



Dated 31.03.24

LONDON BOROUGH OF WALTHAM FOREST

PAY POLICY STATEMENT 2024/2025

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 01.04.23}
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LONDON BOROUGH OF WALTHAM FOREST

PAY POLICY STATEMENT 2024 / 2025

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 2024 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 Culture and Workforce Development and Strategic Director of Resources 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 approved 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.

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 2, set at £ 25,854 per annum and terminate at Grade PO12, Spinal Point, 65, set at £80,994 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 2} are paid at £25,854 per annum. The Council applies the London Living Wage of £13.15 per hour, {£24,683 per annum} as all employees earn above this threshold; the London Living Wage supplement is not required at this time. 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 24 October 2023:

Apprenticeship Description	Annual Salary	Weekly Pay	Hourly Pay
Specialist apprenticeship *Apprenticeship	As advised	As advised	As advised
Level 2 Apprenticeship	£24,683.08	£473.40	£13.15
Level 3			£13.15

Apprenticeship	£24,683.08	£473.40	
Level 4 Apprenticeship	£24,683.08	£473.40	£13.15
Level 5 {trainee} Apprenticeship	£24,683.08	£473.40	£13.15
Level 6 {Degree}	£30,033	£576.01	£16.00

This confirms that Level 6 apprentices' pay is aligned with SCP12 (bottom of Scale 5). This is £30,033 following the 2023 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 Senior Leadership Team (SLT) 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 and as appropriate the Electoral commission.

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 1:7.18 the highest earner being on £219,588 per annum {Chief Executive} earns 7.18 times more than the Council's average earnings on £30,576 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 2023. It's important to note that 69% of staff identify as being female,
- 47.8% of staff identifying as being female are in the top 5% of earners,

Within the report years 2023/2024, the Gender Pay Gap data on the 'mean snapshot' showed the Council as having a pay gap of 11.96%, which reduces the percentage from 13.59% for reporting years 2022/2023. The Council's full 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

The Council is committed to exploring 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. It's important to note that:

- 59% of staff identify as African, Caribbean, Asian or Mixed Heritage
- 26.1% of staff identifying as African, Caribbean, Asian or Mixed Heritage are in the top 5% of earners.

Within the report years 2023/2024, the Ethnicity Pay Gap data on the 'mean snapshot' showed the Council as having a pay gap of 16.69%, which reduces the percentage from 17.16% for reporting years 2022/2023. The Council's full Gender Pay Report can be found [here](#). The Council's full Ethnicity Pay Gap report is 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 hours per week}

The Council spent £79,835 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 0.10% of the Council's total pay bill, as at 31 December 2023.

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 operates under the auto-enrol legislation, and this will apply to all employees of the Council that meet the set 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:

- 2023/2024 is 16.7% future service rate and £8.5m deficit amount,

- 2024/2025 is 16.7% future service rate and £8.9m deficit amount,
- 2025/2026 is 15.2% future service rate and £9.4m 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

7.2.1 Special Severance Payment

The Council is compliant to the Department for Levelling Up, Housing & Communities (DLUHC) statutory guidance available [here](#), when applying Special Severance Payments (SSPs). SSPs are described as payments made to employees, office holders, workers, contractors and 'others' outside of statutory, contractual or other requirements when leaving employment in public service.

Where the Council as an employer has a contractual obligation to pay an employee in line with its redundancy policy, there will be no requirement to attend Full Council.

The authorisation arrangements will be as follows:

- payments of £100,000 and above must be approved by a vote of full council, as set out in the Localism Act 2011 [and the supplementary guidance issued under section 40 of that Act].
- payments of £20,000 and above, but below £100,000, must be personally approved and signed off by the Head of Paid Service, with a clear record of the Leader's approval and that of any others who have signed off the payment
- payments below £20,000 must be approved according to the Council's specific approval processes including authorisation from the Director of Resources and the Director of Governance and Law. .

7.3 Exit payments

The Council is awaiting further government guidance on this matter. Details available [here](#).

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 along with the Inclusion Action Plan available [here](#). 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 29 February 2024

- 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 31 March 2024}

The Council uses the National Joint Council Salary Scales for Local Government applied as at 1 April 2023 as shown below:

Salary scale / Spinal Point / Salary per annum

Scale 1	2	£25,854
	3	£26,238
Scale 2	3	£26,238
	4	£26,634
Scale 3	5	£27,030
	6	£27,438
Scale 4	7	£27,855
	8	£28,272
	9	£28,698
	10	£29,139
	11	£29,583
Scale 5	12	£30,033
	13	£30,495
	14	£30,963
	15	£31,440
	16	£31,926
Scale 6	18	£32,925
	19	£33,438
	20	£33,957
	21	£34,491

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

Salary scale /Spinal Point / Salary per annum

SO1	23	£35,577
	24	£36,045
	25	£36,567
SO2	26	£37,443
	27	£38,364
	28	£39,264
PO1	27	£38,364
	28	£39,264
	29	£39,951
PO2	30	£40,833
	29	£39,951
	30	£40,833
	31	£41,808
	32	£42,840
PO3	32	£42,840
	33	£44,019

	34	£45,021
	35	£46,041
PO4	35	£46,041
	36	£47,040
	37	£48,060
	38	£49,083
PO5	38	£49,083
	39	£50,031
	40	£51,093
	41	£52,116
PO6	40	£51,093
	41	£52,116
	42	£53,136
	43	£54,129
PO7	43	£54,129
	44	£55,155
	45	£56,172
	46	£57,201
PO8	45	£56,172
	46	£57,201
	47	£58,248
	48	£59,328
PO9	49	£60,468
	50	£61,617
	51	£62,748
	52	£63,879
PO10	53	£65,025
	54	£66,156
	55	£67,290
	56	£68,439
PO11	57	£69,579
	58	£70,710
	59	£71,850
	60	£73,311
PO12	61	£74,793
	62	£76,311
	63	£77,865
	64	£79,446
	65	£80,994

Appendix 2

London Borough of Waltham Forest Education Pay scales as at 31 March 2024.

National pay award as applied on 1 September 2023

Soulbury, NEOST, Lecturers (excluding schools):

SCP	01.09.21	01.09.22	01.09.23
1	37056	38981	40540
2	38383	40308	41920
3	39637	41562	43224
4	40907	42832	44545
5	42168	44093	45857
6	43431	45356	47170
7	44758	46683	48550
8	46035*	47960*	49878*
9	47522	49447	51425
10	48849	50774	52805
11	50158	52083	54166
12	51425	53350	55484
13	52860**	54785**	56976**
14	54140	56065	58308
15	55553	57478	59777
16	56831	58756	61106
17	58113	60038	62440
18	59371	61296	63748
19	60668	62593	65097
20	61338***	63263***	65794***
21	62626	64551	67133
22	63749	65674	68301
23	64985	66910	69586
24	66093	68018	70739
25	67278	69203	71971
26	68434	70359	73173
27	69616	71541	74403
28	70815	72740	75650
29	72016	73941	76899
30	73215	75140	78146
31	74404	76329	79382
32	75611	77536	80637
33	76819	78744	81894
34	78056	79981	83180
35	79291	81216	84465
36	80560	82485	85784
37	81809	83734	87083
38	83071	84996	88396
39	84316	86241	89691
40	85561	87486	90985
41	86811	88736	92285

42	88061	89986	93585
43	89309	91234	94883
44	90564	92489	96189
45	91815	93740	97490
46	93069	94994	98794
47	94327	96252	100102
48	95574	97499	101399
49	96825	98750	102700
50	98079	100004	104004
51			108164****
52			112491****

Soulbury Youth & Community Service Manager

SCP	01.09.21	01.09.22	01.09.23
1	38433	40358	41972
2	39691	41616	43281
3	40947	42872	44587
4	42231*	44156*	45922*
5	43535	45460	47278
6	44807	46732	48601
7	46107**	48032**	49953**
8	47585	49510	51490
9	48400	50325	52338
10	49660	51585	53648
11	50912	52837	54950
12	52166	54091	56255
13	53412	55337	57550
14	54669	56594	58858
15	55928	57853	60167
16	57191	59116	61481
17	58460	60385	62800
18	59722	61647	64113
19	60976	62901	65417
20	62257***	64182***	66749***
21	63562***	65487***	68106***
22	64898***	66823***	69496***
23	66260***	68185***	70912***
24	67650***	69575***	72358***

Soulbury Trainee Educational Psychologist

SCP	01.09.21	01.09.22	01.09.23
1	24970	26895	
2	26798	28723	29872
3	28623	30548	31770
4	30453	32378	33673

5	32279	34204	35572
6	34107	36032	37473

Soulbury Assistant Educational Psychologist

SCP	01.09.21	01.09.22	01.09.23
1	30694	32619	
2	31948	33873	35228
3	33201	35126	36531
4	34448	36373	37828

Soulbury Educational Psychologist A

SCP	01.09.21	01.09.22	01.09.23
1	38865	40790	42422
2	40838	42763	44474
3	42811	44736	46525
4	44782	46707	48575
5	46755	48680	50627
6	48727	50652	52678
7	50584	52509	54609
8	52440	54365	56540
9	54179	56104	58348
10	55921	57846	60160
11	57544	59469	61848
12			62540*
13			63836*
14			65120*

Soulbury Senior & Principal Educational Psychologist

SCP	01.09.21	01.09.22	01.09.23
1	48727	50652	52678
2	50584	52509	54609
3	52440*	54365*	56540
4	54179	56104	58348
5	55921	57846	60160
6	57544	59469	61848*
7	58210	60135	62540
8	59456	61381	63836
9	60690	62615	65120
10	61945	63870	66425
11	63177	65102	67706
12	64431	66356	69010
13	65707	67632	70337

14	66941**	68866**	71621
15	68235**	70160**	72966
16	69514**	71439**	74297
17	70803**	72728**	75637**
18	72090**	74015**	76976**
19			80055**
20			83257**
21			86587**

**LECTURER SALARY SCALE-AY
2023/24**

With effect from the 1st September 2023

LECTURER SALARY SCALES		Grade					
			Scale	1.9.23	1.9.23		
			Point	Basic	LA	Gross	Hourly Rate
	Lecturers	MGLEC	1	£22,760	£2,535	£25,295	£26.75
		MGLEC	2	£24,054	£2,535	£26,589	£28.12
		MGLEC	3	£25,363	£2,535	£27,899	£29.51
		MGLEC	4	£26,661	£2,535	£29,196	£30.88
		MGLEC	5	£27,950	£2,535	£30,486	£32.24
		MGLEC	6	£29,248	£2,535	£31,783	£33.61
		MGLEC	7	£30,559	£2,535	£33,094	£35.00
		MGLEC	8	£31,849	£2,535	£34,384	£36.36

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 and 2023

	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	50,929	4,244
L2	46,601	3,883	2	52,133	4,344
L3	47,676	3,973	3	53,314	4,443
L4	48,785	4,065	4	54,555	4,546
L5	49,919	4,160	5	55,822	4,652
L6	51,082	4,257	6	57,124	4,760
L7	52,371	4,364	7	58,565	4,880
L8	53,499	4,458	8	59,826	4,986
L9	54,750	4,563	9	61,225	5,102
L10	56,072	4,673	10	62,703	5,225
L11	57,436	4,786	11	64,229	5,352
L12	58,688	4,891	12	65,629	5,469
L13	60,073	5,006	13	67,178	5,598
L14	61,479	5,123	14	68,749	5,729
L15	62,926	5,244	15	70,368	5,864
L16	64,514	5,376	16	72,144	6,012
L17	65,921	5,493	17	73,718	6,143
L18	67,496	5,625	18	75,478	6,290
L19	69,087	5,757	19	77,258	6,438
L20	70,713	5,893	20	79,076	6,590
L21	72,383	6,032	21	80,944	6,745
L22	74,090	6,174	22	82,852	6,904
L23	75,842	6,320	23	84,812	7,068
L24	77,643	6,470	24	86,826	7,236
L25	79,489	6,624	25	88,890	7,408
L26	81,372	6,781	26	90,995	7,583
L27	83,305	6,942	27	93,157	7,763
L28	85,290	7,108	28	95,377	7,948
L29	87,316	7,276	29	97,642	8,137
L30	89,406	7,451	30	99,980	8,332
L31	91,539	7,628	31	102,364	8,530
L32	93,724	7,810	32	104,808	8,734
L33	95,975	7,998	33	107,325	8,944
L34	98,263	8,189	34	109,884	9,157
L35	100,620	8,385	35	112,519	9,377
L36	103,026	8,586	36	115,210	9,601
L37	105,509	8,792	37	117,987	9,832
L38	108,037	9,003	38	120,813	10,068
L39	110,584	9,215	39	123,662	10,305
L40	113,266	9,439	40	126,661	10,555
L41	116,010	9,668	41	129,729	10,811

L42	118,828	9,902	42	132,881	11,073
L43	120,513	10,043	43	134,765	11,230

LEADING practitioners PAY RANGE 2022 and 2023			Monthly	Monthly
	1.09.22	1.09.23	1.09.22	1.90.23
Minimum	48,055	51,179	4,004.58	4,264.92
Maximum	71,220	75,850	5,935.00	6,320.83

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	32,407	2,700.58	34,514	2,876.17
		2	34,103	2,841.92	36,320	3,026.67
		3	35,886	2,990.50	38,219	3,184.92
		4	37,763	3,146.92	40,218	3,351.50
		5	40,050	3,337.50	42,654	3,554.50
		6	43,193	3,599.42	46,001	3,833.42
Upper Pay Scales	THR Grades					
		1	44,687	3723.92	47,592	3,966.00
		2	46,340	3861.67	49,353	4,112.75
		3	48,055	4004.58	51,179	4,264.92

SPECIAL EDUCATIONAL NEEDS ALLOWANCE			Monthly	Monthly
	1.9.22	1.9.23	1.9.22	1.9.23
Minimum	2384	2539	198.67	211.58
Maximum	4479	5009	373.25	417.42

			Monthly	Monthly
TLR PAYMENT 1	1.9.22	1.9.23	1.9.22	1.9.23
Minimum	8706	9272	725.50	772.67
Maximum	14732	15690	1227.67	1307.50

			Monthly	Monthly
TLR PAYMENT 2	1.9.22	1.9.23	1.9.22	1.9.23
minimum	3017	3214	251.42	267.83
maximum	7368	7847	614.00	653.92

			Monthly	Monthly
TLR PAYMENT 3	1.9.22	1.9.23	1.9.22	1.9.23
minimum	600	639	50.00	53.25
maximum	2975	3169	247.91	53.25

Scale for Unqualified Teachers – 2022 and 2023

New grade name UQT

SCP	<u>Annual</u> <u>Salary Incl.</u> <u>LW</u>	<u>Monthly</u>	<u>Annual</u> <u>Salary Incl.</u> <u>LW</u>	<u>Monthly</u>
	1.09.22	1.09.22	1.09.23	1.09.23
1	22,924	1,910.33	24,415	2,034.58
2	25,144	2,095.33	26,779	2,231.58
3	27,362	2,280.17	29,141	2,428.42
4	29,323	2,443.58	31,229	2,602.42
5	31,539	2,628.25	33,590	2,799.17
6	33,759	2,813.25	35,954	2,996.17

Chief Officer Grades and Spinal Point 31.03.24**Pay scales effective from 1 April 2023**

Please note that the following rates include the London weighting amounts

Salary Scale	Spinal Point	Salary (per annum)
Chief Executive (CE4)	4	£225,383
	3	£219,655
	2	£213,927
	1	£208,199
Deputy Chief Executive (DCE)		£183,117
Strategic Director 1	5	£170,273
	4	£166,603
	3	£163,905
	2	£161,206
	1	£158,508
Strategic Director 2	5	£157,428
	4	£154,514
	3	£151,275
	2	£148,037
	1	£144,475
Corporate Director 1	4	£133,681
	3	£131,522
	2	£129,363
	1	£127,204
Corporate Director 2	5	£126,862
	4	£123,998
	3	£121,133
	2	£118,270
	1	£117,674
Corporate Director 3	5	£116,506
	4	£113,585
	3	£110,664
	2	£107,742
	1	£104,821
Assistant Director (AD)	5	£101,316
	4	£98,394
	3	£95,473
	2	£92,552
	1	£87,607

Appendix 4: Statutory and Non-Statutory Chief Officer Posts (as at 31 December 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 of Resource
Strategic Director of Neighbourhoods & Environment

The following Chief Officer Posts that report to a Strategic Director:

Chief Executive

Corporate Director of Culture and Workforce Development -
Director of Communications and Campaigns -
Corporate Director of Strategy, Insight & Communities

Deputy Chief Executive

Chief Information Officer
Corporate Director Customer Strategy & Digital Channels
Corporate Director of Culture & Destinations
Director of Public Health
Assistant Director Early Help and Prevent
Assistant Director of Integrated Commissioning
Head of Communities & Participation

Strategic People

Corporate Director of Adult Care & Quality Standards
Corporate Director Children's Social Care
Director of Learning & System Leadership

Strategic Place

Corporate Director of Property & Delivery
Corporate Director of Housing
Corporate Director of Regeneration, Planning & Delivery

Resource

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

Neighbourhoods & Environment

Corporate Director Regulatory and Contingency Planning Services
Corporate Director of Neighbourhoods
Corporate Director of Community Safety & Neighbourhoods
Corporate Director of Climate Emergence & Behavioural Change
Head of Transformation & Innovation

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 2023
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	Directorate	Employee(s)	Actual Annual Salary (or if below £175,000pa the details are provided within £5k Pay Bands)	Market Supplement / Allowance based on 12 month duration	Maximum potential salary for the Grade
CE4	Chief Executive	Chief Executive	Linzi Roberts-Egan	£217,671.00		£225,384.00
DCE2	Deputy Chief Executive	Deputy Chief Executive	Shazia Hussain	£183,117.00		£183,117.00
SD1	Strategic Director of People	Strategic People	Heather Flinders	170,001 to 175,000		£170,273.00
SD1	Strategic Director of Place	Strategic Place	Stewart Murray	170,001 to 175,000		£170,273.00
SD1	Strategic Director of Resource	Resources	Robert Manning	155,001 to 160,000		£170,273.00
SD2	Strategic Director of Neighbourhoods & Environment	Neighbourhoods and Environment	Deborah Porter	150,001 to 155,000		£157,428.00
CD1	CD of Adult Care & Quality Standards	Strategic People		130,001 to 135,000		£133,681.00
CD1	CD of Governance & Law	Resources		130,001 to 135,000		£133,681.00
CD1	Corporate Director of Housing	Strategic Place		130,001 to 135,000		£133,681.00
CD1	CD of Community Safety & Neighbourhoods	Neighbourhoods and Environment		130,001 to 135,000		£133,681.00
CD1	CD of People, OD & Business Support	Deputy Chief Executive		130,001 to 135,000		£133,681.00
CD1	CD of Children's Social Care	Strategic People		130,001 to 135,000		£133,681.00
CD1	Corporate Director of Neighbourhoods	Neighbourhoods and Environment		125,001 to 130,000		£133,681.00
CD1	CD Customer Strategy & Digital Channels	Neighbourhoods and Environment		125,001 to 130,000		£133,681.00
CD1	CD of Property & Delivery	Strategic Place		120,001 to 125,000		£133,681.00
CD2	Director of Major Projects	Strategic Place		125,001 to 130,000	£8,000.04	£126,862.00
CD2	Director of Public Health	Stronger Community		125,001 to 130,000		£126,862.00
CD2	Director of Learning & System Leadership	Strategic People		125,001 to 130,000		£126,862.00
CD2	CD of Culture & Destinations	Stronger Community		125,001 to 130,000		£126,862.00
CD2	Divisional Director Housing Delivery	Strategic Place		120,001 to 125,000		£126,862.00
CD2	Director of Capital Delivery	Strategic Place		115,001 to 120,000		£126,862.00
CD	CD of Regeneration, Planning & Delivery	Strategic Place		120,001 to 125,000		£124,878.12
CD	CD of Financial Services	Resources		115,001 to 120,000		£124,878.12

CD3	CD of Strategy, Insight & Communities	Deputy Chief Executive		125,001 to 130,000		£116,506.00
CD3	Director of Commercial Innovation	Resources		110,001 to 115,000		£116,506.00
CD3	CD of Revenues and Benefits	Resources		110,001 to 115,000		£116,506.00
CD3	Director of Regulatory & Con, Planning Serv	Neighbourhoods and Environment		110,001 to 115,000		£116,506.00
CD3	CD of Climate Emerg & Behavioural Change	Deputy Chief Executive		105,001 to 110,000		£116,506.00
CD3	Director of HR	Deputy Chief Executive		105,001 to 110,000		£116,506.00
CD3	CD Int Audit & Anti Fraud Share Serv	Resources		100,001 to 105,000		£116,506.00
CD3	Director of Inward Invest & HE AR	Strategic Place		100,001 to 105,000		£116,506.00
CD3	Director of Communications and Campaigns	Deputy Chief Executive		100,001 to 105,000		£116,506.00
CD3	Director - Cap Strategy & Portfolio Mgmt	Strategic Place		100,001 to 105,000		£116,506.00
DD	Director - Commercial Estate & Investmen	Strategic Place		110,001 to 115,000	£9,999.96	£114,482.28
DD	Director of Procurement	Resources		110,001 to 115,000		£114,482.28
DD	Chief Information Officer	Deputy Chief Executive		105,001 to 110,000		£114,482.28
DD	Acting Director of Procurement	Resources		100,001 to 105,000	£5,970.00	£114,482.28
AD	AD Cultural Sites	Strategic Place		95,001 to 100,000		£101,316.00
AD	Director - Area Regeneration Delivery	Strategic Place		95,001 to 100,000		£101,316.00
AD	AD Community Safety & Programmes	Neighbourhoods and Environment		95,001 to 100,000		£101,316.00
AD	Assistant Director Early Help and Prevent	Stronger Community		95,001 to 100,000		£101,316.00
AD	Asst. Dir. Adult Social Care	Strategic People		95,001 to 100,000	£8,898.96	£101,316.00
AD	AD Environmental Health	Neighbourhoods and Environment		95,001 to 100,000		£101,316.00
AD	Assistant Director Operations	Strategic People		95,001 to 100,000		£101,316.00
AD	AD - Strategic Asset Management & Compli	Strategic Place		95,001 to 100,000		£101,316.00
AD	AD -Housing Repairs and Planned Works	Strategic Place		95,001 to 100,000		£101,316.00
AD	Director of Disability Enablement Serv	Strategic People		95,001 to 100,000		£101,316.00
AD	Assistant Director Corporate Parenting	Strategic People		95,001 to 100,000		£101,316.00
AD	AD Employment Business Skills	Stronger Community		95,001 to 100,000		£101,316.00
AD	Assistant Director Property Management	Strategic Place		95,001 to 100,000		£101,316.00
AD	AD Development Mgmt & Building Control	Strategic Place		95,001 to 100,000		£101,316.00
AD	AD Social Care Innovation	Deputy Chief Executive		95,001 to 100,000		£101,316.00
AD	AD Regulatory Services	Neighbourhoods and Environment		90,001 to 95,000		£101,316.00
AD	Assistant Dir Safeguarding & Family Supp	Strategic People		90,001 to 95,000		£101,316.00
AD	Assistant Director Strategic Housing	Strategic Place		90,001 to 95,000		£101,316.00
AD	AD Enforcement & Neighbourhoods	Neighbourhoods and Environment		90,001 to 95,000		£101,316.00
AD	AD - Digital Innovation and Delivery	Neighbourhoods and Environment		90,001 to 95,000		£101,316.00
AD	Assistant Director - Commercial Law	Resources		90,001 to 95,000		£101,316.00
AD	Head of WF Traded Service	Strategic People		90,001 to 95,000		£101,316.00
AD	Assistant Director of QA	Strategic People		90,001 to 95,000		£101,316.00
AD	Assistant Director - Family Law	Resources		90,001 to 95,000		£101,316.00
AD	Assistant Director - Litigation & Public Law	Resources		90,001 to 95,000	£7,620.00	£101,316.00
AD	Director of Housing Regeneration	Strategic Place		90,001 to 95,000		£101,316.00
AD	Public Health Consultant	Strategic People		90,001 to 95,000		£101,316.00

AD	AD Integrated Commissioning	Stronger Community		90,001 to 95,000		£101,316.00
AD	Assistant Director of Strategy & Design	Deputy Chief Executive		85,001 to 90,000		£101,316.00
AD	AD Supporting Families & Communities	Strategic People		85,001 to 90,000		£101,316.00
AD	Assistant Director of Early Help Deliver	Strategic People		85,001 to 90,000		£101,316.00
AD	AD for Post 16 and Schools Operations	Strategic People		85,001 to 90,000		£101,316.00
AD	Head of Treasury & Pensions	Resources		85,001 to 90,000		£101,316.00
AD	AD Organisational Safeguarding-People	Strategic People		85,001 to 90,000		£101,316.00
AD	Assistant Director Highways & Parking	Neighbourhoods and Environment		85,001 to 90,000		£101,316.00
AD	AD of Internal Audit & Anti Fraud	Resources		85,001 to 90,000		£101,316.00
AD	AD - Youth and Family Resilience	Strategic People		85,001 to 90,000		£101,316.00
AD	Assistant Director Housing - Place Services	Strategic Place		85,001 to 90,000		£101,316.00
AD	Assistant Director Housing - People Services	Strategic Place		85,001 to 90,000		£101,316.00
AD	Assistant Director Sports, Leisure	Neighbourhoods and Environment		85,001 to 90,000		£101,316.00
AD	Public Health Consultant - Asst Director	Strategic People		85,001 to 90,000		£101,316.00
AD	Assistant Director of Community Safety	Neighbourhoods and Environment		85,001 to 90,000		£101,316.00
AD	Assistant Director of Place & Design	Strategic Place		75,001 to 80,000		£101,316.00
AD	Public Health Consultant - Asst Director	Strategic People		65,001 to 70,000		£101,316.00
AD	Public Health Consultant - CYP	Strategic People		60,001 to 65,000		£101,316.00
PO12	Head Early Years, Childcare & Bus. Dev.	Strategic People		80,001 to 85,000		£80,994.00
PO12	Strategic Financial Adv Neigh & Growth	Resources		80,001 to 85,000		£80,994.00
PO12	Strategic Financial Advisor - Adults	Resources		80,001 to 85,000		£80,994.00
PO12	Head of Neighbourhood Management	Neighbourhoods and Environment		80,001 to 85,000		£80,994.00
PO12	Strategic Head of Employment & Skills	Strategic Place		80,001 to 85,000		£80,994.00
PO12	Head of Mechanical & Electrical	Strategic Place		80,001 to 85,000		£80,994.00
PO12	Head of Service-People Business Hub	Deputy Chief Executive		80,001 to 85,000		£80,994.00
PO12	Head of Electoral and Democratic Service	Resources		80,001 to 85,000		£80,994.00
PO12	Head of Building Works	Strategic Place		80,001 to 85,000		£80,994.00
PO12	Head of Corporate Capital Programmes	Strategic Place		80,001 to 85,000	£4,999.92	£80,994.00
PO12	Head of Intelligence & Data Network	Deputy Chief Executive		80,001 to 85,000		£80,994.00
PO12	Head of Service	Strategic People		80,001 to 85,000		£80,994.00
PO12	Head of Digital Services	Deputy Chief Executive		80,001 to 85,000	£5,033.04	£80,994.00
PO12	Head of Digital Portfolio	Deputy Chief Executive		80,001 to 85,000		£80,994.00
PO12	Head of Destinations Marketing	Strategic Place		80,001 to 85,000		£80,994.00
PO12	Head of Building Control	Strategic Place		75,001 to 80,000		£80,994.00
PO12	Head of commercial & Contract Management	Strategic Place		75,001 to 80,000		£80,994.00
PO12	Head of Temp Accommodations & Quality	Strategic Place		75,001 to 80,000		£80,994.00
PO12	Head of Service Libraries	Neighbourhoods and Environment		75,001 to 80,000		£80,994.00
PO12	Assistant Chief Executive	Deputy Chief Executive		75,001 to 80,000		£80,994.00
PO12	Strategic Finance Advisor Housing	Resources		75,001 to 80,000		£80,994.00
PO12	Head of Schools Delivery	Strategic Place		75,001 to 80,000		£80,994.00
PO12	Head of Highway Network Management	Neighbourhoods and Environment		75,001 to 80,000		£80,994.00

PO12	Head of Commercial Client and Innovation	Resources		75,001 to 80,000		£80,994.00
PO12	Project Director	Strategic Place		75,001 to 80,000		£80,994.00
PO12	Project Director - The Score	Strategic Place		75,001 to 80,000		£80,994.00
PO12	Head of Strategy and Change	Deputy Chief Executive		75,001 to 80,000		£80,994.00
PO12	Head of Communities & Participation	Deputy Chief Executive		75,001 to 80,000		£80,994.00
PO12	Head of Strategic Comms and Campaigns	Deputy Chief Executive		75,001 to 80,000		£80,994.00
PO12	Chief Accountant	Resources		75,001 to 80,000		£80,994.00
PO12	Head of Compliance & Assurance	Strategic Place		75,001 to 80,000		£80,994.00
PO12	Head of Customer Resolution & Improvemen	Neighbourhoods and Environment		75,001 to 80,000		£80,994.00
PO12	Head of Oracle Cloud ERP	Deputy Chief Executive		75,001 to 80,000		£80,994.00
PO12	Project Director	Strategic Place		75,001 to 80,000		£80,994.00
PO12	Head of Traffic & Projects	Neighbourhoods and Environment		75,001 to 80,000		£80,994.00
PO12	Head of ICT Operations	Deputy Chief Executive		75,001 to 80,000		£80,994.00
PO12	Assistant Project Director - MP	Strategic Place		75,001 to 80,000		£80,994.00
PO12	Assistant Project Director - MP	Strategic Place		75,001 to 80,000		£80,994.00
PO12	Head of Income & Lettings	Strategic Place		75,001 to 80,000		£80,994.00
PO12	Head of Capital Portfolio Management	Strategic Place		75,001 to 80,000		£80,994.00
PO12	Strategic Financial Adviser Corporate	Resources		75,001 to 80,000		£80,994.00
PO12	Head of Architecture and Security	Deputy Chief Executive		75,001 to 80,000		£80,994.00
PO12	Head of Supply Chain	Resources		70,001 to 75,000		£80,994.00
PO12	Head of Operations	Neighbourhoods and Environment		70,001 to 75,000		£80,994.00
PO12	Project Director	Strategic Place		70,001 to 75,000		£80,994.00
PO12	Head of Destinations Commercial	Strategic Place		70,001 to 75,000		£80,994.00
PO12	Head of Supply Chain	Resources		70,001 to 75,000		£80,994.00
PO12	Head of Strategy & Design	Deputy Chief Executive		70,001 to 75,000		£80,994.00
PO12	Head of Transformation & Innovation	Neighbourhoods and Environment		70,001 to 75,000		£80,994.00
PO12	Head of Parking & Network Operations	Neighbourhoods and Environment		70,001 to 75,000		£80,994.00
PO12	Client Project Director	Strategic Place		70,001 to 75,000		£80,994.00
PO12	Project Director	Strategic Place		70,001 to 75,000		£80,994.00
PO12	Head of Operations Traded Services	Strategic People		65,001 to 70,000		£80,994.00
PO12	Head of Capital Portfolio Management	Strategic Place		65,001 to 70,000		£80,994.00
PO12	Strategic Financial Advisor	Resources		60,001 to 65,000		£80,994.00
PO11	Head of Service	Strategic People		70,001 to 75,000		£73,311.00
PO11	Head Of Accomodation Options	Strategic Place		70,001 to 75,000		£73,311.00
PO11	Insurance and Risk Manager	Resources		70,001 to 75,000		£73,311.00
PO11	Principal Lawyer	Resources		70,001 to 75,000	£4,999.92	£73,311.00
PO11	Head of Area Regeneration	Strategic Place		70,001 to 75,000		£73,311.00
PO11	Head of Corporate Parenting Leave Care	Strategic People		70,001 to 75,000		£73,311.00
PO11	Head of Placements & Supplier Quality	Resources		70,001 to 75,000		£73,311.00
PO11	Head of Area Regeneration	Strategic Place		70,001 to 75,000		£73,311.00
PO11	Principal Lawyer	Resources		70,001 to 75,000	£4,999.92	£73,311.00

PO11	Prof Practice Development Lead Prac C&A	Strategic People		70,001 to 75,000		£73,311.00
PO11	Head of Service - Specialist Work Servic	Strategic People		70,001 to 75,000		£73,311.00
PO11	Hd of Safeguarding & Family Support	Strategic People		70,001 to 75,000		£73,311.00
PO11	Principal Lawyer	Resources		70,001 to 75,000		£73,311.00
PO11	Strategic Asset Manager	Strategic Place		70,001 to 75,000	£6,716.04	£73,311.00
PO11	HOS - Home Adaptations Service	Strategic People		70,001 to 75,000		£73,311.00
PO11	Strategic Asset Manager	Strategic Place		70,001 to 75,000	£22,855.92	£73,311.00
PO11	Head of Strategic Partnerships	Strategic People		70,001 to 75,000		£73,311.00
PO11	Head of Corporate Parenting F&A	Strategic People		70,001 to 75,000		£73,311.00
PO11	Head of Strategic Planning & Infrastruct	Strategic Place		70,001 to 75,000		£73,311.00
PO11	HOS - Home First Service	Strategic People		70,001 to 75,000		£73,311.00
PO11	Principal Commercial Surveyor	Strategic Place		70,001 to 75,000		£73,311.00
PO11	Head of Service Practice Improvement	Strategic People		70,001 to 75,000		£73,311.00
PO11	Head of Change	Deputy Chief Executive		70,001 to 75,000		£73,311.00
PO11	Head of Family Functional Therapy	Strategic People		65,001 to 70,000		£73,311.00
PO11	FSQ Director	Strategic Place		65,001 to 70,000		£73,311.00
PO11	Head of Service - Placements	Strategic People		65,001 to 70,000		£73,311.00
PO11	Head of Health, Safety and Wellbeing	Deputy Chief Executive		65,001 to 70,000		£73,311.00
PO11	Head of Strategic Planning & Design	Strategic Place		50,001 to 55,000		£73,311.00
PO10/11	Principal Lawyer	Resources		70,001 to 75,000		£73,311.00
PO10/11	Principal Lawyer	Resources		70,001 to 75,000		£73,311.00
PO10/11	Principal Lawyer	Resources		70,001 to 75,000		£73,311.00
PO10/11	Principal Lawyer	Resources		70,001 to 75,000	£10,000.00	£73,311.00
PO10/11	Principal Lawyer	Resources		70,001 to 75,000		£73,311.00
PO10/11	Principal Lawyer	Resources		70,001 to 75,000		£73,311.00
PO10	I T Security Architect	Deputy Chief Executive		65,001 to 70,000		£68,439.00
PO10	Head of Service - Support Functions	Resources		65,001 to 70,000		£68,439.00
PO10	Regeneration and Sustainability Delivery Lead	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Senior project Manager	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Regeneration Delivery Lead	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Head of Business & Sector Growth	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Place Services Intelligence Manager	Deputy Chief Executive		65,001 to 70,000		£68,439.00
PO10	Senior Project Manager	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Head of Housing Systems	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Head of Housing Engagement & Insight	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Senior Project Manager	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Senior Project Manager	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Social Value Lead	Resources		65,001 to 70,000		£68,439.00
PO10	Senior Project Manager	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Network Solutions Architect	Deputy Chief Executive		65,001 to 70,000		£68,439.00
PO10	Senior Project Manager	Strategic Place		65,001 to 70,000		£68,439.00

PO10	Head of Service - Revenues	Resources		65,001 to 70,000		£68,439.00
PO10	Data Protection Manager	Resources		65,001 to 70,000		£68,439.00
PO10	Senior Project Manager	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Infrastructure Security Architect	Deputy Chief Executive		65,001 to 70,000		£68,439.00
PO10	Head of Jobs Academies & Innovation	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Service Manager	Neighbourhoods and Environment		65,001 to 70,000		£68,439.00
PO10	Senior Project Manager	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Schools Asset Team Leader	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Head of Performance & Programmes	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Head of Estates Services	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Head of Skills	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Team Manager - MASH	Strategic People		65,001 to 70,000		£68,439.00
PO10	Senior Project Manager	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Senior Project Manager	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Senior Project Manager	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Infrastructure Solutions Architect	Deputy Chief Executive		65,001 to 70,000		£68,439.00
PO10	Partnership Manager (NPSL)	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Head of Engagement & Partnership	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Head of WF Catering	Strategic People		65,001 to 70,000		£68,439.00
PO10	Senior Programme Manager	Deputy Chief Executive		65,001 to 70,000		£68,439.00
PO10	Service Manager	Neighbourhoods and Environment		65,001 to 70,000		£68,439.00
PO10	Team Manager ASB	Neighbourhoods and Environment		65,001 to 70,000		£68,439.00
PO10	Deputy Head of Strategy	Deputy Chief Executive		65,001 to 70,000		£68,439.00
PO10	Masterplan Project Manager	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Lead Manger Finance & Business	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Senior Finance Mgr/Head of Acc & Finance	Resources		65,001 to 70,000		£68,439.00
PO10	Head of Operations Centre	Neighbourhoods and Environment		65,001 to 70,000		£68,439.00
PO10	Building Safety Manager	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Families Business Intelligence Manager	Deputy Chief Executive		65,001 to 70,000		£68,439.00
PO10	Deputy Head of Digital	Deputy Chief Executive		65,001 to 70,000	£7,315.92	£68,439.00
PO10	Energy and Utilities Senior Manager	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Team Manager Supporting Families	Strategic People		65,001 to 70,000		£68,439.00
PO10	Head of Sustainable Transport	Neighbourhoods and Environment		65,001 to 70,000		£68,439.00
PO10	Head of Employment	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Safe Streets Operational manager	Neighbourhoods and Environment		65,001 to 70,000		£68,439.00
PO10	Corporate Anti-Fraud Manager	Resources		65,001 to 70,000		£68,439.00
PO10	Category Manager (Construction)	Resources		65,001 to 70,000	£2,796.00	£68,439.00
PO10	Head of Leadership Office	Deputy Chief Executive		65,001 to 70,000		£68,439.00
PO10	Head of Service Bus Hub and Cust Serv	Deputy Chief Executive		65,001 to 70,000		£68,439.00
PO10	WMG Site Director	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Head of Opportunities	Strategic Place		65,001 to 70,000		£68,439.00

PO10	Head of Youth Violence and Community	Neighbourhoods and Environment		65,001 to 70,000		£68,439.00
PO10	Head of Public Programming	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Energy and Utilities Senior Manager	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Partner / Strategy and Quality Assurance	Deputy Chief Executive		50,001 to 55,000		£68,439.00
PO9/10	Planning Manager (Majors)	Strategic Place		65,001 to 70,000		£68,439.00
PO9/10	Planning Manager (North Area)	Strategic Place		65,001 to 70,000		£68,439.00
PO9	CoA & Hierarchies SME	Resources		60,001 to 65,000		£63,879.00
PO9	Independent Living Manager	Strategic Place		60,001 to 65,000		£63,879.00
PO9	Manager	Strategic People		60,001 to 65,000		£63,879.00
PO9	Manager	Strategic People		60,001 to 65,000		£63,879.00
PO9	Group Accountant Regeneration & Growth	Resources		60,001 to 65,000		£63,879.00
PO9	Group Accountant Adults	Resources		60,001 to 65,000		£63,879.00
PO9	Manager	Strategic People		60,001 to 65,000		£63,879.00
PO9	IRO Team Manager	Strategic People		60,001 to 65,000		£63,879.00
PO9	Head of Parks & Open Spaces	Neighbourhoods and Environment		60,001 to 65,000		£63,879.00
PO9	Group Accountant Housing	Resources		60,001 to 65,000	£2,000.04	£63,879.00
PO9	CPC Team Manager	Strategic People		60,001 to 65,000		£63,879.00
PO9	Group Accountant Corporate	Resources		60,001 to 65,000		£63,879.00
PO9	Head of Cultural Site Development	Strategic Place		60,001 to 65,000		£63,879.00
PO9	Planning Manager (South Area)	Strategic Place		60,001 to 65,000		£63,879.00
PO9	Carers Strategic Programme Lead	Strategic People		60,001 to 65,000		£63,879.00
PO9	Service Manager A Q & Environment	Neighbourhoods and Environment		60,001 to 65,000		£63,879.00
PO9	HoS School Admissions Commissioning & PP	Strategic People		60,001 to 65,000		£63,879.00
PO9	Partnership Manager	Strategic Place		60,001 to 65,000		£63,879.00
PO8/10	Head of Housing Strategy	Strategic Place		65,001 to 70,000		£63,879.00
PO8/10	Head of Housing Investment & Partnerships	Strategic Place		55,001 to 60,000		£63,879.00
PO8	Programme Manager	Deputy Chief Executive		65,001 to 70,000		£59,328.00
PO8	Edge Of Care Operational Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Deputy Service Manager Building Control	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Applications DEVOPS Manager	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Area Estates Manager	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Quality Assurance Improvement Manager CA	Strategic People		55,001 to 60,000		£59,328.00
PO8	Adoption and Fostering Agency Advisor	Strategic People		55,001 to 60,000		£59,328.00
PO8	Principal Project MGR Sch's Development	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Area Manager 0-18 50040814 temp line manager change	Strategic People		55,001 to 60,000		£59,328.00

PO8	Governor Services Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Out of Mainstream Operational Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Senior Lawyer Litigation	Resources		55,001 to 60,000		£59,328.00
PO8	Senior Public Health Strategist	Strategic People		55,001 to 60,000		£59,328.00
PO8	Deputy Head of Area Regeneration - 50093935 - Temp LM change	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Corporate Development Support Manager	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Team Manager LD	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Place Manager	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Tenancy Manager	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Area Man Chingford Children & Family Cen	Strategic People		55,001 to 60,000		£59,328.00
PO8	Quantity Surveyor Building Services	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Quantity Surveyor M&E	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Financial Compliance&Direct Payments Mgr	Strategic People		55,001 to 60,000		£59,328.00
PO8	Area Manager 0-18	Strategic People		55,001 to 60,000		£59,328.00
PO8	Service Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Senior Enforcement Contract Manager	Neighbourhoods and Environment		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Senior Public Health Strategist	Strategic People		55,001 to 60,000		£59,328.00
PO8	Deputy Head of Area Regeneration	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Senior Litigation Lawyer	Resources		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Functional Family Therapy Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager (Adult MASH)	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Mosaic Product Owner	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Mental Health Social Work Lead	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Digital Delivery Manager	Deputy Chief Executive		55,001 to 60,000	£10,897.92	£59,328.00
PO8	Treasury Manager-Governance & Compliance	Resources		55,001 to 60,000		£59,328.00
PO8	Integrated Commissioning Manager	Resources		55,001 to 60,000		£59,328.00

PO8	Prevent Team Manager	Neighbourhoods and Environment		55,001 to 60,000		£59,328.00
PO8	Senior Lawyer Advisory	Resources		55,001 to 60,000		£59,328.00
PO8	Senior Public Health Strategist	Strategic People		55,001 to 60,000		£59,328.00
PO8	Highway Infrastructure Manager	Neighbourhoods and Environment		55,001 to 60,000		£59,328.00
PO8	Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Deputy Planning Manager	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Engagement Manager	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Participation & Communities Programme Co	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Programme Manager	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Senior Public Health Strategist	Strategic People		55,001 to 60,000		£59,328.00
PO8	Statutory YOS Operational Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Business Manager Place	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Programme Delivery Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Fostering Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Education Business Project Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Climate Programme Manager	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Infrastructure & Network Services Mngr	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Deputy Planning Manager	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Community Participation Officer	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Programme Manager	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Programme Manager	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Dementia and Provider Services Development Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Senior Programme Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	IT Commercial Manager	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Highways Development Control Manager	Neighbourhoods and Environment		55,001 to 60,000		£59,328.00
PO8	Area Estates Manager	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Technical Operations Manager	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Area Manager 0-18	Strategic People		55,001 to 60,000		£59,328.00
PO8	Deputy Head of Area Regeneration	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Senior Lawyer Advisory	Resources		55,001 to 60,000		£59,328.00
PO8	Business Manager DCE	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Programme Manager	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Housing System Manager	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Security Analyst	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Programme Manager	Deputy Chief Executive		55,001 to 60,000		£59,328.00

PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Network Operations Manager	Neighbourhoods and Environment		55,001 to 60,000		£59,328.00
PO8	Head of Operations - FM	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Area Manager 0-18	Strategic People		55,001 to 60,000		£59,328.00
PO8	Street Lighting&Responsive Maint Manager	Neighbourhoods and Environment		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Rents Manager	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Town Centre Lead	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Programme Manager	Resources		55,001 to 60,000		£59,328.00
PO8	Programme Manager	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Programme Manager	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Head of Civic Events and Member Support	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Technical Services Manager	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Programme Manager - Resettlement	Strategic People		55,001 to 60,000		£59,328.00
PO8	Strategy & Policy Manager	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Policy and Project Manager	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Programme Delivery Manager-Public Health	Strategic People		55,001 to 60,000		£59,328.00
PO8	Programme Manager - Health Equity	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Business Manager DCE	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Team Manager Adult Early Help	Strategic People		55,001 to 60,000		£59,328.00
PO8	Pensions Manager-Governance & Compliance	Resources		55,001 to 60,000		£59,328.00
PO8	Programme Manager	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	QA & Partnerships Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	PMO Lead	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Head of Civic Events and Member Support.	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO7/9	Pupil Place Commissioner / Head of Comm	Strategic People		55,001 to 60,000		£63,879.00
PO7/8	Independant Reviewing Officer	Strategic People		55,001 to 60,000		£59,328.00
PO7/8	Independant Reviewing Officer	Strategic People		55,001 to 60,000		£59,328.00
PO7/8	LADO & Safeguarding in Education Manager	Strategic People		55,001 to 60,000		£59,328.00
PO7/8	Independant Reviewing Officer	Strategic People		55,001 to 60,000		£59,328.00
PO7/8	Independant Reviewing Officer	Strategic People		55,001 to 60,000		£59,328.00
PO7/8	Independant Reviewing Officer	Strategic People		55,001 to 60,000		£59,328.00
PO7/8	Child Protection Co-ordinator	Strategic People		55,001 to 60,000		£59,328.00
PO7/8	Design & Conservation Lead	Strategic Place		55,001 to 60,000		£59,328.00
PO7/8	Deputy Planning Manager	Strategic Place		55,001 to 60,000		£59,328.00
PO7/8	Design and Conservation Lead	Strategic Place		55,001 to 60,000		£59,328.00
PO7/8	Independant Reviewing Officer	Strategic People		50,001 to 55,000		£59,328.00
PO7/8	Planning Policy For Place Lead	Strategic Place		50,001 to 55,000		£59,328.00
PO7/8	Child Protection Co-ordinator	Strategic People		50,001 to 55,000		£59,328.00
PO7	Team Manager Trading Standards	Neighbourhoods and Environment		55,001 to 60,000		£57,201.00
PO7	Private Sector Housing Team Manager	Neighbourhoods and Environment		55,001 to 60,000		£57,201.00

PO7	Mortuary Service Operations Manager	Resources		55,001 to 60,000		£57,201.00
PO7	Section Manager Planning Enforcement	Neighbourhoods and Environment		55,001 to 60,000		£57,201.00
PO7	Street Trading Manager	Neighbourhoods and Environment		55,001 to 60,000		£57,201.00
PO7	Resident Financial Serv's & Control Mngr	Resources		55,001 to 60,000		£57,201.00
PO7	Building Works Contract Services Manager	Strategic Place		55,001 to 60,000		£57,201.00
PO7	Team Manager Private Sector	Neighbourhoods and Environment		55,001 to 60,000		£57,201.00
PO7	Stock Condition Programme & Data Manager	Strategic Place		55,001 to 60,000		£57,201.00
PO7	Building Works Contract Services Manager	Strategic Place		55,001 to 60,000		£57,201.00
PO7	Contract Services Manager Gas	Strategic Place		55,001 to 60,000		£57,201.00
PO7	SEND Provisions Manager	Strategic People		55,001 to 60,000		£57,201.00
PO7	Sector Growth Programme Manager	Strategic Place		55,001 to 60,000		£57,201.00
PO7	Media & Digital Officer Manager	Deputy Chief Executive		55,001 to 60,000		£57,201.00
PO7	Food and Safety Team Manager	Neighbourhoods and Environment		55,001 to 60,000		£57,201.00
PO7	Internal Communications Manager	Deputy Chief Executive		55,001 to 60,000		£57,201.00
PO7	Procurement Strategy & Governance Manager	Resources		55,001 to 60,000		£57,201.00
PO7	16-17 Participation Service Manager	Strategic People		55,001 to 60,000		£57,201.00
PO7	Senior Public Health Analyst	Strategic People		55,001 to 60,000		£57,201.00
PO7	Solution Architect	Deputy Chief Executive		55,001 to 60,000	£21,180.96	£57,201.00
PO7	Senior Inward Investment Manager	Strategic Place		55,001 to 60,000		£57,201.00
PO7	Business Growth Project Team Leader	Strategic Place		55,001 to 60,000		£57,201.00
PO7	Centre Manager	Strategic People		55,001 to 60,000		£57,201.00
PO7	People Partner	Deputy Chief Executive		55,001 to 60,000		£57,201.00
PO7	Deputy Team Leader	Strategic Place		55,001 to 60,000		£57,201.00
PO7	Integrated Asset Management Contract Mgr	Strategic Place		55,001 to 60,000		£57,201.00
PO7	Team Manager - Premises Licencing	Neighbourhoods and Environment		55,001 to 60,000		£57,201.00
PO7	Senior Principal Insurance Officer	Resources		55,001 to 60,000		£57,201.00
PO7	Deputy Team Manager	Strategic People		55,001 to 60,000		£57,201.00
PO7	Team Manager Private Sector	Neighbourhoods and Environment		55,001 to 60,000		£57,201.00
PO7	Housing Options Operations Manager	Strategic Place		55,001 to 60,000		£57,201.00
PO7	People Partner	Deputy Chief Executive		55,001 to 60,000		£57,201.00
PO7	Practice Support Manager	Strategic People		55,001 to 60,000		£57,201.00
PO7	Audit Manager	Resources		55,001 to 60,000		£57,201.00
PO7	Lead Analyst - Adults	Deputy Chief Executive		55,001 to 60,000		£57,201.00
PO7	Team Manager Private Sector	Neighbourhoods and Environment		55,001 to 60,000		£57,201.00
PO7	Principal Accountant Corporate	Resources		55,001 to 60,000		£57,201.00
PO7	Developer S106 Programme Manager	Strategic Place		55,001 to 60,000		£57,201.00
PO7	Lead Analyst - Families	Deputy Chief Executive		55,001 to 60,000		£57,201.00
PO7	Principal Engineer Highway Maintenance	Neighbourhoods and Environment		50,001 to 55,000		£57,201.00
PO7	Employment Programme Manager	Strategic Place		50,001 to 55,000		£57,201.00
PO7	HR Policy/Systems Lead	Deputy Chief Executive		50,001 to 55,000		£57,201.00
PO7	Campaigns Manager	Deputy Chief Executive		50,001 to 55,000		£57,201.00

PO7	Full Stack Web Developer	Deputy Chief Executive		50,001 to 55,000	£17,316.00	£57,201.00
PO7	Team Manager Private Sector	Neighbourhoods and Environment		50,001 to 55,000		£57,201.00
PO7	Lead Learning Manager	Strategic People		50,001 to 55,000		£57,201.00
PO7	Public Health Strategic Communications M	Deputy Chief Executive		50,001 to 55,000		£57,201.00
PO7	Lead Analyst (Community Safety)	Deputy Chief Executive		50,001 to 55,000		£57,201.00
PO7	People Partner	Deputy Chief Executive		50,001 to 55,000		£57,201.00
PO7	Performance, Funding & Business Manager	Strategic Place		50,001 to 55,000		£57,201.00

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 1 April 2023

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 £175,000)	Chief Executive	Deputy Chief Executive	Neighbourhoods and Environment	Resources	Strategic People	Strategic Place	Stronger Community	Total
£217,671.00	1							1
£183,117.00		1						1
170,001 to 175,000					1	1		2
155,001 to 160,000				1				1
150,001 to 155,000			1					1
130,001 to 135,000		1	1	1	2	1		6
125,001 to 130,000		1	2		1	1	2	7
120,001 to 125,000						3		3
115,001 to 120,000				1		1		2
110,001 to 115,000			1	3		1		5
105,001 to 110,000		3						3
100,001 to 105,000		1		2		2		5
95,001 to 100,000		1	2		4	6	2	15
90,001 to 95,000			3	3	4	2	1	13
85,001 to 90,000		1	3	2	6	2		14
80,001 to 85,000		4	1	3	2	5		15
75,001 to 80,000		7	4	4		13		28
70,001 to 75,000		2	3	13	10	11		39
65,001 to 70,000		13	7	7	7	37		71
60,001 to 65,000			2	6	8	4		20
55,001 to 60,000		33	15	14	72	35		169
50,001 to 55,000		7	2		3	4		16
Total	1	75	47	60	120	129	5	437