

## Appendix A



Dated 31.03.25

## **LONDON BOROUGH OF WALTHAM FOREST**

### **PAY POLICY STATEMENT 2025/2026**

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

Lee Witham  
Corporate Director of Culture, Workforce and Development  
London Borough of Waltham Forest  
Fellowship Square

Forest Road  
London E17 4JF

Alternatively, you can email:  
[HR@walthamforest.gov.uk](mailto:HR@walthamforest.gov.uk)

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

### **APPENDICES**

- Appendix 1: Non-Chief Officer Posts Grades and Spinal Point {as at 01.04.24}
- Appendix 2: London Borough of Waltham Forest Education Pay scales {Soulbury, NEOST, Lecturers: excluding schools {as at 01.09.23/24}}
- Appendix 3: Chief Officer Grades and Spinal Point {as at 01.04.24}
- Appendix 4: Senior Pay at London Borough Waltham Forest

## **LONDON BOROUGH OF WALTHAM FOREST**

### **PAY POLICY STATEMENT 2025 / 2026**

#### **1.0 Introduction**

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

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

#### **2.0 Corporate factors when determining remuneration**

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

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

#### **2.1 Other elements of the Pay Package (including deduction arrangements)**

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

Progression will normally be one increment (pay spine column point) on the 1st of April each year until the top of the grade is reached for those on the main pay scales. This is 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 every April.

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 in Childrens and Adults Social Care, Educational Psychology; and Housing Options sections 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 agreed by the relevant Strategic Director and then submitted to the Corporate Director of Culture, Workforce and Development / Director of Human Resources 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 Oracle system onto Jobs Go Public in the first instance and then onto any other platforms as and when necessary. 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 actions policy](#) and inclusive recruitment to ensure inclusivity in our recruitment processes and practices. 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. The aim of this initiative is to encourage, enhance and develop the progression opportunities for employees within the grades below SO2.

### **3.2 Pay Grading and Progression**

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

The Council uses Pay Scales commencing at Scale 1, Spinal Point 2, set at £27,345 per annum and terminate at Grade PO12, Spinal Point, 65, set at £83,019 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 £27,345 per annum. However, as the Council applies the London Living Wage of £13.85 per hour {£26,647.40 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.

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 Council (GLPC) 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 applied within these roles are subject to meeting the necessary performance related requirements.

#### 3.3.4 Remuneration and Pay Progression principles linked to performance

The organisation is presently undertaking a holistic review of its current performance appraisal process. And whilst this is being done, there will be no performance linked pay progression for 2025-26. Pending a final decision by the council, employees will continue to receive increment automatically.

#### 3.3.5 Apprenticeship pay rates

Salary rates are reviewed and updated regularly in line with London Living Wage.

Where the role is a 'pure' apprenticeship role the following rates apply:

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

Apprenticeship			
Level 4 Apprenticeship	£24,683.08	£473.40	£13.15
Level 5 {trainee} Apprenticeship	£24,683.08	£473.40	£13.15
Level 6 {Degree}	£30,033.00	£576.00	£16.00

#### 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.
- 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 external job boards and where necessary by utilising specialist search firms for example through 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 Actions policy](#) and inclusive recruitment to ensure inclusivity in our recruitment processes and practices. 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.

The organisation is presently undertaking a holistic review of its current performance appraisal process. And whilst this is being done, there will be no performance linked pay progression for 2025-26. Pending a final decision by the council, employees will continue to receive increments automatically.

#### **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 Senior Leadership Team**

In line with the Local Government Transparency Code 2015 recommendations, the Council has produced **Appendix 4: Senior Pay at London Borough of Waltham Forest** which includes the names of those employees with salaries over £150,000 per annum.

#### **5.0 Pay Comparison information**

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

However, it should be noted that the Council's current ratio in this respect is 1:8.23 the highest earner being on £225,147 per annum {Chief Executive} earns 8.23 times more than the Council's lowest earner on £27,345 per annum. The ratio in respect of the Council's highest earner {Chief Executive} £225,147 and the median salary of all staff £42,515.90 is 1:5.30.

*Data provided based on 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 29 March 2024. The Council's Gender & Ethnicity Pay Gap & 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. The Council's Gender & Ethnicity Pay Gap & Report can be found [here](#).

### **6.0 Trade Union Facility Time**

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

#### **UNISON**

12 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**

3 representatives.

#### **GMB**

1 representative,

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

Shared amongst the Trade unions

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

The Council spent £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 0.11% of the Council's total pay bill as of 01 April 2024.

## **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
- 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 16.7% future service rate and £9.4m deficit amount

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

### **7.2 Termination arrangements**

7.2.1 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

#### **7.2.2 Re-employment**

Any employee whose contract of employment is terminated under redundancy will not be re-employed or re-engaged with the Council in any capacity (employee, agency worker, casual worker, interim or consultant etc) during the

period of 1 year immediately following their termination date. In exceptional circumstances and only for service delivery requirements, an ex-employee in this category may need to be re-engaged by the Council. There will be a clear and transparent process with the final decision being made by the Chief Executive.”

### **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 Workforce and Culture Transformation**

Building on the previous work of the People Strategy, the transformation programme encompasses a range of initiatives that improve the working experience of employees, including a focus on inclusion and wellbeing. This work will develop the Council’s culture, values and engender a sense of belonging and trust to achieve the strategic aims of the organisation.

**Non Chief Officer Posts Grades and Spinal Point {as at 01 April 2024}**

The Council uses the National Joint Council Salary Scales for Local Government applied as at 1 April 2024 as shown below:

**Salary scale / Spinal Point / Salary per annum**

Scale 1	2	£27,345
	3	£27,729
Scale 2	3	£27,729
	4	£28,125
Scale 3	5	£28,521
	6	£28,929
Scale 4	7	£29,346
	8	£29,763
	9	£30,189
	10	£30,630
	11	£31,074
Scale 5	12	£31,524
	13	£31,986
	14	£32,454
	15	£32,931
	16	£33,417
Scale 6	18	£34,416
	19	£34,929
	20	£35,448
	21	£35,982

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

Salary scale /Spinal Point / Salary per annum

SO1	23	£37,068
	24	£37,536
	25	£38,058
SO2	26	£38,934
	27	£39,855
	28	£40,755
PO1	27	£39,855
	28	£40,755
	29	£41,442
	30	£42,324
PO2	29	£41,442
	30	£42,324
	31	£43,299
	32	£44,331
PO3	32	£44,331
	33	£45,510
	34	£46,512
	35	£47,532
PO4	35	£47,532
	36	£48,531
	37	£49,551
	38	£50,574
PO5	38	£50,574

	39	£51,522
	40	£52,584
	41	£53,607
PO6	40	£52,584
	41	£53,607
	42	£54,627
	43	£55,620
PO7	43	£55,620
	44	£56,646
	45	£57,663
	46	£58,692
PO8	45	£57,663
	46	£58,692
	47	£59,739
	48	£60,819
PO9	49	£61,980
	50	£63,159
	51	£64,317
	52	£65,478
PO10	53	£66,651
	54	£67,812
	55	£68,973
	56	£70,152
PO11	57	£71,319
	58	£72,480
	59	£73,647
	60	£75,144

PO12

61	£76,665
62	£78,219
63	£79,812
64	£81,435
65	£83,019

## Appendix 2 London Borough of Waltham Forest.Education Pay as at 01.09.23

### 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

<b>SCP</b>	<b>01.09.21</b>	<b>01.09.22</b>	<b>01.09.23</b>
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

<b>SCP</b>	<b>01.09.21</b>	<b>01.09.22</b>	<b>01.09.23</b>
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

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

Soulbury Educational Psychologist A

<b>SCP</b>	<b>01.09.21</b>	<b>01.09.22</b>	<b>01.09.23</b>
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

<b>SCP</b>	<b>01.09.21</b>	<b>01.09.22</b>	<b>01.09.23</b>
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 2024/25**

With effect from the 1st of September 2024

LECTURER SALARY SCALES		Grade	Scale	1.9.24	1.9.24		
			Point	Basic	London Allowance	Gross	Hourly Rate
			Lecturers	MGLEC	1	£24,251	£2,535
	MGLEC	2	£25,545	£2,535	£28,080	£29.70	
	MGLEC	3	£26,854	£2,535	£29,389	£31.08	
	MGLEC	4	£28,152	£2,535	£30,687	£32.45	
	MGLEC	5	£29,441	£2,535	£31,976	£33.82	
	MGLEC	6	£30,739	£2,535	£33,274	£35.19	
	MGLEC	7	£32,050	£2,535	£34,585	£36.58	
	MGLEC	8	£33,340	£2,535	£35,875	£37.94	

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 2023 and 2024**

	Annual Salary	Monthly Salary	SCP	Annual Salary	Monthly Salary
SCP	01.09.23	01.09.23		01.09.24	01.09.24
L1	50,929	4,244	1	53,731	4,478
L2	52,133	4,344	2	54,980	4,582
L3	53,314	4,443	3	56,247	4,687
L4	54,555	4,546	4	57,556	4,796
L5	55,822	4,652	5	58,893	4,908
L6	57,124	4,760	6	60,226	5,019
L7	58,565	4,880	7	61,787	5,149
L8	59,826	4,986	8	63,117	5,260
L9	61,225	5,102	9	64,593	5,383
L10	62,703	5,225	10	66,152	5,513
L11	64,229	5,352	11	67,762	5,647
L12	65,629	5,469	12	69,239	5,770
L13	67,178	5,598	13	70,873	5,906
L14	68,749	5,729	14	72,531	6,044
L15	70,368	5,864	15	74,239	6,187
L16	72,144	6,012	16	76,112	6,343
L17	73,718	6,143	17	77,773	6,481
L18	75,478	6,290	18	78,841	6,570
L19	77,258	6,438	19	79,630	6,636
L20	79,076	6,590	20	83,426	6,952
L21	80,944	6,745	21	85,396	7,116
L22	82,852	6,904	22	87,409	7,284
L23	84,812	7,068	23	89,477	7,456
L24	86,826	7,236	24	91,602	7,634
L25	88,890	7,408	25	93,779	7,815
L26	90,995	7,583	26	96,000	8,000
L27	93,157	7,763	27	98,281	8,190
L28	95,377	7,948	28	100,623	8,385
L29	97,642	8,137	29	103,013	8,584
L30	99,980	8,332	30	105,479	8,790
L31	102,364	8,530	31	107,995	9,000
L32	104,808	8,734	32	110,573	9,214
L33	107,325	8,944	33	113,228	9,436
L34	109,884	9,157	34	115,928	9,661
L35	112,519	9,377	35	118,708	9,892
L36	115,210	9,601	36	121,547	10,129
L37	117,987	9,832	37	124,477	10,373
L38	120,813	10,068	38	127,458	10,622
L39	123,662	10,305	39	130,464	10,872
L40	126,661	10,555	40	133,628	11,136
L41	129,729	10,811	41	136,865	11,405

L42	132,881	11,073	42	140,190	11,683
L43	134,765	11,230	43	142,178	11,848

<b>LEADING practitioners PAY RANGE 2023 and 2024</b>	1.09.22	<b>1.09.23</b>	Monthly 1.09.22	<b>Monthly 1.90.23</b>
Minimum	48,055	<b>51,179</b>	4,004.58	<b>4,264.92</b>
Maximum	71,220	<b>75,850</b>	5,935.00	<b>6,320.83</b>

**Pay scales for Qualified Classroom Teachers (Main Scale)**

	SCP	Annual Salary Incl. LW	Monthly	Annual Salary Incl. LW	Monthly
<b>Main</b>					
<b>Pay Scales</b>		<b>1.09.23</b>	<b>1.09.23</b>	<b>1.09.24</b>	<b>1.09.24</b>
<b>Main pay scales</b>					
	1	34,514	2,876.17	<b>36,413</b>	<b>3034.42</b>
	2	36,320	3,026.67	<b>38,318</b>	<b>3193.17</b>
	3	38,219	3,184.92	<b>40,322</b>	<b>3360.17</b>
	4	40,218	3,351.50	<b>42,430</b>	<b>3535.83</b>
	5	42,654	3,554.50	<b>45,000</b>	<b>3750.00</b>
	6	46,001	3,833.42	<b>48,532</b>	<b>4044.33</b>
<b>Upper</b>					
<b>Pay Scales</b>					
<b>THR Grades</b>					
	1	47,592	3,966.00	<b>50,210</b>	<b>4184.17</b>
	2	49,353	4,112.75	<b>52,068</b>	<b>4339.00</b>
	3	51,179	4,264.92	<b>53,994</b>	<b>4499.50</b>

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

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

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

<b>TLR PAYMENT 3</b>			Monthly	Monthly
	1.9.22	<b>1.9.23</b>	1.9.22	<b>1.9.23</b>
minimum	600	<b>639</b>	50.00	<b>53.25</b>
maximum	2975	<b>3169</b>	247.91	<b>53.25</b>

**Scale for Unqualified Teachers – 2023 and 2024**

**New grade name UQT**

<b>SCP</b>	<b><u>Annual Salary Incl. LW</u></b>	<b><u>Monthly</u></b>	<b><u>Annual Salary Incl. LW</u></b>	<b><u>Monthly</u></b>
	1.09.23	1.09.23	<b>1.09.24</b>	<b>1.09.24</b>
1	24,415	2,034.58	<b>25,758</b>	<b>2146.50</b>
2	26,779	2,231.58	<b>28,252</b>	<b>2354.33</b>
3	29,141	2,428.42	<b>30,744</b>	<b>2562.00</b>
4	31,229	2,602.42	<b>32,947</b>	<b>2745.58</b>
5	33,590	2,799.17	<b>35,438</b>	<b>2953.17</b>
6	35,954	2,996.17	<b>37,932</b>	<b>3161.00</b>

## Appendix 3

### Chief Officer Grades and Spinal Point

#### Pay scales effective from 01 April 2024

Salary Scale	Spinal Point	Salary (per annum)
Chief Executive (CE4)	4	£231,018
	3	£225,147
	2	£219,276
	1	£213,405
Deputy Chief Executive (DCE)	1	£187,695
Strategic Director 1	5	£174,530
	4	£170,768
	3	£168,002
	2	£165,236
	1	£162,471
Strategic Director 2	5	£161,364
	4	£158,377
	3	£155,057
	2	£151,738
	1	£148,087
Corporate Director 1	4	£137,023
	3	£134,810
	2	£132,597
	1	£130,385
Corporate Director 2	5	£130,034
	4	£127,098
	3	£124,162
	2	£121,226
	1	£120,616
Corporate Director 3	5	£119,419
	4	£116,424
	3	£113,430
	2	£110,436
	1	£107,442
Assistant Director (AD)	5	£103,848
	4	£100,854
	3	£97,860
	2	£94,865
	1	£91,871

Appendix 4 - 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 05 December 2024.
2. Subsequent to the data being reported, 4 Corporate Directors have left the Council without replacement. Furthermore, the Council has initiated a review of the senior management structure that will enable a further reduction in the total number of Directors in 2025/26.
3. 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.
4. 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.
5. Salaries are shown in brackets of £5,000.
6. Market Supplement: \* denotes that this role attracts a Market Supplement which could take the remuneration paid above the maximum salary for the grade.

Grade	Position	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	£225,147.00		£231,018.00
SD1	Strategic Director of Place	Strategic Place	Stewart Murray	170,001 to 175,000		£174,530.00
SD1	Strategic Director of Resource	Resources	Robert Manning	165,001 to 170,000		£174,530.00
SD1	Interim Strategic Director of Place	Strategic Place	Joseph Garrod	160,001 to 165,000		£174,530.00
SD1	Strategic Director of Children Services	Children's Services	Nicola Crouch	160,001 to 165,000		£174,530.00
SD1	Strategic Director of Adult Services	Adult Services	Marc Gadsby	160,001 to 165,000		£174,530.00
SD1/2	Strategic Director of Neighbourhoods & Environment	Neighbourhoods & Environment	Deborah Porter	160,001 to 165,000		£174,530.00
SD2	Strategic Director of Stronger Communities	Stronger Communities	Temitope Ademosu	155,001 to 160,000		£161,364.00
CD1	Corporate Director of Governance & Law	Resources		135,001 to 140,000		£137,023.00
CD1	Interim Corporate Director of Housing	Strategic Place		135,001 to 140,000		£137,023.00
CD1	Corporate Director of Transformation	Chief Executive		135,001 to 140,000	£6,319.00	£137,023.00
CD1	Corporate Director of Culture and Workforce Development	Chief Executive		135,001 to 140,000		£137,023.00
CD1	Corporate Director of Children's Social Care	Children's Services		130,001 to 135,000		£137,023.00
CD1	Corporate Director of Neighbourhoods	Neighbourhoods & Environment		130,001 to 135,000		£137,023.00
CD1	Corporate Director of Property & Delivery	Strategic Place		130,001 to 135,000		£137,023.00
CD1	Corporate Director of Regeneration, Planning & Delivery	Strategic Place		130,001 to 135,000		£137,023.00
CD1	Corporate Director of Early Help, Inclusive Economy and Libraries	Stronger Communities		130,001 to 135,000		£137,023.00
CD2	Director of Public Health	Stronger Communities		130,001 to 135,000		£130,034.00
CD2	Director of Major Projects	Strategic Place		130,001 to 135,000		£130,034.00
CD2	Divisional Director Housing Delivery	Strategic Place		125,001 to 130,000		£130,034.00
CD2	Corporate Director -Internal Audit, Anti-Fraud and Revenues & Benefits	Resources		125,001 to 130,000		£130,034.00
CD2	Director of Capital Delivery	Strategic Place		120,001 to 125,000		£130,034.00
CD2	Director - Cap Strategy & Portfolio Mgmt.	Strategic Place		120,001 to 125,000		£130,034.00
CD2	Director of Procurement	Resources		120,001 to 125,000		£130,034.00
CD	Corporate Director of Financial Services	Resources		120,001 to 125,000		£128,000.07
CD3	Director of Commercial Innovation	Resources		115,001 to 120,000		£119,419.00
CD3	Director of Regulatory & Con, Planning Service	Neighbourhoods & Environment		115,001 to 120,000		£119,419.00
CD3	Corporate Director of Climate Emergency & Behavioural Change	Neighbourhoods & Environment		115,001 to 120,000		£119,419.00
CD3	Director of Human Resources	Chief Executive		115,001 to 120,000		£119,419.00
CD3	Director - Housing Options & Support	Strategic Place		110,001 to 115,000		£119,419.00
CD3	Director of Inward Investment & Strategic Partnerships	Strategic Place		105,001 to 110,000		£119,419.00

