



Dated 31.03.23

LONDON BOROUGH OF WALTHAM FOREST

PAY POLICY STATEMENT 2023/2024

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 21.02.23}
- Appendix 2: London Borough of Waltham Forest Education Pay scales {Soulbury, NEOST, Lecturers: excluding schools {as at 01.09.22}}
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LONDON BOROUGH OF WALTHAM FOREST

PAY POLICY STATEMENT 2023 / 2024

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.

The Council have not made any substantive policy or financial changes to our pay policy.

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

2.0 Corporate factors when determining remuneration

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

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

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

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

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

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

The Council's increment increase process is considered and as approved applied with effect from April. The increment increase for employees for April 2023 will be applied.

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.

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 Corporate Director of People, OD & Business Support 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](#). As 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. This 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 £23,457 per annum and terminate at Grade PO12, Spinal Point, 65, set at £77,967 per annum. The values of these Spinal Points may be increased by pay awards as notified by the National Joint Council for Local Government Services.

The Council's lowest paid employees {Spinal point 1} are paid at £23,457 per annum. However, as the Council applies the London Living Wage of £11.95 per hour {£22,432 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 October 2022:

Apprenticeship Description	Annual Salary	Weekly Pay	Hourly Pay
Specialist apprenticeship	As advised	As advised	As advised
Level 2 Apprenticeship	£22,430.63	£430.2	£11.95
Level 3 Apprenticeship	£22,430.63	£430.2	£11.95
Level 4 Apprenticeship	£22,430.63	£430.2	£11.95
Level 5 {trainee} Apprenticeship	£22,430.63	£430.2	£11.95
Level 6 {Degree}	£27,807	£533.31	£14.81

This confirms that Level 6 apprentices' pay is aligned with SCP12 (bottom of Scale 5). This will be £27,807 after the 2022 pay award.

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 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) 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 £150,000 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 1:7.58 the highest earner being on £217,762.00 per annum {Chief Executive} earns 7.6 times more than the Council's average earnings on £28,742.00 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

22 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 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 2022.

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 progress implementing 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

Appendix 1

Non Chief Officer Posts Grades and Spinal Point {as at 1st March 2022}

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

Salary scale / Spinal Point / Salary per annum

Scale 1	1	£23,457
	2	£23,628
	3	£24,012
Scale 2	3	£24,012
	4	£24,408
Scale 3	5	£24,804
	6	£25,212
Scale 4	7	£25,629
	8	£26,046
	9	£26,472
	10	£26,913
Scale 5	11	£27,357
	12	£27,807
	13	£28,269
	14	£28,737
	15	£29,214
	16	£29,700
Scale 6	18	£30,699
	19	£31,212
	20	£31,731
	21	£32,265

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

Salary scale /Spinal Point / Salary per annum

SO1	23	£33,351
	24	£33,819
	25	£34,341
SO2	26	£35,217
	27	£36,138
	28	£34,809
PO1	27	£33,909
	28	£37,038
	29	£37,725
	30	£38,607
PO2	29	£37,725
	30	£38,607
	31	£39,582
PO3	32	£40,614
	32	£40,614
	33	£41,793
	34	£42,795

	35	£43,815
PO4	35	£43,815
	36	£44,814
	37	£45,834
	38	£46,857
PO5	38	£46,857
	39	£47,805
	40	£48,867
	41	£49,890
PO6	40	£48,867
	41	£49,890
	42	£50,910
	43	£51,903
PO7	43	£51,903
	44	£52,929
	45	£53,946
	46	£54,975
PO8	45	£53,946
	46	£54,975
	47	£56,022
	48	£57,102
PO9	49	£58,209
	50	£59,313
	51	£60,402
	52	£61,491
PO10	53	£62,595
	54	£63,684
	55	£64,776
	56	£65,880
PO11	57	£66,978
	58	£68,067
	59	£69,165
	60	£70,572
PO12	61	£71,997
	62	£73,458
	63	£74,955
	64	£76,476
	65	£77,967

Appendix 2 London Borough of Waltham Forest Education Pay scales as at 01.09.21

Soulbury, NEOST, Lecturers (excluding schools):

SCP	01.09.19	01.09.20	01.09.21
1	35444	36419	37056
2	36713	37723	38383
3	37912	38955	39637
4	39127	40203	40907
5	40334	41443	42168
6	41542	42684	43431
7	42811	43988	44758
8	44032*	45243*	46035*
9	45455	46705	47522
10	46724	48009	48849
11	47976	49295	50158
12	49188	50541	51425
13	50561**	51951**	52860**
14	51785	53209	54140
15	53137	54598	55553
16	54359	55854	56831
17	55585	57114	58113
18	56788	58350	59371
19	58029	59625	60668
20	58670***	60283***	61338***
21	59902	61549	62626
22	60976	62653	63749
23	62158	63867	64985
24	63218	64956	66093
25	64351	66121	67278
26	65457	67257	68434
27	66588	68419	69616
28	67734	69597	70815
29	68883	70777	72016
30	70030	71956	73215
31	71167	73124	74404
32	72322	74311	75611
33	73477	75498	76819
34	74661	76714	78056
35	75841	77927	79291
36	77055	79174	80560
37	78250	80402	81809
38	79457	81642	83071
39	80648	82866	84316
40	81838	84089	85561
41	83035	85318	86811
42	84230	86546	88061
43	85424	87773	89309

44	86624	89006	90564
45	87821	90236	91815
46	89020	91468	93069
47	90224	92705	94327
48	91416***	93930***	95574*****
49	92613***	95160***	96825*****
50	93812***	96392***	98079*****

Soulbury Youth & Community Service Manager

SCP	01.09.19	01.09.20	01.09.21
1	36761	37772	38433
2	37964	39008	39691
3	39166	40243	40947
4	40394*	41505*	42231*
5	41641	42786	43535
6	42857	44036	44807
7	44101**	45314**	46107**
8	45515	46767	47585
9	46295	47568	48400
10	47500	48806	49660
11	48697	50036	50912
12	49897	51269	52166
13	51088	52493	53412
14	52291	53729	54669
15	53495	54966	55928
16	54703	56207	57191
17	55917	57455	58460
18	57124	58695	59722
19	58323	59927	60976
20	59548***	61186***	62257***
21	60797***	62469***	63562***
22	62075***	63782***	64898***
23	63377***	65120***	66260***
24	64707***	66486***	67650***

Soulbury Trainee Educational Psychologist

SCP	01.09.19	01.09.20	01.09.21
1	23884	24541	24970
2	25632	26337	26798
3	27378	28131	28623
4	29128	29929	30453
5	30875	31724	32279
6	32623	33520	34107

Soulbury Assistant Educational Psychologist

SCP	01.09.19	01.09.20	01.09.21
1	29359	30166	30694
2	30559	31399	31948
3	31757	32630	33201
4	32950	33856	34448

Soulbury Educational Psychologist A

SCP	01.09.19	01.09.20	01.09.21
1	37175	38197	38865
2	39062	40136	40838
3	40949	42075	42811
4	42834	44012	44782
5	44721	45951	46755
6	46607	47889	48727
7	48383	49714	50584
8	50159	51538	52440
9	51822*	53247*	54179*
10	53488*	54959*	55921*
11	55040*	56554*	57544*

Soulbury Senior & Principal Educational Psychologist

SCP	01.09.19	01.09.20	01.09.21
1	46607	47889	48727
2	48383	49714	50584
3	50159*	51538*	52440*
4	51822	53247	54179
5	53488	54959	55921
6	55040	56554	57544
7	55678	57209	58210
8	56869	58433	59456
9	58050	59646	60690
10	59251	60880	61945
11	60428	62090	63177
12	61628	63323	64431
13	62849	64577	65707
14	64029**	65790**	66941**
15	65266**	67061**	68235**
16	66490**	68318**	69514**
17	67723**	69585**	70803**
18	68954**	70850**	72090**

LECTURER SALARY SCALE- AY2018/19
With effect from the 1st of 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 2022/23

	Annual Salary	Monthly Salary	SCP	Annual Salary	Monthly Salary
SCP	01.09.22	01.09.22		01.09.23	01.09.23
L1	45,542	3,795	1	47,820	3,985
L2	46,601	3,883	2	48,932	4,078
L3	47,676	3,973	3	50,060	4,172
L4	48,785	4,065	4	51,225	4,269
L5	49,919	4,160	5	52,415	4,368
L6	51,082	4,257	6	53,637	4,470
L7	52,371	4,364	7	54,990	4,583
L8	53,499	4,458	8	56,174	4,681
L9	54,750	4,563	9	57,488	4,791
L10	56,072	4,673	10	58,876	4,906
L11	57,436	4,786	11	60,308	5,026
L12	58,688	4,891	12	61,623	5,135
L13	60,073	5,006	13	63,077	5,256
L14	61,479	5,123	14	64,553	5,379
L15	62,926	5,244	15	66,073	5,506
L16	64,514	5,376	16	67,740	5,645
L17	65,921	5,493	17	69,218	5,768
L18	67,496	5,625	18	70,871	5,906
L19	69,087	5,757	19	72,542	6,045
L20	70,713	5,893	20	74,249	6,187
L21	72,383	6,032	21	76,003	6,334
L22	74,090	6,174	22	77,795	6,483
L23	75,842	6,320	23	79,635	6,636
L24	77,643	6,470	24	81,526	6,794
L25	79,489	6,624	25	83,464	6,955
L26	81,372	6,781	26	85,441	7,120
L27	83,305	6,942	27	87,471	7,289
L28	85,290	7,108	28	89,555	7,463
L29	87,316	7,276	29	91,682	7,640
L30	89,406	7,451	30	93,877	7,823
L31	91,539	7,628	31	96,116	8,010
L32	93,724	7,810	32	98,411	8,201
L33	95,975	7,998	33	100,774	8,398
L34	98,263	8,189	34	103,177	8,598
L35	100,620	8,385	35	105,651	8,804
L36	103,026	8,586	36	108,178	9,015
L37	105,509	8,792	37	110,785	9,232
L38	108,037	9,003	38	113,439	9,453
L39	110,584	9,215	39	116,114	9,676
L40	113,266	9,439	40	118,930	9,911
L41	116,010	9,668	41	121,811	10,151

L42	118,828	9,902	42	124,770	10,398
L43	120,513	10,043	43	126,539	10,545

LEADING practitioners PAY RANGE 2022/23			Monthly	Monthly
	1.09.22	1.09.23	1.09.22	1.90.23
Minimum	45,766	48,055	3813.83	4,004.58
Maximum	67,828	71,220	5652.33	5,935.00

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				
		1.09.22	1.09.22	1.09.23	1.09.23
	1	29,915	2,492.92	32,407	2,700.58
	2	31,604	2,633.67	34,103	2,841.92
	3	33,383	2,781.92	35,886	2,990.50
	4	35,264	2,938.67	37,763	3,146.92
	5	38,052	3,171.00	40,050	3,337.50
	6	41,136	3,428.00	43,193	3,599.42
Upper					
Pay Scales	THR Grades				
1	1	42,559	3,546.58	44,687	3723.92
2	2	44,133	3,677.75	46,340	3861.67
3	3	45,766	3,813.83	48,055	4004.58

SPECIAL EDUCATIONAL NEEDS ALLOWANCE			Monthly	Monthly
	1.9.22	1.9.23	1.9.22	1.9.23
Minimum	2270	2384	189.17	198.67
Maximum	4479	4479	373.25	373.25

TLR PAYMENT 1			Monthly	Monthly
	1.9.22	1.9.23	1.9.22	1.9.23
Minimum	8291	8706	690.92	725.50
Maximum	14030	14732	1169.17	1227.67

TLR PAYMENT 2			Monthly	Monthly
	1.9.22	1.9.23	1.9.22	1.9.23
minimum	2873	3017	239.42	251.42
maximum	7017	7368	584.75	614.00

TLR PAYMENT 3			Monthly	Monthly
	1.9.22	1.9.23	1.9.22	1.9.23
minimum	571	600	47.58	50.00
maximum	2833	2975	236.08	247.91

Scale for Unqualified Teachers – 2022/23

New grade name UQT

SCP	<u>Annual Salary Incl. LW</u>	<u>Monthly</u>	<u>Annual Salary Incl. LW</u>	<u>Monthly</u>
	1.09.22	1.09.22	1.09.23	1.09.23
1	21,582	1,798.50	22,924	1,910.33
2	23,696	1,974.67	25,144	2,095.33
3	25,809	2,150.75	27,362	2,280.17
4	27,926	2,327.17	29,323	2,443.58
5	30,037	2,503.08	31,539	2,628.25
6	32,151	2,679.25	33,759	2,813.25

Chief Officer Grades and Spinal Point

{Please note that figures are as at 01 April 2022}

Salary Scale	Spinal Point	Salary (per annum)
Chief Executive (CE4)	4	£217,762
	3	£212,227
	2	£206,693
	1	£201,159
Deputy Chief Executive (DCE)		£176,925
Strategic Director 1	5	£164,515
	4	£160,969
	3	£158,362
	2	£155,754
	1	£153,148
Strategic Director 2	5	£152,104
	4	£149,289
	3	£146,160
	2	£143,031
	1	£139,589
Corporate Director 1	4	£129,160
	3	£127,075
	2	£124,989
	1	£122,903
Corporate Director 2	5	£122,572
	4	£119,805
	3	£117,037
	2	£114,270
	1	£113,695
Corporate Director 3	5	£112,566
	4	£109,744
	3	£106,921
	2	£104,099
	1	£101,276
Assistant Director (AD)	5	£97,889
	4	£95,067
	3	£92,244
	2	£89,422
	1	£86,599

**Appendix 4: Statutory and Non-Statutory Chief Officer Posts (as at 31 March 2023)
(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
Deputy Chief Executive
Strategic Director of People
Strategic Director of Place
Strategic Director Finance & Governance

Chief Officer Posts that report to a Strategic Director

Deputy Chief Executive

Corporate Director of Community Safety & Resilience
Corporate Director of Strategy and Change
Corporate Director of People, OD & Business Support
Corporate Director of Communications & Strategy
Corporate Director of Climate Emergence & Behavioural Change
Corporate Director of Customer Strategy & Digital Channels
Chief Information Officer

Strategic People

Corporate Director of Adult Care & Quality Standards
Corporate Director Children's Social Care
Director of Public Health
Corporate Director of Integrated Commissioning
Corporate Director of Education

Strategic Place

Corporate Director of Property & Delivery
Corporate Director of Housing
Corporate Director of Culture & Destinations
Corporate Director of Regeneration, Planning & Delivery
Corporate Director of Neighbourhoods
Director of Regulatory & Contingency Planning Services

Finance & Governance Group

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

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 1 April 2022
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	Position2	Personnel Area	Personnel Subarea	Actual Annual Salary (or if below £75,000pa the details are provided within £5k Pay Bands)	Market Supplement / Allowance based on 12 month duration	Maximum potential salary for the Grade
CE4	50007900	Chief Executive	Chief Executive	CE Office	217,762.00		217,762.00
DCE2	50098714	Deputy Chief Executive	Deputy Chief Executive	Deputy Chief Executive	176,925.00		176,925.00
SD1	50082788	Strategic Director of Place	Strategic Place	Place	160,001 to 165,001		164,514.84
SD1	50011207	Strategic Director of People	Strategic People	People	160,001 to 165,001		160,969.44
SD2	50008724	Strategic Director Finance & Governance	Finance & Governance	Finance & Gov	150,001 to 155,001		152,104.44
CD1	50047693	CD of Adult Care & Quality Standards	Strategic People	Adult Care and Quality Standards	125,001 to 130,000		129,160.32
CD1	50076434	CD of Property & Delivery	Strategic Place	Property & Delivery	125,001 to 130,000		129,160.32
CD1	50034654	CD of Governance & Law	Finance & Governance	Governance & Law	125,001 to 130,000		129,160.32
CD1	50052639	Corporate Director of Housing	Strategic Place	Housing & Growth	125,001 to 130,000		129,160.32
CD1	50098409	CD of Community Safety & Resilience	Deputy Chief Executive	Community Safety & Resilience	125,001 to 130,000		129,160.32
CD1	50098405	CD Customer Strategy & Digital Channels	Deputy Chief Executive	Change	125,001 to 130,000		129,160.32
CD1	50047752	CD Children's Social Care	Strategic People	Childrens Social Care	125,001 to 130,000		129,160.32
CD1	50096543	Corporate Director of Change	Deputy Chief Executive	Change	120,001 to 125,000		129,160.32
CD1	50088195	CD of People, OD & Business Support	Deputy Chief Executive	People and Organisational Development	120,001 to 125,000		129,160.32
CD1	50085677	CD of Return on Investment	Finance & Governance	Return on Investment	120,001 to 125,000		129,160.32
CD1	50088355	CD of Strategy, Insight & Communities	Deputy Chief Executive	Design and Insight	100,001 to 105,000		110,610.84

Grade	Position	Position2	Personnel Area	Personnel Subarea	Actual Annual Salary (or if below £75,000pa the details are provided within £5k Pay Bands)	Market Supplement / Allowance based on 12 month duration	Maximum potential salary for the Grade
CD2	50048489	Director of Public Health	Strategic People	Public Health	120,001 to 125,000		122,571.96
CD2	50085612	CD of Integrated Commissioning	Strategic People	Integrated Commissioning	120,001 to 125,000	6,585.00	122,571.96
CD2	50045545	CD of Communications & Strategy	Deputy Chief Executive	Communications & Culture	120,001 to 125,000		129,160.32
CD2	50012574	Director of Learning & System Leadership	Strategic People	Learning & Systems Leadership	120,001 to 125,000		122,571.96
CD2	50098408	CD of Culture & Destinations	Strategic Place	Culture & Destinations	120,001 to 125,000		122,571.96
CD2	50098408	CD of Culture & Destinations	Strategic Place	Culture & Destinations	120,001 to 125,000		122,571.96
CD2	50049372	CD Housing Strategy & Options	Strategic Place	Housing & Growth	115,001 to 120,000		122,571.96
CD2	50077280	Corporate Director of Neighbourhoods	Strategic Place	Neighbourhoods Management	115,001 to 120,000		122,571.96
CD	50087510	CD of Regeneration, Planning & Delivery	Strategic Place	Regeneration Planning Delivery	115,001 to 120,000		120,655.20
CD	50085695	CD of Financial Services	Finance & Governance	Financial Services	110,001 to 115,000		120,655.20
CD3	50077040	Director of Commercial Innovation	Finance & Governance	Return on Investment	110,001 to 115,000		110,610.84
CD3	50006640	CD of Revenues and Benefits	Finance & Governance	Revenues & Benefits	110,001 to 115,000		110,610.84
CD3	50066921	Dir of Regulatory & Con, Planning Serv	Strategic Place	Licensing & Regulatory Services	110,001 to 115,000		110,610.84
CD3	50099195	Director of HR	Deputy Chief Executive	People and Organisational Development	105,001 to 110,000		110,610.84
CD3	50097815	CD of Climate Emerg & Behavioural Change	Deputy Chief Executive	Climate Emerg & Behavioural Change	105,001 to 110,000		110,610.84
CD3	50084860	CD Int Audit & Anti Fruad Share Serv	Finance & Governance	Audit and Anti-Fraud	100,001 to 105,000		110,610.84
CD3	50053801	Director of Inward Invest & HE AR	Strategic Place	Regeneration Planning Delivery	100,001 to 105,000		110,610.84
CD3	50098948	Director of Communications and Campaigns	Deputy Chief Executive	Communications & Culture	100,001 to 105,000		110,610.84
DD	50049054	Divisional Director Housing Operations	Strategic Place	Housing & Growth	110,001 to 115,000		110,610.84
DD	50082944	Divisional Director Housing Assets	Strategic Place	Housing & Growth	110,001 to 115,000		110,610.84
DD	50007882	Director of Procurement	Finance & Governance	Return on Investment	105,001 to 110,000		110,610.84
DD	50098406	Chief Information Officer	Deputy Chief Executive	Technology	105,001 to 110,000		110,610.84
DD	50082428	Director of Capital Delivery	Strategic Place	Property & Delivery	100,001 to 105,000		110,610.84
AD	50030201	AD of Culture and Heritage Services	Strategic Place	Regeneration Planning Delivery	95,001 to 100,000		95,934.00
AD	50087520	Director - Area Regeneration Delivery	Strategic Place	Regeneration Planning Delivery	95,001 to 100,000		95,934.00
AD	50090922	AD - Youth and Family Resilience	Strategic People	Childrens Social Care	95,001 to 100,000		95,934.00
AD	50080127	Assistant Director Operations	Strategic People	Adult Care and Quality Standards	95,001 to 100,000		95,934.00

Grade	Position	Position2	Personnel Area	Personnel Subarea	Actual Annual Salary (or if below £75,000pa the details are provided within £5k Pay Bands)	Market Supplement / Allowance based on 12 month duration	Maximum potential salary for the Grade
AD	50042643	Director - Cap Strategy & Portfolio Mgmt	Strategic Place	Property & Delivery	95,001 to 100,000		95,934.00
AD	50087513	Director - Major Projects	Strategic Place	Property & Delivery	95,001 to 100,000	8,000.04	95,934.00
AD	50079149	Asst. Dir. Adult Social Care	Strategic People	Adult Care and Quality Standards	95,001 to 100,000	8,898.96	95,934.00
AD	50095734	AD Environmental Health	Strategic Place	Licensing & Regulatory Services	95,001 to 100,000		95,934.00
AD	50094217	AD - Corporate Finance	Finance & Governance	Financial Services	95,001 to 100,000		95,934.00
AD	50048501	Public Health Consultant - Asst Director	Strategic People	Public Health	95,001 to 100,000		95,934.00
AD	50049564	Public Health Consultant - CYP	Strategic People	Public Health	95,001 to 100,000		95,934.00
AD	50087512	Director - Commercial Estate & Investmen	Strategic Place	Property & Delivery	95,001 to 100,000		110,610.84
AD	50089640	Head of Financial Sustainability	Finance & Governance	Return on Investment	95,001 to 100,000		95,934.00
AD	50040935	Director of Disability Enablement Serv	Strategic People	Learning & Systems Leadership	90,001 to 95,000		95,934.00
AD	50055435	AD Employment Business Skills	Strategic Place	Regeneration Planning Delivery	90,001 to 95,000		95,934.00
AD	50087514	AD Development Mgmt & Building Control	Strategic Place	Regeneration Planning Delivery	90,001 to 95,000		95,934.00
AD	50098705	AD Social Care Innovation	Strategic People	Public Health	90,001 to 95,000		95,934.00
AD	50095732	AD Regulatory Services	Strategic Place	Licensing & Regulatory Services	90,001 to 95,000		95,934.00
AD	50093531	Assistant Dir Safeguarding & Family Supp	Strategic People	Childrens Social Care	90,001 to 95,000		95,934.00
AD	50011248	Assistant Director Corporate Parenting	Strategic People	Childrens Social Care	90,001 to 95,000		95,934.00
AD	50079234	AD - Digital Innovation and Delivery	Deputy Chief Executive	Change	90,001 to 95,000		95,934.00
AD	50048501	Public Health Consultant - Asst Director	Strategic People	Public Health	90,001 to 95,000		95,934.00
AD	50095567	Assistant Director - Schools	Strategic People	Learning & Systems Leadership	85,001 to 90,000		95,934.00
AD	50035921	Assistant Director of QA	Strategic People	Adult Care and Quality Standards	85,001 to 90,000		95,934.00
AD	50095733	AD Enforcement & Safety	Strategic Place	Licensing & Regulatory Services	85,001 to 90,000		95,934.00
AD	50049564	Public Health Consultant - CYP	Strategic People	Public Health	85,001 to 90,000		95,934.00
AD	50049445	Public Health Consultant	Strategic People	Public Health	85,001 to 90,000		95,934.00
AD	50083888	AD for Post 16 and Schools Operations	Strategic People	Learning & Systems Leadership	85,001 to 90,000		95,934.00
AD	50045925	AD Housing Investment, Regen & Comm	Strategic Place	Housing & Growth	85,001 to 90,000		95,934.00
AD	50081293	Assistant Director Housing Strategy	Strategic Place	Housing & Growth	85,001 to 90,000		95,934.00
AD	50079037	AD Integrated Commissioning	Strategic People	Integrated Commissioning	85,001 to 90,000		95,934.00

Grade	Position	Position2	Personnel Area	Personnel Subarea	Actual Annual Salary (or if below £75,000pa the details are provided within £5k Pay Bands)	Market Supplement / Allowance based on 12 month duration	Maximum potential salary for the Grade
AD	50087516	Assistant Director of Place & Design	Strategic Place	Regeneration Planning Delivery	85,001 to 90,000		95,934.00
AD	50049736	Head of Law Litigation & Public	Finance & Governance	Governance & Law	85,001 to 90,000		95,934.00
AD	50078563	Head of Parking & Traffic Management	Strategic Place	Neighbourhoods Management	85,001 to 90,000		77,967.00
PO12	50047656	Strategic Financial Adv Neigh & Growth	Finance & Governance	Financial Services	75,001 to 80,000		77,967.00
PO12	50034653	Head of Law Commercial	Finance & Governance	Governance & Law	75,001 to 80,000		95,934.00
PO12	50040214	Head Early Years, Childcare & Bus. Dev.	Strategic People	Learning & Systems Leadership	75,001 to 80,000		77,967.00
PO12	50047657	Strategic Financial Advisor	Finance & Governance	Financial Services	75,001 to 80,000		77,967.00
PO12	50048540	Strategic Financial Advisor - Adults	Finance & Governance	Financial Services	75,001 to 80,000		77,967.00
PO12	50047157	Head of Law Family	Finance & Governance	Governance & Law	75,001 to 80,000		95,934.00
PO12	50051710	Head of Early Help Partnerships	Strategic People	Strategy Safer Communities	75,001 to 80,000		77,967.00
PO12	50048253	Head of Skills	Strategic Place	Regeneration Planning Delivery	75,001 to 80,000		77,967.00
PO12	50050667	Head of Mechanical & Electrical	Strategic Place	Housing & Growth	75,001 to 80,000		77,967.00
PO12	50079540	Head of Electoral and Democratic Service	Finance & Governance	Governance & Law	75,001 to 80,000		77,967.00
PO12	50050798	Head of Building Works	Strategic Place	Housing & Growth	75,001 to 80,000		77,967.00
PO12	50078405	Strategic Finance Advisor Transformatio	Finance & Governance	Return on Investment	75,001 to 80,000		77,967.00
PO12	50085642	Head of Digital Services	Deputy Chief Executive	Change	75,001 to 80,000		77,967.00
PO12	50093779	Head of Corporate Capital Programmes	Strategic Place	Property & Delivery	75,001 to 80,000	5,000.04	77,967.00
PO12	50094171	Head of Housing Operations Place	Strategic Place	Housing & Growth	75,001 to 80,000		77,967.00
PO12	50094170	Head of Housing Operations People	Strategic Place	Housing & Growth	75,001 to 80,000		77,967.00
PO12	50094144	Head of Compliance & Assurance	Strategic Place	Housing & Growth	75,001 to 80,000		77,967.00
PO12	50052155	Head of Operations Traded Services	Strategic People	Learning & Systems Leadership	75,001 to 80,000		77,967.00
PO12	50050898	Head of Change (Families Directorate)	Deputy Chief Executive	Change	75,001 to 80,000		77,967.00
PO12	50089097	Digital and ICT Portfolio Lead	Deputy Chief Executive	Change	75,001 to 80,000		77,967.00
PO12	50036476	Head of Service	Strategic People	Adult Care and Quality Standards	75,001 to 80,000		77,967.00
PO12	50099120	Strategic Financial Adv Neigh & Growth	Finance & Governance	Financial Services	75,001 to 80,000		77,967.00
PO12	50077621	Strategic Commissioning Manager	Strategic People	Integrated Commissioning	75,001 to 80,000		77,967.00
PO12	50077618	Strategic Commissioning Manager	Strategic People	Integrated Commissioning	75,001 to 80,000		77,967.00

Grade	Position	Position2	Personnel Area	Personnel Subarea	Actual Annual Salary (or if below £75,000pa the details are provided within £5k Pay Bands)	Market Supplement / Allowance based on 12 month duration	Maximum potential salary for the Grade
PO12	50091550	Head of Commercial Estate	Strategic Place	Property & Delivery	75,001 to 80,000		77,967.00
PO12	50079987	Head of Integrated Commissioning	Strategic People	Integrated Commissioning	75,001 to 80,000		77,967.00
PO12	50078024	Head of Neighbourhood Management	Strategic Place	Neighbourhoods Management	75,001 to 80,000		77,967.00
PO12	50093722	Head of Violence Reduction	Strategic People	Strategy Safer Communities	75,001 to 80,000		77,967.00
PO12	50006831	Head of Prevention & Assessment	Strategic Place	Housing & Growth	75,001 to 80,000		77,967.00
PO12	50094171	Head of Housing Operations Place	Strategic Place	Housing & Growth	75,001 to 80,000		77,967.00
PO12	50095970	Head of Capital Portfolio Management	Strategic Place	Property & Delivery	75,001 to 80,000		77,967.00
PO12	50008867	Head of Building Control	Strategic Place	Regeneration Planning Delivery	70,001 to 75,000		77,967.00
PO12	50051253	Head of commercial & Contract Management	Strategic Place	Housing & Growth	70,001 to 75,000		77,967.00
PO12	50084454	Head of Service Bus Hub and Cust Serv	Deputy Chief Executive	Change	70,001 to 75,000		77,967.00
PO12	50078222	Head of Temp Accommodations & Quality	Strategic Place	Housing & Growth	70,001 to 75,000		77,967.00
PO12	50051295	Head of Delivery	Deputy Chief Executive	Change	70,001 to 75,000		77,967.00
PO12	50098035	Head of Leadership Office	Deputy Chief Executive	Communications & Culture	70,001 to 75,000		77,967.00
PO12	50096400	Head of Intelligence & Data Network	Deputy Chief Executive	Design and Insight	70,001 to 75,000		77,967.00
PO12	50099172	Head of Service Libraries	Deputy Chief Executive	Change	70,001 to 75,000		77,967.00
PO12	50031124	Head of Schools Delivery	Strategic Place	Property & Delivery	70,001 to 75,000		77,967.00
PO12	50008907	Head of Treasury & Pensions	Finance & Governance	Treasury Management	70,001 to 75,000		77,967.00
PO12	50048747	Head of Highway Network Management	Strategic Place	Neighbourhoods Management	70,001 to 75,000		77,967.00
PO12	50087105	Project Director	Strategic Place	Property & Delivery	70,001 to 75,000		77,967.00
PO12	50049347	Strategic Finance Advisor Housing	Finance & Governance	Financial Services	70,001 to 75,000		77,967.00
PO12	50048947	Project Director - The Score	Strategic Place	Property & Delivery	70,001 to 75,000		77,967.00
PO12	50080725	Head of Strategic Comms and Campaigns	Deputy Chief Executive	Communications & Culture	70,001 to 75,000		77,967.00
PO12	50054779	Chief Accountant	Finance & Governance	Financial Services	70,001 to 75,000		77,967.00
PO12	50092645	Head of Covid Delivery	Strategic People	Public Health	70,001 to 75,000		77,967.00
PO12	50067296	Head of Early Help Delivery	Strategic People	Childrens Social Care	70,001 to 75,000		77,967.00
PO12	50095726	Head of Commercial Services Client	Finance & Governance	Return on Investment	70,001 to 75,000		77,967.00
PO12	50067104	Head of Commercial Operations	Finance & Governance	Return on Investment	70,001 to 75,000		77,967.00

Grade	Position	Position2	Personnel Area	Personnel Subarea	Actual Annual Salary (or if below £75,000pa the details are provided within £5k Pay Bands)	Market Supplement / Allowance based on 12 month duration	Maximum potential salary for the Grade
PO12	50050961	Head of Internal Audit & Anti Fraud	Finance & Governance	Audit and Anti-Fraud	70,001 to 75,000		77,967.00
PO12	50097963	Head of Traffic & Projects	Strategic Place	Neighbourhoods Management	70,001 to 75,000		77,967.00
PO12	50099075	Head of ICT Operations	Deputy Chief Executive	Technology	70,001 to 75,000		77,967.00
PO12	50099173	Head of Service Facilities Management	Strategic Place	Property & Delivery	70,001 to 75,000		77,967.00
PO12	50079988	Head of Integrated Commissioning	Strategic People	Integrated Commissioning	70,001 to 75,000		77,967.00
PO12	50046749	Head of Income & Lettings	Strategic Place	Housing & Growth	70,001 to 75,000		77,967.00
PO12	50095970	Head of Capital Portfolio Management	Strategic Place	Property & Delivery	70,001 to 75,000		77,967.00
PO12	50084102	Strategic Financial Adviser Corporate	Finance & Governance	Financial Services	70,001 to 75,000		77,967.00
PO12	50052155	Head of Operations Traded Services	Strategic People	Learning & Systems Leadership	70,001 to 75,000		77,967.00
PO12	50051344	Head of Operations	Strategic Place	Neighbourhoods Management	70,001 to 75,000		77,967.00
PO11	50031124	Head of Schools Delivery	Strategic Place	Property & Delivery	70,001 to 75,000		77,967.00
PO11	50087325	Head of Setting & workforce Safeguarding	Strategic People	Adult Care and Quality Standards	70,001 to 75,000		95,934.00
PO11	50055129	Head of Service	Strategic People	Childrens Social Care	70,001 to 75,000		70,572.00
PO11	50058778	Head of Strategic Partnerships	Strategic People	Adult Care and Quality Standards	70,001 to 75,000		70,572.00
PO11	50051306	Insurance and Risk Manager	Finance & Governance	Return on Investment	70,001 to 75,000		70,572.00
PO12	50084455	Head of Service Bus Hub and Cust Serv	Deputy Chief Executive	People and Organisational Development	70,001 to 75,000		77,967.00
PO11	50087525	Head of Area Regeneration	Strategic Place	Regeneration Planning Delivery	70,001 to 75,000		70,572.00
PO11	50058764	Head of Supply Chain (People)	Finance & Governance	Return on Investment	70,001 to 75,000		77,967.00
PO11	50047732	Head of Corporate Parenting Leave Care	Strategic People	Childrens Social Care	70,001 to 75,000		70,572.00
PO11	50079983	Head of Placements & Supplier Quality	Strategic People	Integrated Commissioning	70,001 to 75,000		70,572.00
PO11	50050629	Head of Service Practice Improvement	Strategic People	Adult Care and Quality Standards	70,001 to 75,000		70,572.00
PO11	50080999	Head of Service - Provider services	Strategic People	Adult Care and Quality Standards	70,001 to 75,000		70,572.00
PO11	50080998	Head of Service - Specialist Work Servic	Strategic People	Adult Care and Quality Standards	70,001 to 75,000		70,572.00
PO11	50047701	Hd of Safeguarding & Family Support	Strategic People	Childrens Social Care	70,001 to 75,000		70,572.00
PO11	50084358	Head of Health, Safety and Wellbeing	Deputy Chief Executive	People and Organisational Development	70,001 to 75,000		70,572.00
PO11	50080668	Strategic Asset Manager	Strategic Place	Property & Delivery	70,001 to 75,000	6,716.04	70,572.00
PO11	50094575	HOS - Home Adaptations Service	Strategic People	Adult Care and Quality Standards	70,001 to 75,000		70,572.00

Grade	Position	Position2	Personnel Area	Personnel Subarea	Actual Annual Salary (or if below £75,000pa the details are provided within £5k Pay Bands)	Market Supplement / Allowance based on 12 month duration	Maximum potential salary for the Grade
PO11	50095972	Head of Organisational Development	Deputy Chief Executive	People and Organisational Development	70,001 to 75,000		70,572.00
PO11	50099486	HOS - Home Adaptations Service	Strategic People	Adult Care and Quality Standards	70,001 to 75,000		70,572.00
PO11	50045489	Head of Category Supplier Improvement	Finance & Governance	Return on Investment	65,001 to 70,000		77,967.00
PO11	50034038	Head Of Accomodation Options	Strategic Place	Housing & Growth	65,001 to 70,000		70,572.00
PO11	50087523	Head of Area Regeneration	Strategic Place	Regeneration Planning Delivery	65,001 to 70,000		70,572.00
PO11	50093778	Head of Communities & Participation	Deputy Chief Executive	Design and Insight	65,001 to 70,000		70,572.00
PO11	50048512	Head of Corporate Parenting F&A	Strategic People	Childrens Social Care	65,001 to 70,000		70,572.00
PO11	50093719	Head of Strategic Planning & Infrastruct	Strategic Place	Regeneration Planning Delivery	65,001 to 70,000		70,572.00
PO11	50094633	HOS - Home First Service	Strategic People	Adult Care and Quality Standards	65,001 to 70,000		70,572.00
PO11	50079224	Principal Commercial Surveyor	Strategic Place	Property & Delivery	65,001 to 70,000		70,572.00
PO11	50097787	Head of Change(People and OD)	Deputy Chief Executive	Change	65,001 to 70,000		70,572.00
PO11	50058778	Head of Strategic Partnerships	Strategic People	Adult Care and Quality Standards	65,001 to 70,000		70,572.00
PO11	50045488	Head of Category Place and Corporate	Finance & Governance	Return on Investment	65,001 to 70,000		70,572.00
PO11	50082830	Operational & Practice Support Manager	Strategic People	Adult Care and Quality Standards	65,001 to 70,000		70,572.00
PO11	50092765	Head of Strategy & Design	Deputy Chief Executive	Design and Insight	65,001 to 70,000		70,572.00
PO10	50039002	Sustainable Development Manager	Strategic Place	Regeneration Planning Delivery	65,001 to 70,000		65,880.00
PO10	50050892	I T Security Architect	Deputy Chief Executive	Technology	65,001 to 70,000		65,880.00
PO10	50043546	Support Functions Unit Manager	Finance & Governance	Revenues & Benefits	65,001 to 70,000		65,880.00
PO10	50051281	Head of Parks and Leisure	Strategic Place	Neighbourhoods Management	65,001 to 70,000		65,880.00
PO10	50042782	Programme Manager (South)	Strategic Place	Regeneration Planning Delivery	65,001 to 70,000		65,880.00
PO10	50049831	Head of Service - Benefits	Finance & Governance	Revenues & Benefits	65,001 to 70,000		65,880.00
PO10	50044448	Head of Business & Sector Growth	Strategic Place	Regeneration Planning Delivery	65,001 to 70,000		65,880.00
PO10	50051538	Place Services Intelligence Manager	Deputy Chief Executive	Design and Insight	65,001 to 70,000		65,880.00
PO10	50045918	Senior Project Manager	Strategic Place	Property & Delivery	65,001 to 70,000		65,880.00
PO10	50050805	Head of Housing Systems	Strategic Place	Housing & Growth	65,001 to 70,000		65,880.00
PO10	50092300	Social Value Lead	Finance & Governance	Return on Investment	65,001 to 70,000		65,880.00
PO10	50080670	Senior Project Manager	Strategic Place	Property & Delivery	65,001 to 70,000		65,880.00

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PO10	50051114	Senior Network Services Technical Lead	Deputy Chief Executive	Technology	65,001 to 70,000		65,880.00
PO10	50080669	Senior Project Manager	Strategic Place	Property & Delivery	65,001 to 70,000		65,880.00
PO10	50087259	Senior Project Manager	Strategic Place	Property & Delivery	65,001 to 70,000		65,880.00
PO10	50049829	Head of Service - Revenues	Finance & Governance	Revenues & Benefits	65,001 to 70,000		65,880.00
PO10	50081240	Data Protection Manager	Finance & Governance	Governance & Law	65,001 to 70,000		65,880.00
PO10	50084452	Head of Service Bus Hub and Cust Serv	Deputy Chief Executive	People and Organisational Development	65,001 to 70,000		65,880.00
PO10	50090513	Senior Project Manager	Strategic Place	Property & Delivery	65,001 to 70,000		65,880.00
PO10	50090514	Senior Project Manager	Strategic Place	Property & Delivery	65,001 to 70,000		65,880.00
PO10	50096233	Senior Delivery Manager (Families)	Strategic People	Public Health	65,001 to 70,000		65,880.00
PO10	50085332	Deputy Head of Digital	Deputy Chief Executive	Change	65,001 to 70,000		65,880.00
PO10	50047211	HR Consultant	Deputy Chief Executive	People and Organisational Development	65,001 to 70,000		65,880.00
PO10	50090515	Senior Project Manager	Strategic Place	Property & Delivery	65,001 to 70,000		65,880.00
PO10	50097983	Infrastructure Security Architect	Deputy Chief Executive	Technology	65,001 to 70,000		65,880.00
PO10	50056182	Senior project Manager	Strategic Place	Property & Delivery	60,001 to 65,000		65,880.00
PO10	50051241	Head of Housing Engagement & Insight	Strategic Place	Housing & Growth	60,001 to 65,000		65,880.00
PO10	50087260	Senior Project Manager	Strategic Place	Property & Delivery	60,001 to 65,000		65,880.00
PO10	50090429	Senior Project Manager	Strategic Place	Property & Delivery	60,001 to 65,000		65,880.00
PO10	50096417	Families Business Intelligence Manager	Deputy Chief Executive	Design and Insight	60,001 to 65,000		65,880.00
PO10	50084363	Senior Project Manager	Strategic Place	Property & Delivery	60,001 to 65,000		65,880.00
PO10	50052163	Schools Asset Team Leader	Strategic Place	Property & Delivery	60,001 to 65,000		65,880.00
PO10	50048254	Head of Performance & Operations	Strategic Place	Regeneration Planning Delivery	60,001 to 65,000		65,880.00
PO10	50049201	Environmental Services Ma	Strategic Place	Housing & Growth	60,001 to 65,000		65,880.00
PO10	50040607	Head of Quality	Strategic Place	Regeneration Planning Delivery	60,001 to 65,000		65,880.00
PO10	50083918	Team Manager - MASH	Strategic People	Childrens Social Care	60,001 to 65,000		65,880.00
PO10	50039154	Senior Finance Mgr/Head of Acc & Finance	Finance & Governance	Financial Services	60,001 to 65,000		65,880.00
PO10	50088360	Strategy & Policy Manager	Deputy Chief Executive	Design and Insight	60,001 to 65,000		65,880.00
PO10	50045915	Senior Project Manager	Strategic Place	Property & Delivery	60,001 to 65,000		65,880.00

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PO10	50094035	Senior Project Manager	Strategic Place	Property & Delivery	60,001 to 65,000		65,880.00
PO10	50081393	Senior Infrastructure Services Technical	Deputy Chief Executive	Technology	60,001 to 65,000		65,880.00
PO10	50096563	Partnership Manager (NPSL)	Strategic Place	Property & Delivery	60,001 to 65,000		65,880.00
PO10	50084450	Head of Service Registrars	Deputy Chief Executive	Change	60,001 to 65,000		65,880.00
PO10	50096247	Senior Programme Manager	Deputy Chief Executive	Change	60,001 to 65,000		65,880.00
PO10	50009365	Service Manager	Strategic Place	Licensing & Regulatory Services	60,001 to 65,000		65,880.00
PO10	50094420	Head of Cultural Enterprise & Operations	Strategic Place	Regeneration Planning Delivery	60,001 to 65,000		65,880.00
PO10	50081289	Service Manager	Strategic Place	Licensing & Regulatory Services	60,001 to 65,000		65,880.00
PO10	50096224	Energy and Utilities Senior Manager	Strategic Place	Property & Delivery	60,001 to 65,000		65,880.00
PO10	50094149	Lead Manger Finance & Business	Strategic Place	Housing & Growth	60,001 to 65,000		65,880.00
PO10	50045625	Senior Finance Mgr/Head of Acc & Finance	Finance & Governance	Financial Services	60,001 to 65,000		65,880.00
PO10	50081136	Head of PMO	Deputy Chief Executive	Change	60,001 to 65,000		65,880.00
PO10	50092407	Masterplan Project Manager	Strategic Place	Regeneration Planning Delivery	60,001 to 65,000		65,880.00
PO9	50094154	Building Safety Manager	Strategic Place	Housing & Growth	60,001 to 65,000		65,880.00
PO9	50047414	Independent Living Manager	Strategic Place	Housing & Growth	60,001 to 65,000		61,491.00
PO9	50078400	Group Accountant CYP	Finance & Governance	Financial Services	60,001 to 65,000		61,491.00
PO9	50078376	Group Accountant Regeneration & Growth	Finance & Governance	Financial Services	60,001 to 65,000		61,491.00
PO9	50078390	Group Accountant Adults	Finance & Governance	Financial Services	60,001 to 65,000		61,491.00
PO9	50049644	Head of Family Functional Therapy	Strategic People	Strategy Safer Communities	60,001 to 65,000		61,491.00
PO9	50077141	Planning Manager (Majors)	Strategic Place	Regeneration Planning Delivery	60,001 to 65,000		61,491.00
PO9	50076618	Programme Manager	Strategic Place	Housing & Growth	60,001 to 65,000		61,491.00
PO9	50059248	Head of Admissions	Strategic People	Learning & Systems Leadership	60,001 to 65,000		61,491.00
PO9	50087327	IRO Team Manager	Strategic People	Adult Care and Quality Standards	60,001 to 65,000		61,491.00
PO9	50080026	Head of Parks & Open Spaces	Strategic Place	Neighbourhoods Management	60,001 to 65,000		61,491.00
PO9	50083939	Category Manager	Finance & Governance	Return on Investment	60,001 to 65,000	4,999.92	65,880.00
PO9	50078371	Group Accountant Housing	Finance & Governance	Financial Services	60,001 to 65,000	2,000.04	61,491.00
PO9	50094424	Head of Creative Engagement	Strategic Place	Regeneration Planning Delivery	60,001 to 65,000		61,491.00

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PO9	50093727	CPC Team Manager	Strategic People	Adult Care and Quality Standards	60,001 to 65,000		61,491.00
PO9	50078411	Group Accountant Corporate	Finance & Governance	Financial Services	60,001 to 65,000		61,491.00
PO9	50078379	Group Accountant Neighbourhoods	Finance & Governance	Financial Services	60,001 to 65,000		61,491.00
PO9	50077620	Project Manager	Strategic People	Integrated Commissioning	60,001 to 65,000		65,880.00
PO9	50007922	Manager	Strategic People	Adult Care and Quality Standards	60,001 to 65,000		61,491.00
PO9	50078411	Group Accountant Corporate	Finance & Governance	Financial Services	60,001 to 65,000		61,491.00
PO9/10	50077145	Planning Manager (North Area)	Strategic Place	Regeneration Planning Delivery	60,001 to 65,000		65,880.00
PO9	50089288	Category Manager	Finance & Governance	Return on Investment	55,001 to 60,000	5,000.04	65,880.00
PO9	50078379	Group Accountant Neighbourhoods	Finance & Governance	Financial Services	55,001 to 60,000		61,491.00
PO9	50094656	Category Manager	Finance & Governance	Return on Investment	55,001 to 60,000		65,880.00
PO9	50086469	Category Manager	Finance & Governance	Return on Investment	55,001 to 60,000		65,880.00
PO9	50077143	Planning Manager (South Area)	Strategic Place	Regeneration Planning Delivery	55,001 to 60,000		61,491.00
PO9	50098024	Leadership Policy & Projects Manage (CE)	Deputy Chief Executive	Communications & Culture	55,001 to 60,000		61,491.00
PO9	50098023	Leadership Policy & Projects Manager (L)	Deputy Chief Executive	Communications & Culture	55,001 to 60,000		61,491.00
PO9	50087712	Service Manager A Q & Environment	Strategic Place	Licensing & Regulatory Services	55,001 to 60,000		61,491.00
PO8/10	50045986	Head of Housing Strategy & Partnerships	Strategic Place	Housing & Growth	60,001 to 65,000		65,880.00
PO8/10	50094276	Head of Housing Investment & Partnerships	Strategic Place	Housing & Growth	55,001 to 60,000		65,880.00
PO8	50045916	Area Estates Manager	Strategic Place	Property & Delivery	55,001 to 60,000		57,102.00
PO8	50078624	Team Manager	Strategic People	Adult Care and Quality Standards	55,001 to 60,000		57,102.00
PO8	50011092	Street Lighting&Responsive Maint Manager	Strategic Place	Neighbourhoods Management	55,001 to 60,000		57,102.00
PO8	50090073	Team Manager	Strategic People	Adult Care and Quality Standards	55,001 to 60,000		57,102.00
PO8	50011396	Team Manager	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00
PO8	50051359	Team Manager	Strategic People	Adult Care and Quality Standards	55,001 to 60,000		57,102.00
PO8	50026859	Catering Operations Manager	Strategic People	Learning & Systems Leadership	55,001 to 60,000		57,102.00
PO8	50011304	Statutory YOS Operational Manager	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00
PO8	50008646	Building Regulations Manager	Strategic Place	Regeneration Planning Delivery	55,001 to 60,000		57,102.00
PO8	50011559	Team Manager	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00

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PO8	50077976	Practice Improvement and Audit Manager	Strategic People	Adult Care and Quality Standards	55,001 to 60,000		57,102.00
PO8	50050630	Adoption and Fostering Agency Advisor	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00
PO8	50048979	Principal Project MGR Sch's Development	Strategic Place	Property & Delivery	55,001 to 60,000		57,102.00
PO8	50040814	Area Manager 0-18	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00
PO8	50041092	Governor Services Manager	Strategic People	Learning & Systems Leadership	55,001 to 60,000		57,102.00
PO8	50049742	Senior Lawyer (Family)	Finance & Governance	Governance & Law	55,001 to 60,000		57,102.00
PO8	50049741	Senior Lawyer (Family)	Finance & Governance	Governance & Law	55,001 to 60,000	4,999.92	57,102.00
PO8	50049738	Senior Lawyer (Property & Planning)	Finance & Governance	Governance & Law	55,001 to 60,000		57,102.00
PO8	50080223	Senior Public Health Strategist	Strategic People	Public Health	55,001 to 60,000		57,102.00
PO8	50093935	Deputy Head of Area Regeneration	Strategic Place	Regeneration Planning Delivery	55,001 to 60,000		57,102.00
PO8	50046184	Corporate Development Support Manager	Deputy Chief Executive	Technology	55,001 to 60,000		57,102.00
PO8	50083620	Team Manager LD	Strategic People	Adult Care and Quality Standards	55,001 to 60,000		57,102.00
PO8	50011635	Team Manager	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00
PO8	50049304	Place Manager	Strategic Place	Housing & Growth	55,001 to 60,000		57,102.00
PO8	50049306	Tenancy Manager	Strategic Place	Housing & Growth	55,001 to 60,000		57,102.00
PO8	50079942	Area Man Chingford Children & Family Cen	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00
PO8	50051240	Quantity Surveyor Building Services	Strategic Place	Housing & Growth	55,001 to 60,000		57,102.00
PO8	50043215	Prevent Team Manager	Strategic People	Strategy Safer Communities	55,001 to 60,000		57,102.00
PO8	50047931	Team Manager	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00
PO8	50082664	Housing Right-to-buy Valuer	Strategic Place	Property & Delivery	55,001 to 60,000		61,491.00
PO8	50049332	Quantity Surveyor M&E	Strategic Place	Housing & Growth	55,001 to 60,000		57,102.00
PO8	50094068	Financial Compliance&Direct Payments Mgr	Strategic People	Adult Care and Quality Standards	55,001 to 60,000		57,102.00
PO8	50067312	Area Manager 0-18	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00
PO8	50050881	Senior Lawyer Regen Fixed Term	Finance & Governance	Governance & Law	55,001 to 60,000		57,102.00
PO8	50048952	Strategic Development Manager	Strategic Place	Property & Delivery	55,001 to 60,000		57,102.00
PO8	50099092	Carers Strategic Programme Lead	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00
PO8	50075419	Provision & Partnerships Team Leader	Strategic People	Learning & Systems Leadership	55,001 to 60,000		57,102.00

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PO8	50013025	Team Manager	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00
PO8	50047761	Team Manager	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00
PO8	50053588	Team Manager	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00
PO8	50048493	Senior Public Health Strategist	Strategic People	Public Health	55,001 to 60,000		57,102.00
PO8	50077602	Senior Lawyer (Family)	Finance & Governance	Governance & Law	55,001 to 60,000	4,999.92	57,102.00
PO8	50093934	Deputy Head of Area Regeneration	Strategic Place	Regeneration Planning Delivery	55,001 to 60,000		57,102.00
PO8	50067468	Senior Lawyer Advisory	Finance & Governance	Governance & Law	55,001 to 60,000		57,102.00
PO8	50095481	Team Manager	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00
PO8	50047764	Team Manager	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00
PO8	50006706	Senior Lawyer (Contracts)	Finance & Governance	Governance & Law	55,001 to 60,000		57,102.00
PO8	50086833	Team Manager	Strategic People	Adult Care and Quality Standards	55,001 to 60,000		57,102.00
PO8	50097691	Team Manager (Adult MASH)	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00
PO8	50091099	Team Manager	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00
PO8	50050909	Supplier Relationship Manager	Deputy Chief Executive	Technology	55,001 to 60,000		57,102.00
PO8	50089105	Future of Culture& Wetlands Project Lead	Strategic Place	Regeneration Planning Delivery	55,001 to 60,000		57,102.00
PO8	50083067	Team Manager	Strategic People	Adult Care and Quality Standards	55,001 to 60,000		57,102.00
PO8	50011440	Manager	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00
PO8	50049906	Senior Lawyer (Litigation)	Finance & Governance	Governance & Law	55,001 to 60,000		57,102.00
PO8	50090890	Mosaic Product Owner	Strategic People	Adult Care and Quality Standards	55,001 to 60,000		57,102.00
PO8	50051155	Team Manager	Strategic People	Adult Care and Quality Standards	55,001 to 60,000		57,102.00
PO8	50080056	Senior Lawyer (Family)	Finance & Governance	Governance & Law	55,001 to 60,000		57,102.00
PO8	50092778	Mental Health Social Work Lead	Strategic People	Adult Care and Quality Standards	55,001 to 60,000		57,102.00
PO8	50082664	Housing Right-to-buy Valuer	Strategic Place	Property & Delivery	55,001 to 60,000		57,102.00
PO8	50095965	Team Manager	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00
PO8	50089105	Future of Culture& Wetlands Project Lead	Strategic Place	Regeneration Planning Delivery	55,001 to 60,000		57,102.00
PO8	50089567	Team Manager	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00
PO8	50089096	TH IT & Connectivity Project Manager	Deputy Chief Executive	Change	55,001 to 60,000		57,102.00

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PO8	50047728	Team Manager	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00
PO8	50039054	Pensions Manager-Governance & Compliance	Finance & Governance	Treasury Management	55,001 to 60,000		57,102.00
PO8	50090662	Community Assets Programme Manager	Deputy Chief Executive	Design and Insight	55,001 to 60,000		57,102.00
PO8	50082655	Area Estates Manager	Strategic Place	Property & Delivery	55,001 to 60,000		57,102.00
PO8	50097585	Digital Delivery Manager	Deputy Chief Executive	Change	55,001 to 60,000		57,102.00
PO8	50091831	Y&FR Out of court &Risk Operational Mngr	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00
PO8	50050909	Supplier Relationship Manager	Deputy Chief Executive	Technology	55,001 to 60,000		57,102.00
PO8	50047776	Team Manager	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00
PO8	50011440	Manager	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00
PO8	50096757	Treasury Manager-Governance & Compliance	Finance & Governance	Treasury Management	55,001 to 60,000		57,102.00
PO8	50099002	Programme Manager	Deputy Chief Executive	Change	55,001 to 60,000		57,102.00
PO8	50047755	Team Manager	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00
PO8	50038563	Team Manager	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00
PO8	50098318	Highway Construction Manager	Strategic Place	Neighbourhoods Management	55,001 to 60,000		57,102.00
PO8	50099879	Applications DEVOPS Manager	Deputy Chief Executive	Technology	55,001 to 60,000		57,102.00
PO8	50096976	Team Manager Supporting Families	Strategic People	Strategy Safer Communities	55,001 to 60,000		57,102.00
PO8	50091986	Out of Mainstream Operational Manager	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00
PO8	50047930	Team Manager	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00
PO8	50087081	Integrated Commissioning Manager	Strategic People	Integrated Commissioning	55,001 to 60,000		57,102.00
PO8	50078562	Senior Enforcement Contract Manager	Strategic Place	Neighbourhoods Management	55,001 to 60,000		57,102.00
PO8	50091862	QA & Partnerships Manager	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00
PO8	50091067	Integrated Commissioning Manager	Strategic People	Integrated Commissioning	55,001 to 60,000		57,102.00
PO8	50011618	Team Manager	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00
PO8	50013265	Mental Health Social Work Lead	Strategic People	Adult Care and Quality Standards	55,001 to 60,000		57,102.00
PO8	50094516	Participation &Communities Programme Co	Deputy Chief Executive	Design and Insight	55,001 to 60,000		57,102.00
PO8	50036523	Fostering Team Manager	Strategic People	Childrens Social Care	55,001 to 60,000		57,102.00
PO7/8	50011714	Independant Reviewing Officer	Strategic People	Adult Care and Quality Standards	55,001 to 60,000		57,102.00

Grade	Position	Position2	Personnel Area	Personnel Subarea	Actual Annual Salary (or if below £75,000pa the details are provided within £5k Pay Bands)	Market Supplement / Allowance based on 12 month duration	Maximum potential salary for the Grade
PO7/8	50011722	Child Protection Co-ordinator	Strategic People	Adult Care and Quality Standards	55,001 to 60,000		57,102.00
PO7/8	50050632	LADO & Safeguarding in Education Manager	Strategic People	Adult Care and Quality Standards	55,001 to 60,000		57,102.00
PO7/8	50011720	Independant Reviewing Officer	Strategic People	Adult Care and Quality Standards	55,001 to 60,000		57,102.00
PO7/8	50011716	Independant Reviewing Officer	Strategic People	Adult Care and Quality Standards	55,001 to 60,000		57,102.00
PO8	50094739	Highway Infrastructure Manager	Strategic Place	Neighbourhoods Management	50,001 to 55,000		57,102.00
PO8	50050764	Complementary Measures Manager	Strategic Place	Neighbourhoods Management	50,001 to 55,000		57,102.00
PO8	50082794	Programme Manager	Deputy Chief Executive	Change	50,001 to 55,000		57,102.00
PO8	50051303	Corporate Anti-Fraud Manager	Finance & Governance	Audit and Anti-Fraud	50,001 to 55,000		57,102.00
PO8	50099409	Senior Public Health Strategist	Strategic People	Public Health	50,001 to 55,000		57,102.00
PO8	50094206	Home Ownership Manager	Strategic Place	Housing & Growth	50,001 to 55,000		57,102.00
PO8	50011304	Statutory YOS Operational Manager	Strategic People	Childrens Social Care	50,001 to 55,000		57,102.00
PO8	50095897	Team Manager	Strategic People	Adult Care and Quality Standards	50,001 to 55,000		57,102.00
PO8	50096728	Programme Delivery Manager	Strategic People	Public Health	50,001 to 55,000		57,102.00
PO8	50087143	Education Business Project Manager	Strategic People	Learning & Systems Leadership	50,001 to 55,000		57,102.00
PO8	50082656	Area Estates Manager	Strategic Place	Property & Delivery	50,001 to 55,000		57,102.00
PO8	50098786	Highways Development Control Manager	Strategic Place	Neighbourhoods Management	50,001 to 55,000		57,102.00
PO8	50047929	Team Manager	Strategic People	Childrens Social Care	50,001 to 55,000		57,102.00
PO8	50093637	Covid Delivery Team - Operational Lead	Strategic People	Public Health	50,001 to 55,000		57,102.00
PO8	50098474	Programme Manager	Deputy Chief Executive	Change	50,001 to 55,000		57,102.00
PO8	50049282	Rents Manager	Strategic Place	Housing & Growth	50,001 to 55,000		57,102.00
PO8	50067339	Area Manager 0-18	Strategic People	Childrens Social Care	50,001 to 55,000		57,102.00
PO8	50089456	Team Manager	Strategic People	Childrens Social Care	50,001 to 55,000		57,102.00
PO8	50079989	Integrated Commissioning Manager	Strategic People	Integrated Commissioning	50,001 to 55,000		57,102.00
PO8	50050888	Programme Manager	Deputy Chief Executive	Change	50,001 to 55,000		57,102.00
PO7/9	50012339	Pupil Place Commissioner / Head of Comm	Strategic People	Learning & Systems Leadership	50,001 to 55,000		61,491.00
PO7/8	50011718	Independant Reviewing Officer	Strategic People	Adult Care and Quality Standards	50,001 to 55,000		57,102.00
PO7/8	50035922	Independant Reviewing Officer	Strategic People	Adult Care and Quality Standards	50,001 to 55,000		57,102.00

Grade	Position	Position2	Personnel Area	Personnel Subarea	Actual Annual Salary (or if below £75,000pa the details are provided within £5k Pay Bands)	Market Supplement / Allowance based on 12 month duration	Maximum potential salary for the Grade
PO7/8	50024530	Child Protection Co-ordiinator	Strategic People	Adult Care and Quality Standards	50,001 to 55,000		57,102.00
PO7/8	50011720	Independant Reviewing Officer	Strategic People	Adult Care and Quality Standards	50,001 to 55,000		57,102.00
PO7/8	50008840	Design & Conservation Lead	Strategic Place	Regeneration Planning Delivery	50,001 to 55,000		57,102.00

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

1. Officer pay details as at 1 April 2022
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 Executive	Deputy Chief Executive	Strategic People	Strategic Place	Finance & Governance	Total
£217,762.00	1					1
£176,925.00		1				1
160,001 to 165,001			1	1		2
150,001 to 155,001					1	1
125,001 to 130,000		2	2	2	1	7
120,001 to 125,000		3	3	2	1	9
115,001 to 120,000				3		3
110,001 to 115,000				3	3	6
105,001 to 110,000		3			1	4
100,001 to 105,000		2		2	1	5
95,001 to 100,000			5	6	2	13
90,001 to 95,000		1	5	3		9
85,001 to 90,000			6	5	1	12
75,001 to 80,000		3	8	12	8	31
70,001 to 75,000		10	15	15	9	49
65,001 to 70,000		10	5	16	7	38
60,001 to 65,000		6	7	26	10	49
55,001 to 60,000		11	57	21	15	104
50,001 to 55,000		3	15	7	1	26
Total	1	55	129	124	61	370