



LONDON BOROUGH OF WALTHAM FOREST

PAY POLICY STATEMENT 2018/2019

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

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

APPENDICES

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LONDON BOROUGH OF WALTHAM FOREST

PAY POLICY STATEMENT 2018/2019

1.0 Introduction

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

Please note that this Pay Policy Statement does not cover those staff employed 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 staff and its Chief Officers. These factors are:

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

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

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

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

The Council may in any year decide on financial grounds not to pay an increase of increment payments for all employees 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 April 2018 will be applied to all non-Chief Officer employees who have attained an overall appraisal marking of at least 3 {Successful}.

The Council will facilitate the provision of benefits for its employees by third party providers and support the use of schemes approved by the government which provide discounts or savings to employees (for example, salary sacrifice or corporate discount schemes).

The Council does operate a Retention Bonus scheme for certain identified roles, specifically Social Worker roles within Children's and Families, Adult Services and Early Help as part of their employment package so that their specialist skill set can be retained within the Council. The level of payment set is dependent on the specific role being undertaken within these services.

The Council does operate a Market Supplement scheme for occupations that are deemed to be difficult to appoint to roles. A robust business case for these roles, along with benchmarking data supporting the request, must be submitted to the Director of Transformation and Human Resources and Strategic Director Finance and Governance for final authorisation.

3.0 Non Chief Officer arrangements

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

3.1 Pay Grading and progression

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

The Council uses Pay Scales that commence at Scale 1, Spinal Point 6, set at £17,961 per annum and terminate at Grade PO12, Spinal Point, 70, set at £68,259 per annum. The values of these Spinal Points may be increased by pay awards as notified by the National Joint Council for Local Government Services.

The Council's lowest paid employees are paid at £17,961 per annum, however as the Council has adopted the London Living Wage, this amount is 'supplemented' to ensure that this obligation is met, making the lowest earners within the Council in receipt of £19,146 {FTE} per annum {£10.20 per hour}. Any increase applied to the London Living Wage is implemented upon announcement. Please note that this excludes Apprentices. Please refer to section 3.2.4 for Apprentice Pay rates.

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 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.

3.2 Remuneration upon recruitment and Job Evaluation

All new Non Chief Officer staff 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.

3.2.1 Non- Chief Officer roles up to and including PO7: are evaluated, using the Greater London Provincial Job Evaluation Scheme, which is recognised by

employers and trades unions. This scheme allows for robust measurement against set criteria resulting in a fair and objective evaluation.

3.2.2 Non- Chief Officer roles from PO8 to PO12: are evaluated under the HAY Scheme. This ensures that the relative 'weight' of these roles can be objectively measured using consistent and robust criteria.

3.2.3 Employees on the Schools Teachers Pay and Conditions of Employment: are not evaluated using a Job Evaluation scheme. However, roles are defined using the nationally recognised pay scales {Soulbury, National Employers organisation for school teachers {NEOST} and Lecturer pay scales}. It is a statutory requirement that all increment increases applied within these roles are subject to meeting the necessary performance related requirements.

3.2.4 Apprenticeship pay rates

Where the role is a 'pure' apprenticeship role the following rates applied with effect from 1 January 2018:

Apprenticeship Description	Annual Salary	Weekly Pay	Hourly Pay
Specialist apprenticeship	As advised by partner body	As advised by partner body	As advised by partner body
Apprenticeship Level 2	£13,233.13	£253.80	£7.05
Apprenticeship Level 3	£14,077.80	£270.00	£7.50
Apprenticeship Level 4	£19,145.40	£367.20	£10.20
Apprenticeship Level 5 {trainee}	£19,145.40	£367.20	£10.20
Apprenticeship Level 6 {Degree}	£22,506.71	£431.64	£11.99

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 for the recruitment to Senior Roles.

The appointment of the Chief Executive and senior posts are undertaken by the Staffing Committee. Employees appointed to these roles are made within the approved salary range.

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

4.3 Remuneration upon recruitment and evaluation

All new Chief Officers will 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) in their appraisal
- An appraisal marking of '2' {Exceeding} or 3 {Successful} will ensure that they maintain their pay position at the end of the financial year
- Any Chief Officer achieving a marking of '4' {needs development} or 5 {unsatisfactory} will be supported so that they can improve their performance. Although this will not automatically result in a salary reduction, a salary reduction could be an outcome of the performance improvement process.

4.5 Terminating the employment of Chief Officer Posts

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

4.6 Payment to Chief Officers undertaking Electoral Duties

The Returning Officer is an officer of the Council appointed under the Representation of the People Act 1983 to undertake obligations in respect of local, national and European elections and referenda. Whilst appointed to this position, the role of the Returning Officer is one which involves and incurs personal responsibility and

accountability and is statutorily separate from their duties as an employee of the Council. As Returning Officer, they are paid a separate allowance for each election for which they are responsible. Remuneration for this role is either based on the fees determined by the relevant Statutory Order or in accordance with the scale of fees that has been approved by the Council.

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

4.7 Management Board

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

4.8 Management Structure

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

5.0 Pay Comparison information

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

However, it should be noted that the Council's current ratio in this respect is 1:9.1 the highest earner being on £198,920 per annum {Chief Executive} earns 9.1 times more than the Council's average earnings on £21,756 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 will be 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 2018.

6.0 Other related information

6.1 Trade Union Facility Time

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

- **UNISON**

47 representatives,

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

- Full time UNISON Branch Secretary

- Joint Trade Union Health and Safety Coordinator {21.45 hours per week}

- **UNITE**

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

- **GMB**

1 representative

- 1 representative undertakes more than 50% of their duties working as a union representative. This comprises of 20 hours per week.

In addition, the Families Directorate have agreed to fund a Joint Trade Union Transformation Role Officer for 18 hours until March 2019 given the transformation agenda within the Directorate.

The Council spends £69,190 per annum on Trade Union representatives. This is calculated on the basis on the representatives working 50% or more of their time on union duties. This equates to 0.09% of the Council's total pay bill as at 31 December 2017.

6.2 Pension scheme, Employer contribution rates and Termination Payments

6.2.1 Pension scheme and employer contribution rates

Pension provision is an important part of the remuneration package. All employees are automatically enrolled into the scheme upon commencement of employment. The Local Government Pension Scheme for the London Borough of Waltham Forest is administered by an external administrator, Pension Shared Service at Wandsworth Council. The scheme is a statutory scheme with contributions from both employees and from the Council, as employers. The employee contribution levels vary according to the level of the employee's salary and are set by statute. For further information on the scheme, please visit the following website <http://www.lgps2014.org>.

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

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

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

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

- 2017/2018 is 14.7% future service rate and £7.577m deficit amount
- 2018/2019 is 14.7% future service rate and £7.857m deficit amount
- 2019/2020 is 14.7% future service rate and £8.148m deficit amount

The Council's next valuation is due as at 31st March 2019 with results due in early 2020.

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

6.2.2 Termination arrangements

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

- (i) In circumstances that are relevant (e.g. Redundancy), and
- (ii) That is in accordance with our published Policy Statement on how we exercise the various employer discretions provided by the Local Government Pension Scheme (LGPS), and/or
- (iii) That complies with the specific terms of any Settlement Agreement

Full Council have delegated the consideration of any severance payments in excess of £100,000, excluding an employee's right to redundancy and pension entitlement as outlined within appropriate Council policies and procedures, to the Staffing Committee.

Please note that the Government has produced draft Public Sector exit payment recovery Regulations which will implement a 'cap' on public sector exit payments at £95K. The cap of £95,000 will apply to all payments made on the loss of employment, apart from those paid in relation to incapacity or death, for untaken leave, bonuses not related to the end of employment and court orders. Payments made to reduce or eliminate an actuarial reduction to a pension payable upon early retirement are also covered by the cap.

The Government have confirmed that they intended to undertake a fresh consultation on draft regulations governing the exit payment cap and exit payment recovery {Autumn 2017}. This would potentially mean an implementation for both reforms in the first half of 2018, subject to sufficient parliamentary time being found. The Council will take appropriate action on this, once it is announced. The Council will need to await the final version of the regulations before the Council can set out the full details of these provisions.

6.3 Tax implications

From the 6 April 2017, the Council – in common with all public sector bodies – became 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 as if they were in fact employees.

The requirement effectively applies that PAYE and NICs will 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.

7.0 Conclusion of Pay Transparency

The Council wishes to be transparent in its application of this Pay Policy Statement. In order to do so it will publish the position as at 31st March 2018:

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

Appendix 1

Non Chief Officer Posts Grades and Spinal Point {as at 31st March 2018}

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

Salary scale / Spinal Point / Salary per annum

Scale 1	6	£17,961
	7	£17,985
	8	£18,051
	9	£18,105
	10	£18,330
	11	£18,357
Scale 2	11	£18,357
	12	£18,375
	13	£18,396
Scale 3	14	£18,657
	15	£18,936
	16	£19,281
	17	£19,623
Scale 4	18	£19,917
	19	£20,598
	20	£21,276
	21	£21,984
Scale 5	22	£22,506

	23	£23,115
	24	£23,802
	25	£24,510
Scale 6	26	£25,242
	27	£26,019
	28	£26,805

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

Salary scale /Spinal Point / Salary per annum

SO1	29	£27,801
	30	£28,668
	31	£29,517
SO2	32	£30,324
	33	£31,170
	34	£31,998
PO1	33	£31,170
	34	£31,998
	35	£32,628
	36	£33,444
PO2	35	£32,628
	36	£33,444
	37	£34,338
	38	£35,286

PO3	38	£35,286
	39	£36,372
	40	£37,293
	41	£38,229
PO4	41	£38,229
	42	£39,147
	43	£40,086
	44	£41,025
PO5	44	£41,025
	45	£41,898
	46	£42,876
	47	£43,815
PO6	46	£42,876
	47	£43,815
	48	£44,751
	49	£45,666
PO7	49	£45,666
	50	£46,608
	51	£47,544
	52	£48,489
PO8	51	£47,544
	52	£48,489
	53	£49,452

	54	£50,445
PO9	55	£51,465
	56	£52,476
	57	£53,478
	58	£54,480
PO10	59	£55,494
	60	£56,496
	61	£57,501
	62	£58,515
PO11	63	£59,523
	64	£60,525
	65	£61,536
	66	£62,829
PO12	67	£64,140
	68	£65,481
	69	£66,861
	70	£68,259

Appendix 2, London Borough of Waltham Forest Education Pay Scales {Soulbury, NEOST,
Lecturers: excludes schools}

Soulbury Educational Improvement Professional (EIPs)

SCP	01.09.16	01.09.17
1	33730	34067
2	34938	35287
3	36078	36439
4	37234	37606
5	38383	38767
6	39533	39928
7	40741	41148
8	41902	42321
9	43256	43689
10	44463	44908
11	45655	46112
12	46809	47277
13	48116	48597
14	49280	49773
15	50567	51073
16	51731	52248
17	52897	53426
18	54042	54582
19	55223	55775
20	55833	56391
21	57005	57575
22	58027	58607
23	59152	59744
24	60160	60762
25	61239	61851
26	62291	62914
27	63367	64001
28	64457	65102
29	65551	66207
30	66643	67309
31	67725	68402
32	68824	69512
33	69924	70623
34	71050	71761
35	72173	72895
36	73329	74062
37	74465	75210
38	75615	76371
39	76748	77515
40	77880	78659
41	79019	79809
42	80156	80958
43	81293	82106
44	82435	83259
45	83574	84410

46	84715	85562
47	85860	86719
48	86995	87865
49	88135	89016
50	89275	90168

Soulbury Youth & Community Service Officer

SCP	01.09.16	01.09.17
1	34983	35333
2	36128	36489
3	37272	37645
4	38440	38824
5	39626	40023
6	40784	41192
7	41969	42388
8	43314	43747
9	44056	44497
10	45202	45654
11	46342	46805
12	47483	47958
13	48616	49103
14	49762	50259
15	50908	51417
16	52057	52578
17	53213	53745
18	54360	54904
19	55502	56057
20	56668	57235
21	57857	58435
22	59072	59663
23	60312	60915
24	61579	62194

Soulbury Trainee Educational Psychologist (EP)

SCP	01.09.16	01.09.17
1	22728	22955
2	24393	24636
3	26054	26314
4	27718	27996
5	29381	29675
6	31044	31355

Soulbury Assistant Educational Psychologist (EP)

SCP	01.09.16	01.09.17
1	27939	28218
2	29080	29371
3	30221	30523

4 31355 31669

Soulbury Educational Psychologist A (EPA)

SCP	01.09.16	01.09.17
1	35377	35731
2	37173	37545
3	38969	39359
4	40764	41171
5	42558	42984
6	44353	44797
7	46044	46504
8	47734	48211
9	49317	49810
10	50902	51411
11	52380	52903

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

SCP	01.09.16	01.09.17
1	44353	44797
2	46044	46504
3	47734	48211
4	49317	49810
5	50902	51411
6	52380	52903
7	52987	53516
8	54120	54661
9	55243	55795
10	56386	56950
11	57506	58081
12	58649	59235
13	59811	60409
14	60933	61543
15	62110	62731
16	63275	63908
17	64448	65093
18	65620	66276

LECTURER SALARY SCALE- AY2017/18

With effect from the 1st September 2017

LECTURER SALARY SCALES		Grade	Scale	1.9.17	1.9.17			
			Point	Basic	LA	Gross	Monthly Salary	Monthly LA
	Lecturers *	MGLEC	1	£18,328	£1,959	£20,287	1527.33	163.28
		MGLEC	2	£19,470	£1,959	£21,430	1622.54	163.28
		MGLEC	3	£20,627	£1,959	£22,586	1718.88	163.28
		MGLEC	4	£21,772	£1,959	£23,732	1814.35	163.28
		MGLEC	5	£22,910	£1,959	£24,870	1909.21	163.28
		MGLEC	6	£24,056	£1,959	£26,015	2004.67	163.28
		MGLEC	7	£25,213	£1,959	£27,173	2101.11	163.28
		MGLEC	8	£26,353	£1,959	£28,312	2174.31	163.28

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

	Annual Salary	Monthly Salary	Annual Salary	Monthly Salary	SCP	Annual Salary	Monthly Salary
SCP	01.09.15.	01.09.15.	01.09.16	01.09.16		01.09.17	01.09.17
L1	41660	3471.67	42077	3506.42	1	42498	3541.50
L2	42628	3552.33	43055	3587.92	2	43486	3623.83
L3	43612	3634.33	44049	3670.75	3	44490	3707.50
L4	44627	3718.92	45074	3756.17	4	45525	3793.75
L5	45663	3805.25	46120	3843.33	5	46582	3881.83
L6	46727	3893.92	47195	3932.92	6	47667	3972.25
L7	47906	3992.17	48386	4032.17	7	48870	4072.50
L8	48939	4078.25	49429	4119.08	8	49924	4160.33
L9	50083	4173.58	50584	4215.33	9	51090	4257.50
L10	51293	4274.42	51806	4317.17	10	52325	4360.42
L11	52540	4378.33	53066	4422.17	11	53597	4466.42
L12	53686	4473.83	54223	4518.58	12	54766	4563.83
L13	54953	4579.42	55503	4625.25	13	56059	4671.58
L14	56238	4686.5	56801	4733.42	14	57370	4780.83
L15	57562	4796.83	58138	4844.83	15	58720	4893.33
L16	59014	4917.83	59605	4967.08	16	60202	5016.83
L17	60301	5025.08	60905	5075.42	17	61515	5126.25
L18	61743	5145.25	62361	5196.75	18	62985	5248.75
L19	63198	5266.5	63830	5319.17	19	64469	5372.42
L20	64687	5390.58	65334	5444.50	20	65988	5499.00
L21	66213	5517.75	66876	5573.00	21	67545	5628.75
L22	67776	5648	68454	5704.50	22	69139	5761.58
L23	69379	5781.58	70073	5839.42	23	70774	5897.83
L24	71025	5918.75	71736	5978.00	24	72454	6037.83
L25	72714	6059.5	73442	6120.17	25	74177	6181.42
L26	74437	6203.08	75182	6265.17	26	75934	6327.83
L27	76205	6350.42	76968	6414.00	27	77738	6478.17
L28	78021	6501.75	78802	6566.83	28	79591	6632.58
L29	79875	6656.25	80674	6722.83	29	81481	6790.08
L30	81787	6815.58	82605	6883.75	30	83432	6952.67
L31	83738	6978.17	84576	7048.00	31	85422	7118.50
L32	85737	7144.75	86595	7216.25	32	87461	7288.42
L33	87797	7316.42	88675	7389.58	33	89562	7463.50
L34	89890	7490.83	90789	7565.75	34	91697	7641.42
L35	92046	7670.5	92967	7747.25	35	93897	7824.75
L36	94246	7853.83	95189	7932.42	36	96141	8011.75
L37	96518	8043.17	97484	8123.67	37	98459	8204.92
L38	98829	8235.75	99818	8318.17	38	100817	8401.42
L39	101161	8430.08	102173	8514.42	39	103195	8599.58
L40	103613	8634.42	104650	8720.83	40	105697	8808.08
L41	106125	8843.75	107187	8932.25	41	108259	9021.58
L42	108701	9058.42	109789	9149.08	42	110887	9240.58
L43	110243	9186.92	111346	9278.83	43	112460	9371.67

LEADING practitioners PAY RANGE 2017/18	1.9.16	1.9.17	Monthly 1.9.16	Monthly 1.9.17
Minimum	42,077	42,498	3506.42	3541.50
Maximum	62,361	62,985	5196.75	5248.75

Pay scales for Qualified Classroom Teachers (Main Scale)

		SCP	<u>Annual Salary Incl. LW</u>	<u>Annual Salary Incl. LW</u>	Monthly	Monthly	<u>Annual Salary Incl. LW</u>	Monthly
Main								
Pay Scales	Main pay scales		1.9.15.	1.9.16.	1.9.15.	1.9.16.	1.9.17	1.9.17
		1	25880	26139	2156.67	2178.25	26662	2221.83
		2	27484	27759	2290.33	2313.25	28315	2359.58
		3	29185	29477	2432.08	2456.42	30067	2505.58
		4	30992	31302	2582.67	2608.50	31929	2660.75
		5	33620	33957	2801.67	2829.75	34637	2886.42
		6	36540	36906	3045.00	3075.50	37645	3137.08
Upper								
Pay Scales	THR Grades							
	001	1	38739	39127	3228.25	3260.58	39519	3293.25
	002	2	40173	40575	3347.75	3381.25	40981	3415.08
	003	3	41660	42077	3471.67	3506.42	42498	3541.50
	004							
	005							

SPECIAL EDUCATIONAL NEEDS ALLOWANCE	1.9.16	1.9.17	Monthly 1.9.16	Monthly 1.9.17
Minimum	2085	2106	174	176
Maximum	4116	4158	343	347

TLR PAYMENT 1	1.9.16.	1.9.17.	Monthly 1.9.16	Monthly 1.9.17
Minimum	7622	7699	635.17	641.58
Maximum	12898	13027	1074.83	1085.58

TLR PAYMENT 2	1.9.16.	1.9.17.	Monthly 1.9.16	Monthly 1.9.17
minimum	2640	2667	220	222
maximum	6450	6515	537.5	542.9

TLR PAYMENT 3	1.9.16.	1.9.17.	Monthly 1.9.16	Monthly 1.9.17
minimum	523	529	43.58	44.1
maximum	2603	2630	216.92	219.2

Scale for Unqualified Teachers - 2017

New grade name UQT

SCP	<u>Annual</u> <u>Salary</u> <u>Incl. LW</u>	<u>Monthly</u>	<u>Annual</u> <u>Salary</u> <u>Incl.</u> <u>LW</u>	<u>Monthly</u>	<u>Annual</u> <u>Salary</u> <u>Incl.</u> <u>LW</u>	<u>Monthly</u>
	1.09.15	1.9.15	1.09.16	1.9.16	1.09.17	1.9.17
1	19359	1613.25	19553	1629.42	19,749	1645.75
2	21256	1771.33	21469	1789.08	21,684	1807.00
3	23152	1929.33	23384	1948.67	23,618	1968.17
4	25050	2087.50	25301	2108.42	25555	2129.58
5	26944	2245.33	27214	2267.83	27487	2290.58
6	28841	2403.42	29130	2427.50	29422	2451.83

Appendix 3

Chief Officer Grades and Spinal Point

{Please note that figures are as at 31 March 2018}

Salary Scale	Spinal Point	Salary {per annum}
Chief Executive	1	£198,920
Executive Director {ED}	5	£144,854
	4	£142,304
	3	£139,754
	2	£137,203
	1	£134,653
Finance Director {FD}	3	£132,613
	2	£130,063
	1	£127,512
Corporate Director {CD}	5	£111,191
	4	£108,641
	3	£106,090
	2	£103,540
	1	£103,010
Divisional Director {DD}	5	£101,969
	4	£99,368
	3	£96,767
	2	£94,165
	1	£91,564
Assistant Director {AD}	5	£88,443
	4	£85,841
	3	£83,240
	2	£80,639
	1	£78,038

Chief Officer remunerated Posts {as at March 2018}

Appointments to Chief Officer's posts are in line with the Council's Employment Procedural Rules. Please see below the Chief Officer roles within the Council.

Management Board

Chief Executive
Deputy Chief Executive
Strategic Director Corporate Development
Strategic Director Finance and Governance
Strategic Director Neighbourhood & Commercial
Strategic Director Economic Growth (new post)
Director of Regeneration and Growth
Director of Property and Asset Management
Director of Governance & Law

Other Chief Officer Posts

Director of Digital & ICT
Assistant Director Technology Innovation
Director of Communications & Communities
Director of Transformation & HR
Assistant Director Policy Lab
Assistant Director of Capital Delivery
Assistant Director of Capital Strategy & Quality Assurance
Assistant Director of Property & Asset Management
Director of Strategic Planning & Development
Director of Investment & Delivery
Director Housing and Growth
Assistant Director Housing Strategy & Investment
Assistant Director Housing Solutions
Assistant Director Housing Management Services
Director of Children & Families
Assistant Director C&F, Quality Assurance
Assistant Director C&F, Corporate Parenting
Assistant Director C&F, Safeguarding & Family Support
Director of Early Help
Director of Adult Social Care
Assistant Director Adult Social Care Transformation & Integration
Assistant Director Adult Social Care Operations
Assistant Director Commissioning
Director of Learning
Director of Disability Enablement Service
Director of Public Health
Director of Financial Management & Accountancy
Director of Supply Chain
Director of Neighbourhood Management & Customer Services
Director of Highways & Traffic Management
Director of Commercial Services

Non Chief Officer posts that are paid in accordance with the grading structure relevant to the post that pay similar levels to Chief Officer roles.

Public Health Consultants: 2 posts

Appendix 5 - Senior staff pay at London Borough of Waltham Forest

ONS GSS code; E09000031

Body name; London Borough of Waltham Forest

Notes:

1. Officer pay details as at 31 March 2018
2. Annual salary is the sum of full time annual salary for the post. The full time annual salary (1 FTE) is used for this figure not the part time salary.
3. The full annual salary may not have been paid for the full year. However, in the interest of transparency, this document shows the FTE salary for the post.
4. Non Chief Officer salary's are shown in brackets of £5,000
5. The Council's policy is to publish the names of those employees earning more than £75,000per annum, unless there is good reason to withhold the name, for example, due to the nature of the role or where the individual circumstances of the disclosure of those names may cause real risk of harm
6. Market Supplement: * denotes that this role attracts a Market Supplement which could take the remuneration paid above the maximum salary for the grade

Grade	Positions	Personnel Area	Contract type	Officer Names	Contact Details - email	Contact Details - telephone	Actual Annual Salary (or if below £75,000pa the details are provided within £5k Pay Bands)	Market Supplement / Allowance based on 12 month duration	Maximum potential salary for the Grade
CE4	Chief Executive	Chief Executive	Permanent contract	Mr Martin Esom	martin.esom@walthamforest.gov.uk	02084964201	198,920.00		198,920.00
ED	Deputy Chief Executive	Families & Homes Group	Permanent contract	Miss Linzi Roberts-Egan	linzi.roberts-egan@walthamforest.gov.uk	02084963501	144,854.00	16,580.00	144,854.00
FD	Strategic Director Finance & Governance	Finance & Governance Group	Permanent contract	Mr John Turnbull	john.turnbull@walthamforest.gov.uk	02084964260	130,063.00	8,700.00	130,846.20
FD	Strategic Director Neighbourhoods & Comm	Neighbourhoods & Commercial Group	Permanent contract	Ms Michele Moloney	michele.moloney@walthamforest.gov.uk	02084964720	127,512.00		130,846.00
FD	Strategic Director Corporate Development	Corporate Development Group	Permanent contract	Ms Rhona Cadenhead	rhona.cadenhead@walthamforest.gov.uk	02084968096	127,512.00		130,846.00
CD	Director Regeneration & Growth	Growth & Regeneration	Permanent contract	Ms Lucy Shomali	lucy.shomali@walthamforest.gov.uk	02084966734	111,191.00		111,191.00
CD	Divisional Director Children & Families	Families & Homes Group	Permanent contract	Mrs Heather Flinders	heather.flinders@walthamforest.gov.uk	02084963205	111,191.00	10,000.00	111,191.00
CD	Director of Digital & ICT	Corporate Development Group	Permanent contract	Mr Paul Neville	paul.neville@walthamforest.gov.uk	02084963000	111,191.00		111,191.00
CD	Dir Housing and Growth	Families & Homes Group	Permanent contract	Mr Darren Welsh	darren.welsh@walthamforest.gov.uk	02084963000	111,191.00		111,191.00
CD	Director of Property & Asset Management	Families & Homes Group	Permanent contract	Mr Aiden McManus	aiden.mcmanus@walthamforest.gov.uk	02084968230	106,090.00		109,424.04
DD	Director of Financial Management & Acc	Finance & Governance Group	Permanent contract	Mrs Terry Borkett	terry.borkett@walthamforest.gov.uk	02084964788	101,969.00		101,969.00
DD	Director of Governance & Law	Finance & Governance Group	Permanent contract	Mr Mark Hynes	mark.hynes@walthamforest.gov.uk	02084964848	101,969.00	9,040.00	101,969.00

DD	Director of Learning & System Leadership	Families & Homes Group	Permanent contract	Mr David Kilgallon	david.kilgallon@walthamforest.gov.uk	02084963000	101,969.00	3,031.00	101,969.00
DD	Divisional Director Adults Social Care	Families & Homes Group	Permanent contract	Mr Luke Addams-Fallon	luke.addamss@walthamforest.gov.uk	02084963000	101,969.00	3,031.00	101,969.00
DD	Director of Public Health	Families & Homes Group	Permanent contract	Mr Joseph McDonnell	Joe.McDonnell@walthamforest.gov.uk	02084963000	96,767.00		100,167.00
CO2	Director of Supply Chain	Finance & Governance Group	Permanent contract	Mr David Levy	david.levy@walthamforest.gov.uk	02084963000	92,729.00		93,782.00
DD	Director of Transformation & HR	Corporate Development Group	Permanent contract	Mr Benjamin Plant	ben.plant@walthamforest.gov.uk	02084968235	91,564.00		100,167.00
DD	Divisional Director Early Help	Families & Homes Group	Permanent contract	Mr Daniel Phelps	daniel.phelps@walthamforest.gov.uk	02084965050	96,767.00		100,167.00
DD	Director of Strategic Planning & Dev.	Growth & Regeneration	Permanent contract	Mrs Jane Custance	jane.custance@walthamforest.gov.uk	02084963000	91,564.00		100,167.00
DD	Director of Communications & Communities	Corporate Development Group	Permanent contract	Ms Lindsay Coulson	lindsay.coulson@walthamforest.gov.uk	02084964273	91,564.00		100,167.00
DD	Dir of N'hood Management & Customer Serv	Neighbourhoods & Commercial Group	Permanent contract	Mr Jarlath Griffin	jarlath.griffin@walthamforest.gov.uk	02084966787	91,564.00		100,167.00
DCE	Assistant Director of Housing Management	Property & Asset Management	Temporary contract	Ms Maureen McElenev	maureen.mcelenev@walthamforest.gov.uk	02084963000	90,000.00		90,000.00
AD	Director of Highways & Traffic Managemen	Neighbourhoods & Commercial Group	Permanent contract	Mr Kathiravelu Valavan	vala.valavan@walthamforest.gov.uk	02084962525	88,443.00	10,507.00	88,443.00
AD	Assistant Director Corporate Parenting	Families & Homes Group	Permanent contract	Mr David Fry	david.fry@walthamforest.gov.uk	02084963000	88,443.00		88,443.00
AD	Director of Disability Enablement Serv	Families & Homes Group	Permanent contract	Mr Andrew Beckett	andrew.beckett@walthamforest.gov.uk	02084963000	88,443.00		88,443.00
AD	Assistant Director of Property	Property & Asset Management	Permanent contract	Mr Glenn Miller	glen.miller@walthamforest.gov.uk	02084963000	88,443.00		88,443.00
AD	Asst. Dir. Transformation & Integration	Families & Homes Group	Permanent contract	Mr Nicholas Davies	nick.davies@walthamforest.gov.uk	02084963000	88,443.00		88,443.00
AD	Asst. Director Technology Innovation	Corporate Development Group	Permanent contract	Mr Richard Holland	richard.holland@walthamforest.gov.uk	02084963000	85,841.00		86,640.00
AD	Assistant Dir Safeguarding & Family Supp	Families & Homes Group	Permanent contract	Mrs Amana Gordon	amana.gordon@walthamforest.gov.uk	02084963000	83,240.00		86,640.00
AD	Assistant Director Operations	Families & Homes Group	Permanent contract	Miss Catherine Scholefield	cath.scholefield@walthamforest.gov.uk	02084963000	83,240.00		86,640.00
AD	AD Commissioning	Families & Homes Group	Permanent contract	Mr Darren Newman	darren.newman@walthamforest.gov.uk	02084963000	80,639.00		86,640.00
AD	Director Investment & Delivery	Growth & Regeneration	Permanent contract	Mr Jonathan Martin	jonathan.martin@walthamforest.gov.uk	02084963000	80,639.00		86,640.00
AD	Assistant Director Housing Solutions	Families & Homes Group	Permanent contract	Ms Modester Anucha	modester.anucha@walthamforest.gov.uk	02084963000	80,639.00		86,640.00
AD	Director of Commercial Services	Neighbourhoods & Commercial Group	Permanent contract	Mr John Hubbard	john.hubbard@walthamforest.gov.uk	02084963000	78,038.00		86,640.00
AD	Assistant Director Quality Assurance	Families & Homes Group	Permanent contract	Mr Darren McAughtrie	Darren.McAughtrie@walthamforest.gov.uk	02084963000	78,038.00	4,000.00	86,640.00
AD	Public Health Consultant - CYP	Families & Homes Group	Permanent contract	Dr Jonathan Cox	jonathan.cox@walthamforest.gov.uk	02084963000	78,038.00		86,640.00
AD	Public Health Consultant	Families & Homes Group	Permanent contract	Mr Russell Carter	russell.carter@walthamforest.gov.uk	02084963000	65,001 to 70,000		86,640.00
PO12	Strategic Financial Advisor	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		68,259.00
PO12	Head of Human Resources	Corporate Development Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		68,259.00
PO12	Head of Culture and Heritage Services	Corporate Development Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		68,259.00

PO12	Head of Revenues & Benefits	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		68,259.00
PO12	Head of Transformation	Corporate Development Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000	*	68,259.00
PO12	Head of Selective Licensing & Regulation	Neighbourhoods & Commercial Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		68,259.00
PO12	Head of Strategic Regeneration	Growth & Regeneration	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		68,259.00
PO12	Head of Business Support	Neighbourhoods & Commercial Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		68,259.00
PO12	Head of Housing Development & Regen	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		68,259.00
PO12	Head of Digital Services	Corporate Development Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000	*	68,259.00
PO12	Head of Portfolio Management	Property & Asset Management	Temporary contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		68,259.00
PO12	Assistant Director Capital Delivery	Property & Asset Management	Temporary contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		68,259.00
PO12	Head of Parking, Transport and CCTV	Neighbourhoods & Commercial Group	Temporary contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		68,259.00
PO12	Strategic Commissioning Manager	Families & Homes Group	Temporary contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		68,259.00
PO12	HRA Business Manager	Families & Homes Group	Temporary contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		68,259.00
PO12	Head of Policy	Corporate Development Group	Temporary contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		68,259.00
PO12	Strategic Finance Advisor Transformatio	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		68,259.00
PO12	Strategic Finance Advisor Housing	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		68,259.00
PO12	Strategic Finance Advisor Corporate	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		68,259.00
PO12	Head of Neighbourhood Management	Neighbourhoods & Commercial Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		68,259.00
PO12	Strategic Financial Adv Neigh & Growth	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		68,259.00
PO12	Head Early Years, Childcare & Bus. Dev.	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		68,259.00
PO12	Head of WF Traded Service	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		68,259.00
PO12	Head of Digital & ICT Change	Corporate Development Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		68,259.00
PO12	Head of I T Operations	Corporate Development Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		68,259.00
PO12	Head of Investment Bus & Emp	Growth & Regeneration	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		68,259.00
PO12	Head of Facilities Management	Property & Asset Management	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	65,001 to 70,000		68,259.00
PO12	Strategic Financial Advisor - Adults	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		68,259.00
PO12	Head of Campaigns	Corporate Development Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		68,259.00
PO11	Head of Law Commercial	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,829.00
PO11	Head of Strategic Partnerships	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,829.00

PO11	Head of Law Family	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,829.00
PO11	Head of Law Litigation & Public	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,829.00
PO11	Head of Housing Management	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,829.00
PO11	Head of Community Safety	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,829.00
PO11	Head of supply Chain (Place)	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,829.00
PO11	Chief Accountant	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,829.00
PO11	Head of Supply Chain (People)	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,829.00
PO11	Strategic Asset Manager	Property & Asset Management	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,829.00
PO11	Head of Schools Delivery	Property & Asset Management	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,829.00
PO11	Head of Business Intelligence	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,829.00
PO11	Head of Skills	Growth & Regeneration	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,829.00
PO11	Head of Internal Audit & Anti Fraud	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,829.00
PO11	Head of Supply Chain (Corporate)	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,829.00
PO11	Head of Brokerage & Contract Management	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000		62,829.00
EPB10-13	Assistant Principal Educational Psycholo	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	60,001 to 65,000	*	60,409.00
PO11	Head of Commercial Ops -Culture & Spons.	Corporate Development Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		62,829.00
PO10	Head of Early Help Delivery	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,515.00
PO10	Treasury & Pensions Manager	Finance & Governance Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,515.00
PO10	YOS Lead Manager	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,515.00
PO10	Group Manager South Team	Families & Homes Group	TUPE'd in contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,515.00
PO10	Head of Housing Quality	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,515.00
PO10	Head of Behav Attend & Children Miss Edu	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,515.00
PO10	Head of Housing Supply	Families & Homes Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,515.00
PO10	Senior Finance Mgr/Head of Acc & Finance	Finance & Governance Group	Temporary contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,515.00
PO10	Head of Housing Supply	Families & Homes Group	Temporary contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,515.00
PO10	Head of Provision and Independence	Families & Homes Group	Temporary contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,515.00
PO10	Design & Construction Manager	Neighbourhoods & Commercial Group	Permanent contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		58,515.00
PO10	Head of Building Works	Families & Homes Group	Temporary contract		wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000		57,363.00

PO10	I T Security Architect	Corporate Development Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000	58,515.00
PO10	Head of Parks and Leisure	Families & Homes Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000	58,515.00
PO10	Lead Manager Early Help & Troubled Fam	Families & Homes Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000	58,515.00
PO10	Group Manager North Team	Families & Homes Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000	58,515.00
PO10	Head of Mechanical & Electrical	Families & Homes Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000	58,515.00
PO10	Strategic PMO Lead	Corporate Development Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000	58,515.00
PO10	Head of Operations Traded Services	Families & Homes Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000	58,515.00
PO10	Senior Project Manager	Property & Asset Management	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000	58,515.00
PO10	Senior Project Manager	Property & Asset Management	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	55,001 to 60,000	58,515.00
PO9	Head of Building Control	Growth & Regeneration	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000	54,480.00
PO9	Deputy Head of Service	Families & Homes Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000	54,480.00
PO7/9	Programme Manager (South)	Growth & Regeneration	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000	54,480.00
PO9	Deputy Head of Service	Families & Homes Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000	54,480.00
PO9	Deputy Head of Service	Families & Homes Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000	54,480.00
PO7/9	Programme Manager (North)	Growth & Regeneration	Temporary contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000	54,480.00
PO9	Deputy Head of Corporate Parenting Servi	Families & Homes Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000	54,480.00
PO9	Planning Manager (South Area)	Growth & Regeneration	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000	54,480.00
PO9	Design & Delivery Manager (Mini Holland)	Neighbourhoods & Commercial Group	Temporary contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000	54,480.00
PO9	Programme Manager	Families & Homes Group	Temporary contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000	54,480.00
PO9	Senior FM & PFI Manager	Property & Asset Management	Temporary contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000	54,480.00
PO9	Development Management Manager	Growth & Regeneration	Temporary contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000	54,480.00
PO9	Design & Delivery Manager (Mini Holland)	Neighbourhoods & Commercial Group	Temporary contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000	54,480.00
PO9	Community Triage & Independent Living	Families & Homes Group	Temporary contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000	54,480.00
PO9	Specialist Social Work & Hospital Triage	Families & Homes Group	Temporary contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000	54,480.00
PO9	Deputy Head of Corporate Parenting	Families & Homes Group	Temporary contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000	54,480.00
LDR	Head of Suntrap	Families & Homes Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000	53,066.00
PO9	Group Accountant Neighbourhoods	Finance & Governance Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000	54,480.00
PO9	Business Growth & Investment Prog Manage	Growth & Regeneration	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000	54,480.00

PO9	Employment Strategy & Programme Manager	Growth & Regeneration	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		54,480.00
PO9	Dep Hd of Safeguarding & Family Support	Families & Homes Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		54,480.00
PO9	Head of Admissions	Families & Homes Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		54,480.00
SEPB3-6	Senior Education Psychologist	Families & Homes Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000	*	52,903.00
PO12	Hd of Serv Pupil Based Commiss & Admissi	Families & Homes Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		68,259.00
PO9	Planning Manager (North Area)	Growth & Regeneration	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		54,480.00
PO9	Design and Conservation Manager	Growth & Regeneration	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		54,480.00
PO9	Head of Planning Policy & Strategy	Growth & Regeneration	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		54,480.00
PO9	Estates & Valuation Manager	Property & Asset Management	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		54,480.00
PO9	Group Accountant Housing	Finance & Governance Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		54,480.00
PO9	Commercial Manager	Families & Homes Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		54,480.00
PO9	Performance and Information Manager (Fam	Finance & Governance Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		54,480.00
PO9	Planning Manager (Majors)	Growth & Regeneration	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		54,480.00
PO7/9	Town Centres Regeneration Manager	Growth & Regeneration	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		54,480.00
PO9	Deputy HoS Practice Improvement (PSW)	Families & Homes Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		54,480.00
LDR	Head of School	Families & Homes Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		54,223.00
ADV/GB	Early Years Improvement Consultant	Families & Homes Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		49,773.00
PO9	Group Accountant Corporate	Finance & Governance Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		54,480.00
PO9	Service Manager	Neighbourhoods & Commercial Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		54,480.00
PO9	Group Accountant CYP	Finance & Governance Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		54,480.00
PO9	Group Accountant Regeneration & Growth	Finance & Governance Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		54,480.00
PO9	Group Accountant Adults	Finance & Governance Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		54,480.00
PO9	Insight & Intelligence Manager	Corporate Development Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		54,480.00
PO9	Head of MASH	Families & Homes Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		54,480.00
PO9	Head of Parks & Open Spaces	Neighbourhoods & Commercial Group	Permanent contract	wfdirect@walthamforest.gov.uk	02084963000	50,000 to 55,000		54,480.00

There may be posts below PO9 (the £50k banding) which with a market supplement means the total annual remuneration is above £50,000, these are excluded from this list as the purpose of this report is to publish those posts warranting a grade of PO9 or above. Any Market Supplement is only attributed to a post on a business case signed off by the Director of Transformation and Human Resources and Strategic Director Finance & Governance.

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

ONS GSS code; E09000031

Body name; London Borough of Waltham Forest

Notes:

1. Officer pay details as at 31 December 2017
2. Annual salary is the sum of full time annual salary for the post. The full time annual salary (1 FTE) is used for this figure not the part time salary.
3. The full annual salary may not have been paid for the full year. However, in the interest of transparency, this document shows the FTE salary for the post.
4. Non Chief Officer salaries are shown in brackets of £5,000

Annual Salary (or bands if below £75,000)	Chief Executive	Families & Homes Group	Finance & Governance Group	Growth & Regeneration	Property & Asset Management	Neighbourhoods & Commercial Group	Corporate Development Group	Total
£198,920	1							1
£144,854		1						1
£130,063			1					1
£127,512						1	1	2
£111,191		2		1			1	4
£106,090		1						1
£101,969		2	2					4
£96,767		1						1
£92,729			1					1
£91,564		1		1		1	2	5
£90,000					1			1
£88,443		3			1	1		5
£85,841							1	1
£83,240		2						2
£80,639		2		1				3
£78,038		2				1		3
65,001 to 70,000		6	6	2	3	4	7	28
60,001 to 65,000		5	10	1	2		1	19
55,001 to 60,000		14	2	30	2	1	3	22
50,000 to 55,000		18	7	12	2	4	1	44
Total	1	60	29	18	11	13	17	149

