent contract	70,001 to 75,000		74,433.00
PO12	Strategic Financial Adviser Corporate	Finance & Governance Group	Fin Mgt & Acc	Permanent contract	70,001 to 75,000		74,433.00
PO12	Head of Integrated Commissioning	Families	Integ Commissio	Permanent contract	70,001 to 75,000		74,433.00
PO12	Head of Building Works	Resident Services	Housing	Permanent contract	70,001 to 75,000		74,433.00
PO12	Head of Neighbourhood Management	Resident Services	N'Hood Mgt	Permanent contract	70,001 to 75,000		74,433.00
PO12	Head of Violence Reduction	Families	Early Help	Permanent contract	70,001 to 75,000		74,433.00
PO12	Head of Prevention & Assessment	Resident Services	Housing	Permanent contract	70,001 to 75,000		74,433.00
PO12	Project Director - The Score	Economic Growth Group	Prop & Ass Mgt	Permanent contract	70,001 to 75,000		74,433.00
PO12	Head of Housing Operations Place	Resident Services	Housing	Permanent contract	70,001 to 75,000		74,433.00
PO12	Head of Income & Lettings	Resident Services	Housing	Permanent contract	70,001 to 75,000		74,433.00
PO12	Head of Building Control	Economic Growth Group	Regen & Growth	Permanent contract	70,001 to 75,000		74,433.00
PO12	Head of commercial & Contract Management	Resident Services	Housing	Permanent contract	70,001 to 75,000		74,433.00
PO12	Head of Parking & Traffic Management	Resident Services	Highw & Parking	Permanent contract	70,001 to 75,000		74,433.00
PO12	Head of Temp Accommodations & Quality	Resident Services	Housing	Permanent contract	70,001 to 75,000		74,433.00
PO12	Head of Delivery	Corporate Development Group	Transform & HR	Permanent contract	70,001 to 75,000		74,433.00
PO12	Project Director	Economic Growth Group	Prop & Ass Mgt	Permanent contract	65,001 to 70,000		74,433.00
PO12	Head of Schools Delivery	Economic Growth Group	Prop & Ass Mgt	Permanent contract	65,001 to 70,000		74,433.00
PO12	Head of Treasury & Pensions	Finance & Governance Group	Treasury & Pens	Permanent contract	65,001 to 70,000		74,433.00
PO12	Head of Integrated Commissioning	Families	Integ Commissio	Permanent contract	65,001 to 70,000		74,433.00
PO12	Head of Strategic Comms and Campaigns	Corporate Development Group	Comms & Communi	Permanent contract	65,001 to 70,000		74,433.00
PO12	Head of Place & Design	Economic Growth Group	Regen & Growth	Permanent contract	60,001 to 65,000		74,433.00
PO12	Head of Capital Portfolio Management	Economic Growth Group	Prop & Ass Mgt	Permanent contract	55,001 to 60,000		74,433.00
PO12	Head of Change (Families Directorate)	Corporate Development Group	Strat & Change	Permanent contract	55,001 to 60,000	4,795.20	74,433.00
PO11	Head of Service	Families	Child Soc Care	Permanent contract	65,001 to 70,000		67,167.00
PO11	Head of Strategic Partnerships	Families	Wellbeing Indep	Permanent contract	65,001 to 70,000		67,167.00
PO11	Insurance and Risk Manager	Finance & Governance Group	Procurement	Permanent contract	65,001 to 70,000		67,167.00
PO11	Head of Education Business Effectiveness	Families	Learn Sys Lship	Permanent contract	65,001 to 70,000		67,167.00
PO11	Head of Supply Chain (People)	Finance & Governance Group	Procurement	Permanent contract	65,001 to 70,000		67,167.00

Grade	Position	Personnel Area	Personnel Subarea	Contract type	Salary (or if below £75,000pa the details are provided within £5k Pay Bands)	Supplement / Allowance based on 12 month duration	Maximum potential salary for the Grade
PO11	Head of Placements & Supplier Quality	Families	Integ Commissio	Permanent contract	65,001 to 70,000		67,167.00
PO11	Head of Service - Provider services	Families	Adult Soc Care	Permanent contract	65,001 to 70,000		67,167.00
PO11	Head of Service - Specialist Work Servic	Families	Adult Soc Care	Permanent contract	65,001 to 70,000		67,167.00
PO11	Hd of Safeguarding & Family Support	Families	Child Soc Care	Permanent contract	65,001 to 70,000		67,167.00
PO11	Head of Health & Safety	Corporate Development Group	Employee Experi	Permanent contract	65,001 to 70,000		67,167.00
PO11	Principal Commercial Surveyor	Economic Growth Group	Prop & Ass Mgt	Permanent contract	65,001 to 70,000		67,167.00
PO11	Strategic Asset Manager	Economic Growth Group	Prop & Ass Mgt	Permanent contract	65,001 to 70,000	6,716.04	67,167.00
PO11	HOS - Home Adaptations Service	Families	Wellbeing Indep	Permanent contract	65,001 to 70,000		67,167.00
PO11	Strategic Asset Manager	Economic Growth Group	Prop & Ass Mgt	Agency contract	65,001 to 70,000		67,167.00
PO11	Head of Area Regeneration	Economic Growth Group	Regen & Growth	Permanent contract	65,001 to 70,000		67,167.00
PO11	Head of Setting & workforce Safeguarding	Families	Adult Soc Care	Permanent contract	65,001 to 70,000		67,167.00
PO11	Head of Corporate Parenting Leave Care	Families	Child Soc Care	Permanent contract	65,001 to 70,000		67,167.00
PO11	Head of Internal Audit & Anti Fraud	Finance & Governance Group	Internal Audit	Permanent contract	65,001 to 70,000		67,167.00
PO11	Head of Service Practice Improvement	Families	Adult Soc Care	Permanent contract	65,001 to 70,000		67,167.00
PO11	Head of Category Supplier Improvement	Finance & Governance Group	Procurement	Permanent contract	60,001 to 65,000		67,167.00
PO11	Head Of Accomodation Options	Resident Services	Housing	Permanent contract	60,001 to 65,000		67,167.00
PO11	Head of Area Regeneration	Economic Growth Group	Regen & Growth	Permanent contract	60,001 to 65,000		67,167.00
PO11	Head of Category Place and Corporate	Finance & Governance Group	Procurement	Permanent contract	60,001 to 65,000		67,167.00
PO11	Head of Corporate Parenting F&A	Families	Child Soc Care	Permanent contract	60,001 to 65,000		67,167.00
PO11	Head of Communities & Participation	Corporate Development Group	Transform & HR	Temporary contract	60,001 to 65,000		67,167.00
PO11	Head of Strategy & Design	Corporate Development Group	Transform & HR	Permanent contract	60,001 to 65,000		67,167.00
PO11	HOS - Home First Service	Families	Wellbeing Indep	Permanent contract	60,001 to 65,000		67,167.00
PO10	I T Security Architect	Corporate Development Group	Digital & ICT	Permanent contract	60,001 to 65,000		62,556.00
PO10	Support Functions Unit Manager	Finance & Governance Group	Revs & Bens	Permanent contract	60,001 to 65,000		62,556.00
PO10	Network Operations and Traffic Manager	Resident Services	Highw & Parking	Permanent contract	60,001 to 65,000		62,556.00
PO10	Head of Parks and Leisure	Resident Services	N'Hood Mgt	Permanent contract	60,001 to 65,000		62,556.00
PO10	Head of Service - Benefits	Finance & Governance Group	Revs & Bens	Permanent contract	60,001 to 65,000		62,556.00
PO10	Place Services Intelligence Manager	Corporate Development Group	Strat & Change	Permanent contract	60,001 to 65,000		62,556.00
PO10	Senior Project Manager	Economic Growth Group	Prop & Ass Mgt	Permanent contract	60,001 to 65,000		62,556.00
PO10	Head of Highway Network Management	Resident Services	Highw & Parking	Permanent contract	60,001 to 65,000		62,556.00
PO10	HR Consultant	Corporate Development Group	Employee Experi	Permanent contract	60,001 to 65,000		62,556.00
PO10	Head of Housing Systems	Resident Services	Housing	Permanent contract	60,001 to 65,000		62,556.00

Grade	Position	Personnel Area	Personnel Subarea	Contract type	Salary (or if below £75,000pa the details are provided within £5k Pay Bands)	Supplement / Allowance based on 12 month duration	Maximum potential salary for the Grade
PO10	Head of Service Bus Hub and Cust Serv	Resident Services	C S & Bus Supp	Permanent contract	60,001 to 65,000		62,556.00
PO10	Head of Commercial Services Client	Resident Services	Commercial Serv	Temporary contract	60,001 to 65,000		62,556.00
PO10	Head of Commercial Operations	Resident Services	Commercial Serv	Permanent contract	60,001 to 65,000		62,556.00
PO10	Head of Service Bus Hub and Cust Serv	Resident Services	C S & Bus Supp	Permanent contract	60,001 to 65,000		62,556.00
PO10	Senior Project Manager	Economic Growth Group	Prop & Ass Mgt	Permanent contract	60,001 to 65,000		62,556.00
PO10	Head of Commercial Development	Resident Services	Commercial Serv	Temporary contract	60,001 to 65,000		62,556.00
PO10	Senior Project Manager	Economic Growth Group	Prop & Ass Mgt	Permanent contract	60,001 to 65,000		62,556.00
PO10	Head of Service Bus Hub and Cust Serv	Resident Services	C S & Bus Supp	Permanent contract	60,001 to 65,000		62,556.00
PO10	Senior Network Services Technical Lead	Corporate Development Group	Digital & ICT	Permanent contract	60,001 to 65,000		62,556.00
PO10	Head of Service Bus Hub and Cust Serv	Resident Services	C S & Bus Supp	Permanent contract	60,001 to 65,000		62,556.00
PO10	Senior Finance Mgr/Head of Acc & Finance	Finance & Governance Group	Fin Mgt & Acc	Permanent contract	60,001 to 65,000		62,556.00
PO10	Senior Project Manager	Economic Growth Group	Prop & Ass Mgt	Permanent contract	60,001 to 65,000		62,556.00
PO10	Head of Service - Revenues	Finance & Governance Group	Revs & Bens	Permanent contract	60,001 to 65,000		62,556.00
PO10	Data Protection Manager	Finance & Governance Group	Govern & Law	Permanent contract	60,001 to 65,000		62,556.00
PO10	Senior Delivery Manager (Families)	Corporate Development Group	Strat & Change	Temporary contract	60,001 to 65,000		62,556.00
PO10	Head of Service Bus Hub and Cust Serv	Resident Services	C S & Bus Supp	Permanent contract	60,001 to 65,000	6,120.96	62,556.00
PO10	Senior Project Manager	Economic Growth Group	Prop & Ass Mgt	Permanent contract	60,001 to 65,000		62,556.00
PO10	Senior Project Manager	Economic Growth Group	Prop & Ass Mgt	Permanent contract	60,001 to 65,000		62,556.00
PO10	Solutions Architect	Corporate Development Group	Digital & ICT	Agency contract	60,001 to 65,000		62,556.00
PO10	Senior Project Manager	Economic Growth Group	Prop & Ass Mgt	Agency contract	60,001 to 65,000		62,556.00
PO10	Senior Project Manager	Economic Growth Group	Prop & Ass Mgt	Agency contract	60,001 to 65,000		62,556.00
PO10	Senior Project Manager	Economic Growth Group	Prop & Ass Mgt	Agency contract	60,001 to 65,000		62,556.00
PO10	Senior Delivery Manager (Families)	Corporate Development Group	Strat & Change	Agency contract	60,001 to 65,000		62,556.00
PO10	Programme Lead	Corporate Development Group	Strat & Change	Temporary contract	60,001 to 65,000		62,556.00
PO10	Sustainable Development Manager	Economic Growth Group	Regen & Growth	Permanent contract	60,001 to 65,000		62,556.00
PO10	Programme Manager (South)	Economic Growth Group	Regen & Growth	Permanent contract	60,001 to 65,000		62,556.00
PO10	Head of Business & Sector Growth	Economic Growth Group	Regen & Growth	Permanent contract	60,001 to 65,000		62,556.00
PO10	Head of Service Bus Hub and Cust Serv	Resident Services	C S & Bus Supp	Permanent contract	60,001 to 65,000		62,556.00
PO10	Senior Project Manager	Economic Growth Group	Prop & Ass Mgt	Permanent contract	60,001 to 65,000		62,556.00
PO10	Senior project Manager	Economic Growth Group	Prop & Ass Mgt	Permanent contract	60,001 to 65,000		62,556.00
PO10	Head of Employment and Opportunities	Economic Growth Group	Regen & Growth	Permanent contract	60,001 to 65,000		62,556.00
PO10	Head of Housing Engagement & Insight	Resident Services	Housing	Permanent contract	60,001 to 65,000		62,556.00

Grade	Position	Personnel Area	Personnel Subarea	Contract type	Salary (or if below £75,000pa the details are provided within £5k Pay Bands)	Supplement / Allowance based on 12 month duration	Maximum potential salary for the Grade
PO10	Senior Project Manager	Economic Growth Group	Prop & Ass Mgt	Temporary contract	60,001 to 65,000		62,556.00
PO10	Senior Programme Manager	Corporate Development Group	Digital & ICT	Permanent contract	60,001 to 65,000		62,556.00
PO10	Infrastructure & Network Services Mngr	Corporate Development Group	Digital & ICT	Permanent contract	60,001 to 65,000		62,556.00
PO10	Social Value Lead	Finance & Governance Group	Finance	Permanent contract	60,001 to 65,000		62,556.00
PO10	Senior Project Manager	Economic Growth Group	Prop & Ass Mgt	Permanent contract	60,001 to 65,000		62,556.00
PO10	Service Manager	Resident Services	Regulatory Serv	Permanent contract	55,001 to 60,000		62,556.00
PO10	Schools Asset Team Leader	Economic Growth Group	Prop & Ass Mgt	Permanent contract	55,001 to 60,000		62,556.00
PO10	Head of Performance & Operations	Economic Growth Group	Regen & Growth	Permanent contract	55,001 to 60,000		62,556.00
PO10	Environmental Services Ma	Resident Services	Commercial Serv	Permanent contract	55,001 to 60,000		62,556.00
PO10	Head of Quality	Economic Growth Group	Regen & Growth	Permanent contract	55,001 to 60,000		62,556.00
PO10	Team Manager - MASH	Families	Child Soc Care	Permanent contract	55,001 to 60,000		62,556.00
PO10	Senior Finance Mgr/Head of Acc & Finance	Finance & Governance Group	Fin Mgt & Acc	Permanent contract	55,001 to 60,000		62,556.00
PO10	Strategy & Policy Manager	Corporate Development Group	Strat & Change	Permanent contract	55,001 to 60,000		62,556.00
PO10	Development Manager	Corporate Development Group	Digital & ICT	Permanent contract	55,001 to 60,000		62,556.00
PO10	Senior Project Manager	Economic Growth Group	Prop & Ass Mgt	Permanent contract	55,001 to 60,000		62,556.00
PO10	Head of PMO	Corporate Development Group	Strat & Change	Permanent contract	55,001 to 60,000		62,556.00
PO10	Senior Infrastructure Services Technical	Corporate Development Group	Digital & ICT	Permanent contract	55,001 to 60,000		62,556.00
PO10	Partnership Manager (NPSL)	Economic Growth Group	Prop & Ass Mgt	Permanent contract	55,001 to 60,000		62,556.00
PO9	Building Safety Manager	Resident Services	Housing	Permanent contract	55,001 to 60,000	4,317.96	62,556.00
PO9	Planning Manager (North Area)	Economic Growth Group	Regen & Growth	Permanent contract	55,001 to 60,000		58,242.00
PO9	Head of Planning Policy & Strategy	Economic Growth Group	Regen & Growth	Permanent contract	55,001 to 60,000		58,242.00
PO9	Group Accountant CYP	Finance & Governance Group	Fin Mgt & Acc	Permanent contract	55,001 to 60,000		58,242.00
PO9	Group Accountant Regeneration & Growth	Finance & Governance Group	Fin Mgt & Acc	Permanent contract	55,001 to 60,000		58,242.00
PO9	Group Accountant Adults	Finance & Governance Group	Fin Mgt & Acc	Permanent contract	55,001 to 60,000		58,242.00
PO9	Head of Family Functional Therapy	Families	Wellbeing Indep	Permanent contract	55,001 to 60,000		58,242.00
PO9	Head of Admissions	Families	Learn Sys Lship	Permanent contract	55,001 to 60,000		58,242.00
PO9	Planning Manager (South Area)	Economic Growth Group	Regen & Growth	Permanent contract	55,001 to 60,000		58,242.00
PO9	Head of Parks & Open Spaces	Resident Services	N'Hood Mgt	Permanent contract	55,001 to 60,000		58,242.00
PO9	Group Accountant Housing	Finance & Governance Group	Fin Mgt & Acc	Permanent contract	55,001 to 60,000	2,004.00	58,242.00
PO9	Infrastructure Planning Manager	Economic Growth Group	Regen & Growth	Permanent contract	55,001 to 60,000		58,242.00
PO9	Head of Creative Engagement	Corporate Development Group	Corp Develop	Permanent contract	55,001 to 60,000		58,242.00
PO9	Programme Manager	Economic Growth Group	Housing Deliver	Agency Employee	55,001 to 60,000		58,242.00

Grade	Position	Personnel Area	Personnel Subarea	Contract type	Salary (or if below £75,000pa the details are provided within £5k Pay Bands)	Supplement / Allowance based on 12 month duration	Maximum potential salary for the Grade
PO9	Group Accountant Neighbourhoods	Finance & Governance Group	Finance & Gov	Agency contract	55,001 to 60,000		58,242.00
PO9	Group Accountant Corporate	Finance & Governance Group	Fin Mgt & Acc	Agency Employee	55,001 to 60,000		58,242.00
PO9	Independent Living Manager	Resident Services	Housing	Permanent contract	55,001 to 60,000		58,242.00
PO9	Planning Manager (Majors)	Economic Growth Group	Regen & Growth	Permanent contract	55,001 to 60,000		58,242.00
PO9	IRO Team Manager	Families	Adult Soc Care	Permanent contract	55,001 to 60,000		58,242.00
PO9	Service Manager A Q & Environment	Resident Services	Regulatory Serv	Permanent contract	55,001 to 60,000		58,242.00
PO9	CCTV Operations Manager	Resident Services	Commercial Serv	Permanent contract	55,001 to 60,000		58,242.00
PO9	Category Manager	Finance & Governance Group	Procurement	Permanent contract	55,001 to 60,000		58,242.00
PO9	CPC Team Manager	Families	Adult Soc Care	Permanent contract	55,001 to 60,000		58,242.00
PO9	Manager	Families	Adult Soc Care	Permanent contract	55,001 to 60,000		58,242.00
PO9	Category Manager	Finance & Governance Group	Procurement	Permanent contract	55,001 to 60,000		58,242.00
PO9	Operational & Practice Support Manager	Families	Adult Soc Care	Permanent contract	55,001 to 60,000		58,242.00
PO9	Clinical and Systemic Practice Lead Man	Corporate Development Group	Corp Develop	Temporary contract	55,001 to 60,000		58,242.00
PO9	Category Manager	Finance & Governance Group	Procurement	Permanent contract	55,001 to 60,000		58,242.00
PO9	Masterplan Project Manager	Economic Growth Group	Housing & Devel	Temporary contract	55,001 to 60,000		58,242.00
PO9	Group Accountant Neighbourhoods	Finance & Governance Group	Finance & Gov	Permanent contract	55,001 to 60,000		58,242.00
PO9	Head of Operations	Resident Services	N'Hood Mgt	Permanent contract	55,001 to 60,000		58,242.00
PO9	Category Manager	Finance & Governance Group	Procurement	Permanent contract	55,001 to 60,000		58,242.00
PO9	Corporate Anti-Fraud Manager	Finance & Governance Group	Internal Audit	Permanent contract	55,001 to 60,000		58,242.00
PO8/10	Head of Housing Strategy & Partnerships	Resident Services	Housing	Permanent contract	55,001 to 60,000		62,556.00
PO8	Area Estates Manager	Economic Growth Group	Prop & Ass Mgt	Permanent contract	50,001 to 55,000		53,928.00
PO8	Street Lighting&Responsive Maint Manager	Resident Services	Highw & Parking	Permanent contract	50,001 to 55,000		53,928.00
PO8	Team Manager	Families	Child Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO8	Catering Operations Manager	Families	Learn Sys Lship	Permanent contract	50,001 to 55,000		53,928.00
PO8	Edge Of Care Operational Manager	Families	Early Help	Temporary contract	50,001 to 55,000		53,928.00
PO8	Building Regulations Manager	Economic Growth Group	Regen & Growth	Permanent contract	50,001 to 55,000		53,928.00
PO8	Team Manager	Families	Child Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO8	Practice Improvement and Audit Manager	Families	Adult Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO8	Programme Manager	Corporate Development Group	Strat & Change	Permanent contract	50,001 to 55,000		53,928.00
PO8	Area Manager 0-18	Families	Wellbeing Indep	Permanent contract	50,001 to 55,000		53,928.00
PO8	Adoption and Fostering Agency Advisor	Families	Child Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO8	Principal Project MGR Sch's Development	Economic Growth Group	Prop & Ass Mgt	Permanent contract	50,001 to 55,000		53,928.00

Grade	Position	Personnel Area	Personnel Subarea	Contract type	Salary (or if below £75,000pa the details are provided within £5k Pay Bands)	Supplement / Allowance based on 12 month duration	Maximum potential salary for the Grade
PO8	Area Manager 0-18	Families	Wellbeing Indep	Permanent contract	50,001 to 55,000		53,928.00
PO8	Senior Lawyer (Family)	Finance & Governance Group	Govern & Law	Permanent contract	50,001 to 55,000		53,928.00
PO8	Senior Lawyer (Family)	Finance & Governance Group	Govern & Law	Permanent contract	50,001 to 55,000	4,999.92	53,928.00
PO8	Senior Lawyer (Property & Planning)	Finance & Governance Group	Govern & Law	Permanent contract	50,001 to 55,000		53,928.00
PO8	Senior Public Health Strategist	Families	Public Health	Permanent contract	50,001 to 55,000		53,928.00
PO8	Deputy Head of Area Regeneration	Economic Growth Group	Regen & Growth	Temporary contract	50,001 to 55,000		53,928.00
PO8	Corporate Development Support Manager	Corporate Development Group	Digital & ICT	Permanent contract	50,001 to 55,000		53,928.00
PO8	Place Manager	Resident Services	Housing	Permanent contract	50,001 to 55,000		53,928.00
PO8	Tenancy Manager	Resident Services	Housing	Permanent contract	50,001 to 55,000		53,928.00
PO8	Area Man Chingford Children & Family Cen	Families	Wellbeing Indep	Permanent contract	50,001 to 55,000		53,928.00
PO8	Quantity Surveyor Building Services	Resident Services	Housing	Permanent contract	50,001 to 55,000		53,928.00
PO8	Team Manager	Families	Child Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO8	Quantity Surveyor M&E	Resident Services	Housing	Permanent contract	50,001 to 55,000		53,928.00
PO8	Financial Compliance&Direct Payments Mgr	Families	Adult Soc Care	Temporary contract	50,001 to 55,000		53,928.00
PO8	Area Manager 0-18	Families	Wellbeing Indep	Permanent contract	50,001 to 55,000		53,928.00
PO8	Provision & Partnerships Team Leader	Families	Learn Sys Lship	Permanent contract	50,001 to 55,000		53,928.00
PO8	Team Manager	Families	Child Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO8	Team Manager	Families	Child Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO8	Team Manager	Families	Child Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO8	Senior Lawyer (Family)	Finance & Governance Group	Govern & Law	Permanent contract	50,001 to 55,000	4,999.92	53,928.00
PO8	Senior Lawyer Advisory	Finance & Governance Group	Govern & Law	Permanent contract	50,001 to 55,000		53,928.00
PO8	Early Years Finance and Business Manager	Families	Learn Sys Lship	Permanent contract	50,001 to 55,000		53,928.00
PO8	Team Manager	Families	Child Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO8	Team Manager	Families	Adult Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO8	Mental Health Social Work Lead	Families	Adult Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO8	Manager	Families	Child Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO8	Team Manager	Families	Child Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO8	Senior Lawyer (Litigation)	Finance & Governance Group	Govern & Law	Permanent contract	50,001 to 55,000		53,928.00
PO8	Team Manager	Families	Adult Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO8	Area Estates Manager	Economic Growth Group	Prop & Ass Mgt	Permanent contract	50,001 to 55,000		53,928.00
PO8	Team Manager	Families	Child Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO8	Team Manager	Families	Children & Fam	Permanent contract	50,001 to 55,000		53,928.00

Grade	Position	Personnel Area	Personnel Subarea	Contract type	Salary (or if below £75,000pa the details are provided within £5k Pay Bands)	Supplement / Allowance based on 12 month duration	Maximum potential salary for the Grade
PO8	Team Manager	Families	Child Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO8	Project Manager	Resident Services	Highw & Parking	Agency contract	50,001 to 55,000		53,928.00
PO8	Team Manager	Families	Child Soc Care	Agency contract	50,001 to 55,000		53,928.00
PO8	Team Manager	Families	Child Soc Care	Agency contract	50,001 to 55,000		53,928.00
PO8	Team Manager	Families	Wellbeing Indep	Agency contract	50,001 to 55,000		53,928.00
PO8	Senior Lawyer (Contracts)	Finance & Governance Group	Govern & Law	Agency contract	50,001 to 55,000		53,928.00
PO8	TH IT & Connectivity Project Manager	Corporate Development Group	Transform & HR	Agency contract	50,001 to 55,000		53,928.00
PO8	Future of Culture& Wetlands Project Lead	Corporate Development Group	Digital & ICT	Agency contract	50,001 to 55,000		53,928.00
PO8	Senior Lawyer (Family)	Finance & Governance Group	Govern & Law	Agency contract	50,001 to 55,000		53,928.00
PO8	Senior Lawyer (Family)	Finance & Governance Group	Govern & Law	Agency contract	50,001 to 55,000		53,928.00
PO8	Integrated Commissioning Manager	Families	Adult Soc Care	Agency contract	50,001 to 55,000		53,928.00
PO8	Integrated Commissioning Manager	Families	Adult Soc Care	Agency contract	50,001 to 55,000		53,928.00
PO8	Senior Lawyer (Family)	Finance & Governance Group	Govern & Law	Agency contract	50,001 to 55,000		53,928.00
PO8	Mental Health Social Work Lead	Families	Adult Soc Care	Temporary contract	50,001 to 55,000		53,928.00
PO8	Senior Public Health Strategist	Families	Public Health	Agency contract	50,001 to 55,000		53,928.00
PO8	Team Manager	Families	Child Soc Care	Agency contract	50,001 to 55,000		53,928.00
PO8	Water Refund Project Team Manager	Resident Services	Housing	Agency contract	50,001 to 55,000		53,928.00
PO8	Strategic communications & Campaign Man	Corporate Development Group	Comms & Communi	Agency contract	50,001 to 55,000		53,928.00
PO8	Community Assets Programme Manager	Families	Children & Fam	Agency contract	50,001 to 55,000		53,928.00
PO8	Team Manager	Families	Child Soc Care	Agency contract	50,001 to 55,000		53,928.00
PO8	Senior Lawyer (Family)	Finance & Governance Group	Govern & Law	Agency contract	50,001 to 55,000		53,928.00
PO8	Senior Lawyer (Family)	Finance & Governance Group	Govern & Law	Agency contract	50,001 to 55,000		53,928.00
PO8	TH IT & Connectivity Project Manager	Corporate Development Group	Transform & HR	Agency contract	50,001 to 55,000		53,928.00
PO8	Treasury Manager-Governance & Compliance	Finance & Governance Group	Treasury & Pens	Agency Employee	50,001 to 55,000		53,928.00
PO8	Principal Accountant	Finance & Governance Group	Treasury & Pens	Agency contract	50,001 to 55,000		53,928.00
PO8	Team Manager	Families	Adult Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO8	Team Manager	Families	Wellbeing Indep	Permanent contract	50,001 to 55,000		53,928.00
PO8	Governor Services Manager	Families	Learn Sys Lship	Permanent contract	50,001 to 55,000		53,928.00
PO8	Integrated Commissioning Manager	Families	Integ Commissio	Permanent contract	50,001 to 55,000		53,928.00
PO8	Team Manager LD	Families	Adult Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO8	Team Manager	Families	Child Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO8	Prevent Team Manager	Families	Wellbeing Indep	Temporary contract	50,001 to 55,000		53,928.00

Grade	Position	Personnel Area	Personnel Subarea	Contract type	Salary (or if below £75,000pa the details are provided within £5k Pay Bands)	Supplement / Allowance based on 12 month duration	Maximum potential salary for the Grade
PO8	Strategic Design Manager	Corporate Development Group	Transform & HR	Permanent contract	50,001 to 55,000		53,928.00
PO8	Senior Public Health Strategist	Families	Public Health	Permanent contract	50,001 to 55,000		53,928.00
PO8	Integrated Commissioning Manager	Families	Integ Commissio	Permanent contract	50,001 to 55,000		53,928.00
PO8	Traffic Regulations Manager	Resident Services	Highw & Parking	Permanent contract	50,001 to 55,000		53,928.00
PO8	Deputy Head of Area Regeneration	Economic Growth Group	Regen & Growth	Temporary contract	50,001 to 55,000		53,928.00
PO8	Deputy Head of Area Regeneration	Economic Growth Group	Regen & Growth	Fixed Term Contract	50,001 to 55,000		53,928.00
PO8	Team Manager	Families	Child Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO8	Integrated Commissioning Manager	Families	Integ Commissio	Permanent contract	50,001 to 55,000		53,928.00
PO8	Team Manager	Families	Wellbeing Indep	Permanent contract	50,001 to 55,000		53,928.00
PO8	Supplier Relationship Manager	Corporate Development Group	Digital & ICT	Permanent contract	50,001 to 55,000		53,928.00
PO8	Team Manager	Families	Child Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO8	Adoption and Fostering Agency Advisor	Families	Child Soc Care	Temporary contract	50,001 to 55,000		53,928.00
PO8	Team Manager	Families	Wellbeing Indep	Permanent contract	50,001 to 55,000		53,928.00
PO8	Out of Mainstream Operational Manager	Families	Wellbeing Indep	Permanent contract	50,001 to 55,000		53,928.00
PO8	Team Manager	Families	Child Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO8	Integrated Commissioning Manager	Families	Integ Commissio	Permanent contract	50,001 to 55,000		53,928.00
PO8	Senior Enforcement Contract Manager	Resident Services	Highw & Parking	Permanent contract	50,001 to 55,000		53,928.00
PO8	QA & Partnerships Manager	Families	Wellbeing Indep	Permanent contract	50,001 to 55,000		53,928.00
PO8	Integrated Commissioning Manager	Families	Adult Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO8	Y&FR Out of court & Risk Operational Mngr	Families	Wellbeing Indep	Permanent contract	50,001 to 55,000		53,928.00
PO8	Mosaic Product Owner	Families	Adult Soc Care	Temporary contract	50,001 to 55,000		53,928.00
PO8	Team Manager	Families	Child Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO8	Participation & Communities Programme Co	Families	Children & Fam	Temporary contract	50,001 to 55,000		53,928.00
PO8	Pensions Manager-Governance & Compliance	Finance & Governance Group	Treasury & Pens	Permanent contract	50,001 to 55,000		53,928.00
PO8	Covid Operational Coordination Lead	Corporate Development Group	Corp Develop	Temporary contract	50,001 to 55,000		53,928.00
PO8	Highway Infrastructure Manager	Resident Services	Highw & Parking	Permanent contract	50,001 to 55,000		53,928.00
PO8	Team Manager	Families	Child Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO8	Area Estates Manager	Economic Growth Group	Prop & Ass Mgt	Permanent contract	50,001 to 55,000		53,928.00
PO8	Placements & Supplier Quality Manager	Families	Integ Commissio	Permanent contract	50,001 to 55,000		53,928.00
PO8	Covid Delivery Team - Operational Lead	Corporate Development Group	Corp Develop	Permanent contract	50,001 to 55,000		53,928.00
PO8	Programme Manager	Corporate Development Group	Strat & Change	Permanent contract	50,001 to 55,000		53,928.00
PO8	Rents Manager	Resident Services	Housing	Permanent contract	50,001 to 55,000		53,928.00

Grade	Position	Personnel Area	Personnel Subarea	Contract type	Salary (or if below £75,000pa the details are provided within £5k Pay Bands)	Supplement / Allowance based on 12 month duration	Maximum potential salary for the Grade
PO8	Senior Public Health Strategist	Families	Public Health	Permanent contract	50,001 to 55,000		53,928.00
PO8	Home Ownership Manager	Resident Services	Housing	Permanent contract	50,001 to 55,000		53,928.00
PO8	Deputy Head of Area Regeneration	Economic Growth Group	Regen & Growth	Temporary contract	50,001 to 55,000		53,928.00
PO8	Statutory YOS Operational Manager	Families	Wellbeing Indep	Temporary contract	50,001 to 55,000		53,928.00
PO8	Team Manager	Families	Adult Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO8	Team Manager	Families	Children & Fam	Permanent contract	50,001 to 55,000		50,826.00
PO8/10	Head of Housing Investment & Partnerships	Resident Services	Housing	Permanent contract	50,001 to 55,000		62,556.00
PO7/9	Pupil Place Commissioner / Head of Comm	Families	Learn Sys Lship	Permanent contract	50,001 to 55,000		58,242.00
PO7/8	Independant Reviewing Officer	Families	Adult Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO7/8	Independant Reviewing Officer	Families	Adult Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO7/8	LADO & Safeguarding in Education Manager	Families	Adult Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO7/8	Child Protection Co-ordinator	Families	Adult Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO7/8	Independant Reviewing Officer	Families	Adult Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO7/8	Child Protection Co-ordiinator	Families	Children & Fam	Agency contract	50,001 to 55,000		53,928.00
PO7/8	Independant Reviewing Officer	Families	Adult Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO7/8	Independant Reviewing Officer	Families	Adult Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO7/8	Child Protection Co-ordinator	Families	Adult Soc Care	Permanent contract	50,001 to 55,000		53,928.00
PO7/8	Independant Reviewing Officer	Families	Adult Soc Care	Permanent contract	50,001 to 55,000		53,928.00

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

ONS GSS code; E09000031

Body name; London Borough of Waltham Forest

Notes:

1. Officer pay details as at 21 February 2022, the national Pay award for April 2021 has not been applied
2. Annual salary is the sum of full time annual salary for the post. The full time annual salary (1 FTE) is used for this figure not the part time salary.
3. The full annual salary may not have been paid for the full year. However, in the interest of transparency, this document shows the FTE salary for the post.
4. Non Chief Officer salaries are shown in brackets of £5,000

Annual Salary (or bands if below £75,000)	Chief Executives	Corporate Development Group	Economic Growth Group	Families	Finance & Governance Group	Resident Services	Total
£212,647.00	1						1
£160,187.00			1				1
155,001 to 160,001					1	1	2
145,001 to 150,001		1			1		2
125,001 to 130,000		1	1		1		3
120,001 to 125,000					1	1	2
115,001 to 120,000		2			3	1	6
110,001 to 115,000				1			1
105,001 to 110,000		1	1		2	6	10
100,001 to 105,000		1					1
90,001 to 95,000		4	8		6	2	1
85,001 to 90,000		2	1		4	1	2
80,001 to 85,000					3		1
75,001 to 80,000					1		1
70,001 to 75,000		6	4		8	8	12
65,001 to 70,000		2	6		12	4	24
60,001 to 65,000		12	19		2	8	15
55,001 to 60,000		7	13		7	13	9
50,001 to 55,000		11	9		79	15	13
Total	1	50	64		127	56	62