



Appendix I – Annex 1

Table one: Posts with Salaries over £50,000 with role responsibilities.



Oldham
Council

1st January 2015

Executive Management Team

DIRECTORATE	Chief Executive's
JOB TITLE	Chief Executive 1
SALARY 01.01.2015	£160,000
OTHER PAYMENTS	Nil
GRADE	Spot Point
CONTRACT TYPE	Permanent
RESPONSIBILITIES	<ul style="list-style-type: none"> • Head of Paid Service and Returning Officer for the Elections. • Providing the strategic leadership in support of the development, co-ordination and implementation of corporate strategies and policy that will ensure achievement of the corporate ambitions of the Council. • Accountable for the overall performance of the council and the Council's net revenue budget.
NUMBER OF EMPLOYEES	2851
NET BUDGET POSTHOLDER RESPONSIBLE FOR	£225,195,000

DIRECTORATE	Economy and Skills
JOB TITLE	Executive Director – Economy and Skills 2
SALARY 01.01.2015	£138,000
OTHER PAYMENTS	Nil
GRADE	Executive Director
CONTRACT TYPE	Permanent
RESPONSIBILITIES	<p>Executive direction for the following services:</p> <ul style="list-style-type: none"> • Economic Development • Enterprise & Skills • Education and Early Years
NUMBER OF EMPLOYEES	243
NET BUDGET POSTHOLDER RESPONSIBLE FOR	£289,898,000

DIRECTORATE	Health & Wellbeing
JOB TITLE	Executive Director of Health and Wellbeing
SALARY 01.01.2015	£120,000
OTHER PAYMENTS	Nil
GRADE	Executive Director
CONTRACT TYPE	Permanent
RESPONSIBILITIES	<ul style="list-style-type: none"> • Provision of effective and efficient services for adults and children. • To lead for the Council on strategic and operational integration across health and social care and improved commissioning of outcomes for the borough. • To support the Health and Wellbeing Commissioning Cluster of the Oldham Partnership. • To continue to develop and deliver integrated approaches. • To work with local communities in promoting and supporting ways of improving their own health and wellbeing. • Acting as the statutory Director of Adult Services (DAS)
NUMBER OF EMPLOYEES	616
NET BUDGET POSTHOLDER RESPONSIBLE FOR	£83,418,000

DIRECTORATE	Corporate and Commercial Services
JOB TITLE	Executive Director – Corporate & Commercial Services and Managing Director of Unity
SALARY 01.01.2015	£132,000
OTHER PAYMENTS	Nil
GRADE	Executive Director
CONTRACT TYPE	Permanent
RESPONSIBILITIES	<p>Executive Director for the following posts & services:</p> <ul style="list-style-type: none"> • Finance • Legal Services • Commercial and Transformational Services • People Service
NUMBER OF EMPLOYEES	1079
NET BUDGET POSTHOLDER	£59,589,000

RESPONSIBLE FOR	
DIRECTORATE	Co-operatives and Neighbourhoods
JOB TITLE	Executive Director – Co-operatives and Neighbourhoods
SALARY 01.01.2015	Vacant
OTHER PAYMENTS	Nil
GRADE	Executive Director
CONTRACT TYPE	Permanent
RESPONSIBILITIES	<p>Executive role specific accountabilities:-</p> <ul style="list-style-type: none"> • Building confidence and resilience of communities across the borough through cooperatives working with communities to develop, design and deliver services. • Neighbourhood working and delivering place management approaches that incorporate learning from and principles of public service reform. • To support the Cooperatives and Neighbourhoods Cluster of the Oldham Partnership. • Development and Implementation of the Early Help Framework, which includes working with partners to build effective early help and early intervention approaches that support re-shaping of demand. • Delivery of effective and efficient core services.
NUMBER OF EMPLOYEES	819
NET BUDGET POSTHOLDER RESPONSIBLE FOR	£102,856,000

Senior Management Team

DIRECTORATE	Policy & Governance
JOB TITLE	Director of Policy and Governance 6
SALARY 01.01.2015	£80,001 - £85,000
OTHER PAYMENTS	Nil
GRADE	AD1
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> • Policy • Marketing and Communications • Partnership Support (Borough and GM) • iON (Client) • Place Marketing • Business Intelligence • Strategic Customer Service • Executive Support
NUMBER OF EMPLOYEES	89
NET BUDGET POSTHOLDER RESPONSIBLE FOR	£5,129,000

DIRECTORATE	Chief Executive's
JOB TITLE	GM Director of Environment 7
SALARY 01.01.2015	£75,001 - £80,000
OTHER PAYMENTS	Nil
GRADE	GM Director
CONTRACT TYPE	Fixed Term to 31/03/2015
RESPONSIBILITES	<ul style="list-style-type: none"> • A member of the Greater Manchester Senior Management Team who make a significant contribution

	to the delivery of AGMA/GMCA priorities in terms of impact and management responsibility through lead responsibility for the AGMA Environment Commission, with detailed knowledge and management of the environment and low carbon agenda.
NUMBER OF EMPLOYEES	Directly line manage 4 (+ 1 secondee), indirectly line manage an additional 4
NET BUDGET POSTHOLDER RESPONSIBLE FOR	£25,320 (net including external funding)

DIRECTORATE	Co-operatives and Neighbourhoods
JOB TITLE	Director of Environmental Services 8
SALARY 01.01.2015	£80,001- £85,000
OTHER PAYMENTS	Nil
GRADE	AD1
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> • Waste, Fleet and Highways Ops • Street scene and Parks • Strategic Transportation, Highways (Unity Client) Parking and Street Lighting (Client) • Public Protection including Pest Control and First Response.
NUMBER OF EMPLOYEES	475
NET BUDGET POSTHOLDER RESPONSIBLE FOR	£92,063,000

DIRECTORATE	Co-operatives and Neighbourhoods
JOB TITLE	Director of Community Services 9
SALARY 01.01.2015	£80,001- £85,000
OTHER PAYMENTS	Nil
GRADE	AD1
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> • Community Safety • Community Cohesion • Heritage, Libraries and Arts • District Partnerships • Early Help

	<ul style="list-style-type: none"> • Targeted Youth • Homelessness • Family Services (CAF) • Community Welfare Support and Advice • MASH
NUMBER OF EMPLOYEES	344
NET BUDGET POSTHOLDER RESPONSIBLE FOR	£10,625,000

DIRECTORATE	Economy and Skills
JOB TITLE	Director of Economic Development 10
SALARY 01.01.2015	£80,001- £85,000
OTHER PAYMENTS	£16,020 Protection
GRADE	AD1
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> • Physical Regeneration Development • Strategic Housing and Development • Asset Management (Client) • Corporate Landlord (including Facilities Management)
NUMBER OF EMPLOYEES	47
NET BUDGET POSTHOLDER RESPONSIBLE FOR	£272,771,000

DIRECTORATE	Economy and Skills
JOB TITLE	Director of Enterprise and Skills 11
SALARY 01.01.2015	Vacant
OTHER PAYMENTS	Nil
GRADE	AD1
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> • Skills and Employment /GOW • Enterprise Development and inward Investment including Tourism • Economy Strategy • Business Engagement • Community/Adult Learning

	<ul style="list-style-type: none"> • Town Centre
NUMBER OF EMPLOYEES	110
NET BUDGET POSTHOLDER RESPONSIBLE FOR	£3,703,000

DIRECTORATE	Economy and Skills
JOB TITLE	Director of Education and Early Years
SALARY 01.01.2015	Vacant
OTHER PAYMENTS	Nil
GRADE	AD1
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> • School Improvement • School Places and Planning • Early Years • Education Strategy including Attainment
NUMBER OF EMPLOYEES	87
NET BUDGET POSTHOLDER RESPONSIBLE FOR	£16,658,000

DIRECTORATE	Health and Wellbeing
JOB TITLE	Director of Adults Social Care
SALARY 01.01.2015	£80,001- £85,000
OTHER PAYMENTS	£16,020 Protection
GRADE	AD1
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> • All age disability • Client for OCS • Preventative Services • Care Management

NUMBER OF EMPLOYEES	363
NET BUDGET POSTHOLDER RESPONSIBLE FOR	£55,934,000

DIRECTORATE	Health and Wellbeing
JOB TITLE	Director of Safeguarding
SALARY 01.01.2015	£75,001 - £80,000
OTHER PAYMENTS	£2,600 Stand by
GRADE	AD1
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> To provide strategic leadership to all the teams, including All Age Safeguarding, Looked After Children and Fostering & Adoption, delivering services to vulnerable children and young people in the Borough. To ensure that Council services develop effective strategies for safeguarding vulnerable children, promoting family support, including assessment of need and risk for the most vulnerable looked after children.
NUMBER OF EMPLOYEES	238
NET BUDGET POSTHOLDER RESPONSIBLE FOR	£21,147,000

DIRECTORATE	Health and Wellbeing
JOB TITLE	Director of Public Health
SALARY 01.01.2015	£80,001- £85,000
OTHER PAYMENTS	Nil
GRADE	NHS
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> To ensure that the full range of public health functions are provided for the population of Oldham the role will

	be action orientated focussing on delivery of health improvement through leadership, advocacy and working with local communities to implement public health programmes.
NUMBER OF EMPLOYEES	15
NET BUDGET POSTHOLDER RESPONSIBLE FOR	£5,739,000

DIRECTORATE	Corporate and Commercial Services	
JOB TITLE	Director of Legal Services	16
SALARY 01.01.2015	£90,001 - £95,000	
OTHER PAYMENTS	Nil	
GRADE	CE3	
CONTRACT TYPE	Permanent	
RESPONSIBILITES	Strategic direction to Legal Services including: <ul style="list-style-type: none"> • The provision of legal advice and representation for the Council including Monitoring Officer duties • Constitutional Services, democratic services to support the committees of the Council • Civic Services • Registrars • Elections 	
NUMBER OF EMPLOYEES	47	
NET BUDGET POSTHOLDER RESPONSIBLE FOR	£3,610,000	

DIRECTORATE	Corporate and Commercial Services	
JOB TITLE	Director of Commercial and Transformation Services	17
SALARY 01.01.2015	Vacant	
OTHER PAYMENTS	Nil	
GRADE	AD1	
CONTRACT TYPE	Permanent	
RESPONSIBILITES	<ul style="list-style-type: none"> • Programme Management Office • Commissioning & Procurement • ICT 	

	<ul style="list-style-type: none"> • Strategic Relationship Management • Corporate Transformations lead and major Transformation Projects
NUMBER OF EMPLOYEES	683
NET BUDGET POSTHOLDER RESPONSIBLE FOR	£14,815,000

DIRECTORATE	Corporate and Commercial Services	
JOB TITLE	Director of People Services	18
SALARY 01.01.2015	£80,001- £85,000	
OTHER PAYMENTS	Nil	
GRADE	AD1	
CONTRACT TYPE	Permanent	
RESPONSIBILITES	<ul style="list-style-type: none"> • Provides strategic guidance to the organisation on all people-related matters, as set down in the People Strategy • Development Academy • People Management, including Unity Client for HR • Organisational Development 	
NUMBER OF EMPLOYEES	36	
NET BUDGET POSTHOLDER RESPONSIBLE FOR	£2,917,000	

DIRECTORATE	Corporate and Commercial Services	
JOB TITLE	Director of Finance	19
SALARY 01.01.2015	Vacant	
OTHER PAYMENTS	Nil	
GRADE	Spot point	
CONTRACT TYPE	Permanent	
RESPONSIBILITES	<p>Strategic direction to the Council's finance service including:</p> <ul style="list-style-type: none"> • Borough Treasurer & Section 151 Officer responsibilities; leading the financial planning processes and providing financial management information and advice to Elected Members • Ensuring optimum use of available resources and management of revenue and capital budgets • Internal Audit and safe custody of assets/risk 	

	management and insurance <ul style="list-style-type: none"> • Customer Services and Business Support
NUMBER OF EMPLOYEES	313
NET BUDGET POSTHOLDER RESPONSIBLE FOR	£39,046,000

Senior Managers

DIRECTORATE	Policy & Governance
JOB TITLE	Head of Co-operatives Partnerships and Policy 20
SALARY 01.01.2015	£50,001 - £55,000
OTHER PAYMENTS	Nil
GRADE	SM2
CONTRACT TYPE	Permanent
RESPONSIBILITES	<p>To be accountable for the Cooperatives, Partnerships and Policy service :</p> <ul style="list-style-type: none"> • overseeing the shaping, developing and implementing of wide-ranging strategies, policies, programmes, governance frameworks and initiatives • to lead the interpretation and translation of political direction and the development of the Corporate Plan • to enhance the reputation of the borough of Oldham taking an active lead in the promotion of the Council, locally, regionally and nationally

DIRECTORATE	Policy & Governance
JOB TITLE	Head of Business Intelligence 21
SALARY 01.01.2015	£55,001 - £60,000
OTHER PAYMENTS	Nil
GRADE	SM1
CONTRACT TYPE	Permanent
RESPONSIBILITES	<p>To lead a business critical service that provides :</p> <ul style="list-style-type: none"> • Integrated business information which evidences impact and underpins decision-making and commissioning • a robust understanding of our population and evolving patterns of need and community capacity • support to the organisation in designing and delivering major change projects, service redesign and external inspections or assessment • constructive challenge to the organisation to drive service improvement and improve outcomes • a robust performance framework that enables effective and resilient business planning

DIRECTORATE	Co-operatives and Neighbourhoods
JOB TITLE	Head of Highways Operations, Waste & Fleet Management 22
SALARY 01.01.2015	£60,001 - £65,000
OTHER PAYMENTS	Nil
GRADE	SM1
CONTRACT TYPE	Permanent
RESPONSIBILITIES	<ul style="list-style-type: none"> • Responsible for the effective leadership, management and development of waste management services including trade waste and recycling, highways and fleet management. • Advise the Council of policy and strategies relating to the service and any local quality and service issues, drive out efficiencies whilst supporting Neighbourhood Working and all relevant government agendas. • Ensure Oldham's waste management service operates in the wider context of the Greater Manchester Waste Disposal Authority's commitment to ensure that the waste is optimally delivered to maximise the use of the plant built through the PFI and so support a reduction in the cost of the contract.

DIRECTORATE	Co-operatives and Neighbourhoods
JOB TITLE	Head of Street Scene and Parks 23
SALARY 01.01.2015	£55,001 - £60,000
OTHER PAYMENTS	Nil
GRADE	SM1
CONTRACT TYPE	Permanent
RESPONSIBILITIES	<ul style="list-style-type: none"> • To be responsible for the effective leadership, management and development of the environmental services including parks and street cleaning. • To advise council of policy and strategies relating to the service and any local quality and service issues, drive out efficiencies whilst supporting Neighbourhood Working and all relevant government agendas.

DIRECTORATE	Co-operatives and Neighbourhoods
JOB TITLE	Head of Public Protection 24
SALARY 01.01.2015	£60,001 - £65,000
OTHER PAYMENTS	Nil
GRADE	SM1
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> • Responsible for the efficient and effective provision of a number of related services that provide public protection for the Borough which includes Environmental Health, Trading Standards and Licensing and the Health and Safety service. • To advise the Council of statutory functions, policies and strategies relating to the service and any local quality, service delivery issues.

DIRECTORATE	Co-operatives and Neighbourhoods
JOB TITLE	Head of Libraries, Heritage & Arts 25
SALARY 01.01.2015	£60,001 - £65,000
OTHER PAYMENTS	Nil
GRADE	SM1
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> • Responsible for the provision of Strategic leadership and management of the libraries, arts and heritage services, providing a wide range of accessible leisure, learning and information opportunities relevant to all ages and sections of the community. • Developing a vision for heritage and arts to respond both to new initiatives and challenges of external funding and to build upon partnership arrangements to ensure continuous service improvement.

DIRECTORATE	Co-operatives and Neighbourhoods
JOB TITLE	Library and Information Manager 26
SALARY 01.01.2015	£50,001 - £55,000
OTHER PAYMENTS	Nil
GRADE	SM2
CONTRACT TYPE	Permanent
RESPONSIBILITIES	<ul style="list-style-type: none"> • To lead the strategic development and management of the Library and Information service in Oldham. • Developing a vision for the library service to respond both to new initiatives and challenges of external funding and to effectively work with partners to ensure continuous service improvement.

DIRECTORATE	Co-operatives and Neighbourhoods
JOB TITLE	Head of Stronger Communities Services 27
SALARY 01.01.2015	£60,001 - £65,000
OTHER PAYMENTS	Nil
GRADE	SM1
CONTRACT TYPE	Permanent
RESPONSIBILITIES	<ul style="list-style-type: none"> • Leads work across Oldham Council and the Oldham Partnership to manage community tensions and build good community relations. • Contributes to work to build a strong voluntary, community and faith sector and tackle inequality within the community.

DIRECTORATE	Co-operatives and Neighbourhoods
JOB TITLE	Head of Youth & Leisure 28
SALARY 01.01.2015	£60,001 - £65,000
OTHER PAYMENTS	Nil
GRADE	SM1
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> • Responsible for the delivery and development of Youth Services, Sports and Extended Services. • To contribute to the implementation of the broader vision for Children, Young People and Families within the Every Child Matters agenda.

DIRECTORATE	Co-operatives and Neighbourhoods
JOB TITLE	Head of Music Service 29
SALARY 01.01.2015	£50,001 - £55,000
OTHER PAYMENTS	Nil
GRADE	Soulbury
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> • To provide professional leadership for the Music Service which secures its success and improvement ensuring high quality education for all its pupils and good standards of learning and achievement, both in schools and in the Music Centre. • To assume all of those duties that are incumbent upon a head teacher in a school that relate to teaching and learning, safeguarding and the leading and management of staff. • To Manage the Music Service as a stand-alone business unit and all tasks relating to its operations.

DIRECTORATE	Co-operatives and Neighbourhoods
JOB TITLE	Service Manager: Outdoor Education 30
SALARY 01.01.2015	£50,001 - £55,000
OTHER PAYMENTS	Nil
GRADE	Youth
CONTRACT TYPE	Permanent
RESPONSIBILITIES	<ul style="list-style-type: none"> • To Manage the OEES staff team and be responsible for the safe and effective running of the Council's outdoor education centre (the Castleshaw Centre). • To act as Outdoor Education Adviser for Oldham Schools, Youth Service and other settings including Looked After Children. To contribute to and support cross-Departmental teams on specific policies/projects related to outdoor learning and school visits.

DIRECTORATE	Economy & Skills
JOB TITLE	Head of Strategic Regeneration & Development 31
SALARY 01.01.2015	£60,001 - £65,000
OTHER PAYMENTS	Nil
GRADE	SM1
CONTRACT TYPE	Permanent
RESPONSIBILITIES	<ul style="list-style-type: none"> • Responsible to the Director of Development & Investment for the management of a team undertaking work in relation to the delivery of key projects identified within the Council's capital programme including engagement with private sector partners to deliver major regeneration projects and engagement with district partnerships to ensure that neighbourhood regeneration goals are captured and delivered. • To actively work with Housing Associations to develop comprehensive neighbourhood investment frameworks and responsible for the liaison with other public sector bodies such as TfGM and AGMA.

DIRECTORATE	Economy & Skills
JOB TITLE	Team Leader – Strategic Regeneration 32
SALARY 01.01.2015	£50,001 - £55,000
OTHER PAYMENTS	£4,983.44 Honorarium £500 Essential Car Allowance
GRADE	SM2
CONTRACT TYPE	Permanent
RESPONSIBILITIES	<ul style="list-style-type: none"> • Manage and coordinate the Council's professional property team and to advise the Council on suitable strategies, including acquisitions and disposals to maximise receipts and meet all objectives. • Responsible for managing, implementing and delivering all aspects of property, developments and investments, utilising when appropriate the Council's assets, working collaboratively with public and private partners, to ensure that the Council's wider strategic objectives are achieved. To support the Council and its partners in bidding for external funds. • Be a source of specialist professional property advice and guidance on major projects to other divisions, directorates and partners.

DIRECTORATE	Economy & Skills
JOB TITLE	Head of Housing Services. 33
SALARY 01.01.2015	£60,001 - £65,000
OTHER PAYMENTS	Nil
GRADE	SM1
CONTRACT TYPE	Permanent
RESPONSIBILITIES	<ul style="list-style-type: none"> • Responsibility for the Council's strategic housing service. This includes ensuring effective delivery and monitoring of 2 major Private Finance Initiative (PFI) housing schemes totalling £243M as well as other capital schemes. • Responsibility for preparation and delivery of key housing strategies, projects and programmes with partners, overseeing initiatives to improve neighbourhoods, tackle fuel poverty and improve home energy efficiency. The role is also responsible for overseeing the Council's homelessness/ housing needs services, improving the choice and access to housing and partnership working with housing providers and

	others.
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DIRECTORATE	Economy & Skills
JOB TITLE	Service Manager (Planning & Building Control) 34
SALARY 01.01.2015	Vacant
OTHER PAYMENTS	Nil
GRADE	SM1
CONTRACT TYPE	
RESPONSIBILITES	<ul style="list-style-type: none"> Responsible for the efficient and effective provision of a number of related services that shape the natural and built environment of the Borough including areas of Planning Applications, Building Control Permits, Enforce planning and building control contraventions, Strategic Planning & Policy and Transport strategy and delivery plans.

DIRECTORATE	Economy & Skills
JOB TITLE	Head of Asset Management & Estates 35
SALARY 01.01.2015	£55,001 - £60,000
OTHER PAYMENTS	Nil
GRADE	SM1
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> To lead and manage the group of services in the Corporate Property Client function and act as the client manager for the Unity Partnership in relation to assets management and property To work with key partners to ensure the provision of efficient services which give the public value for money.

DIRECTORATE	Economy & Skills
JOB TITLE	Head of Facilities Management 36
SALARY 01.01.2015	£55,001 - £60,000
OTHER PAYMENTS	Nil
GRADE	SM1
CONTRACT TYPE	Permanent
RESPONSIBILITIES	<ul style="list-style-type: none"> • To lead and manage the group of services in Facilities Management, Cleaning and Catering Service and act as the client manager for the Unity Partnership in relation to facilities management • To work with key partners to ensure the provision of efficient services which give the public value for money.

DIRECTORATE	Economy & Skills
JOB TITLE	Head of Service – Economy & Skills 37
SALARY 01.01.2015	£50,001 - £55,000
OTHER PAYMENTS	Nil
GRADE	SM2
CONTRACT TYPE	Permanent
RESPONSIBILITIES	<p>To lead and manage the group of services in co-ordinating the delivery of outcomes for local people in terms of supporting a more sustainable economy and in particular in relation to :</p> <ul style="list-style-type: none"> • Business growth • Higher skills levels for all ages • Reduced worklessness • Increased employment

DIRECTORATE	Economy & Skills
JOB TITLE	Head of Lifelong Learning 38
SALARY 01.01.2015	£60,001 - £65,000
OTHER PAYMENTS	Nil
GRADE	Soulbury
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> • Responsible for the implementation and development of the Council's Lifelong Learning Plan in order to provide an economic, effective and efficient community education service for the public.

DIRECTORATE	Economy & Skills
JOB TITLE	Team Leader - Strategic Investment 39
SALARY 01.01.2015	£55,001 - £60,000
OTHER PAYMENTS	Nil
GRADE	SM1
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> • To lead and manage the functions of the Strategic Investment Service to ensure that the Council's long term economic growth aspirations are supported. • The development and delivery of a high quality and effective long term place making strategy. • To improve the profile of Oldham on the regional, national and international stage to secure significant investment, visits and attract new residents. • The development and delivery of major relevant strategies that impact on economic viability such as the Town Centre Strategy.

DIRECTORATE	Economy & Skills
JOB TITLE	Head of Performance Schools & Learning Setting's 40
SALARY 01.01.2015	£65,001 - £70,000
OTHER PAYMENTS	Nil
GRADE	Soulbury
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> • To secure high standards across a range of performance indicators in schools and learning settings through effective data analysis, challenge and intervention. • To broker and commission support for schools at risk of underperformance. • To inform the commissioning of high quality provision for all children.

DIRECTORATE	Economy & Skills
JOB TITLE	Head of Inclusion and Vulnerable Groups 41
SALARY 01.01.2015	£60,001 - £65,000
OTHER PAYMENTS	Nil
GRADE	Soulbury
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> • This is a core strategic role to improve all outcomes for children and young people identified as vulnerable and at risk of underachievement. • Champion the interest of children and young people at risk of underachievement and lead improvement and innovation in outcomes for vulnerable learners. • Contribute to the Learning and Attainment Agenda in Commissioning and contribute to the overall strategic leadership of Oldham's Children's Services with accountability for developing support and provision for vulnerable groups.

DIRECTORATE	Economy & Skills
JOB TITLE	Assistant Headteacher (Outreach: Jigsaw) 42
SALARY 01.01.2015	£50,001 - £55,000
OTHER PAYMENTS	Nil
GRADE	Soulbury
CONTRACT TYPE	Permanent
RESPONSIBILITIES	<ul style="list-style-type: none"> • Support the Local Authority's monitoring, challenge and intervention strategy by supporting schools to build on their capacity to support children presenting behaviour challenges so that they can access learning and make appropriate progress. • Reduce levels of poor behaviour, fixed term or permanent exclusions in targeted schools • Assist the Lead for Vulnerable groups in providing professional leadership and management ensuring that standards of learning, pupil achievement and behaviour improve. • Promote effective education for pupils with special educational needs/social emotional and behavioral difficulties within the framework with regard to all statutory requirements.

DIRECTORATE	Economy & Skills
JOB TITLE	Head of Early Years 43
SALARY 01.01.2015	£60,001 - £65,000
OTHER PAYMENTS	Nil
GRADE	Soulbury
CONTRACT TYPE	Permanent
RESPONSIBILITIES	<ul style="list-style-type: none"> • Responsibility for the strategic overview, leadership and direction of early education and childcare services to children aged 0-5 years in Oldham. • Work with partners and agencies internal and external to the council, in order to raise standards and develop service provision in creative, cost effective ways that offer early help and support to families with needs • Build and develop infrastructures to support a collective vision and strategy for early years and childcare services in Oldham • Lead in the establishment of multi-agency teams to deliver effective and efficient outcomes for all young

	children and their families.
DIRECTORATE	Economy & Skills
JOB TITLE	Schools & Learning Settings Performance Advisor
SALARY 01.01.2015	£50,001 - £55,000
OTHER PAYMENTS	Nil
GRADE	Soulbury
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> • To ensure that all young children become effective and successful learners and to raise standards across all Early Years Settings through: • Challenging schools and early years and childcare settings to improve Oldham's Early Years Foundation Stage Profile results • Leading the development of plans to improve school readiness • Leading the development and delivery of Oldham's Early Years Foundation Stage Profile Moderation programme • Monitoring and evaluating the performance of schools and early years and childcare settings • Encouraging schools and early years and childcare settings to work collaboratively and inclusively in partnership across each local district and with the Local Authority

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DIRECTORATE	Health & Wellbeing
JOB TITLE	Associate Assistant Director - Adults
SALARY 01.01.2015	£70,001 - £75,000
OTHER PAYMENTS	Nil
GRADE	AD2
CONTRACT TYPE	Fixed term to 31/03/15
RESPONSIBILITES	<p>To manage and lead a group of community care services including:</p> <ul style="list-style-type: none"> • Self-directed support • Joint care management • Strategic lead mental health • To monitor and quality assure services provided by other providers that have been commissioned. • To develop strong inter-agency relationships within Oldham.

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DIRECTORATE	Health & Wellbeing
JOB TITLE	Head of Service – Care Management 46
SALARY 01.01.2015	£50,001 - £55,000
OTHER PAYMENTS	£1,575 Stand by
GRADE	SM2
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> To lead and develop services for adults to meet the highest standards through the effective provision of care management services in Oldham.

DIRECTORATE	Health & Wellbeing
JOB TITLE	Head of Service – Mental Health 47
SALARY 01.01.2015	£50,001 - £55,000
OTHER PAYMENTS	£974 Stand by
GRADE	SM2
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> To lead and develop services for adults to meet the highest standards through the effective provision of care management services in Oldham.

DIRECTORATE	Health & Wellbeing
JOB TITLE	Head of All Age Disability Service 48
SALARY 01.01.2015	£60,001 - £65,000
OTHER PAYMENT	Nil
GRADE	SM1
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> Responsible for the delivery of SEN services, children's disability and short break services. To contribute to the implementation of the broader vision for Children, Young People and Families within the Every Child Matters agenda.

DIRECTORATE	Health & Wellbeing	
JOB TITLE	Lead Educational Psychologist	49
SALARY 01.01.2015	£50,001 - £55,000	
OTHER PAYMENT	Nil	
GRADE	SM1	
CONTRACT TYPE	Permanent	
RESPONSIBILITES	<ul style="list-style-type: none"> To be responsible for the leadership and management of the Educational and Child Psychology Service (ECPS) ensuring the delivery of quality assured psychological services which promote the attainment and healthy emotional development of children and young people from 0 -19 in partnership with their families, carers and other relevant agencies. 	

DIRECTORATE	Health & Wellbeing	
JOB TITLE	Senior Educational Psychologist	50
SALARY 01.01.2015	£50,001 - £55,000 FTE £46, 208.10 (90% of FTE)	
OTHER PAYMENT	Nil	
GRADE	SM1	
CONTRACT TYPE	Permanent	
RESPONSIBILITES	<ul style="list-style-type: none"> Contribute to the leadership and management of the Educational and Child Psychology Service (ECPS) ensuring the roles and functions of an Educational and Child Psychologist within the All Age Disability Service are fulfilled. 	

DIRECTORATE	Health & Wellbeing
JOB TITLE	Head of Service – Children’s Fieldwork
SALARY 01.01.2015	£60,001 - £65,000
OTHER PAYMENTS	Nil
GRADE	SM1
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> • To ensure a high quality service provision for children subject to assessment (including Section 47), children in need and children subject to a child protection plan. • To respond to national child protection safeguarding enquiries. • To ensure that children and young people of Oldham have their needs analysed, risks managed and life outcomes optimised.

51

DIRECTORATE	Health & Wellbeing
JOB TITLE	Head of Service – Looked After Children
SALARY 01.01.2015	£55,001 - £60,000
OTHER PAYMENTS	£1,025.93 Honorarium £1,350 Stand by
GRADE	SM1
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> • To lead the strategic management and development of services for looked after children and young people. To ensure services meet the highest standards for children and families through the effective provision of looked after children and care leavers, fostering, adoption and residential children’s services in Oldham.

52

DIRECTORATE	Health & Wellbeing
JOB TITLE	Head of All Age Safeguarding Service 53
SALARY 01.01.2015	Vacant
OTHER PAYMENTS	Nil
GRADE	SM1
CONTRACT TYPE	Permanent
RESPONSIBILITIES	<ul style="list-style-type: none"> • Lead the strategic and quality agenda across the Safeguarding Agenda for both Children's and Adults. • Responsible for the LSCB and OASB and its safe delivery across the borough. • Ensure Services meet the highest standards for adults through the Safeguarding Team and MASH, and within children's through the Safeguarding Team, Schools, Education, LADO, the IRO Service, Safeguarding Officer. • Lead the Local authority's strategy on CSE, ensuring that we collect, with our partners, an accurate picture of the full extent of CSE in our area and that we are making a positive difference in the prevention, protection and prosecution of CSE.

DIRECTORATE	Health and Wellbeing
JOB TITLE	Consultant (Commissioning, SMT & Childrens Trust) 54
SALARY 01.01.2015	£80,001 - £85,000
OTHER PAYMENTS	Nil
GRADE	NHS
CONTRACT TYPE	Permanent
RESPONSIBILITIES	<ul style="list-style-type: none"> • Provide expert public health advice and leadership to support and inform an evidence based approach within ethical frameworks for commissioning and developing high quality equitable services, across primary, secondary healthcare and social care, services providing interventions that will promote health and wellbeing across sectors including local authorities, voluntary organisations etc. • Develop and utilise information and intelligence systems to underpin public health action across disciplines and organisations, leading to collation and interpretation of relevant data.

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DIRECTORATE	Health and Wellbeing
JOB TITLE	Consultant (Performance, Jensa, EPPRS) 55
SALARY 01.01.2015	£80,001 - £85,000
OTHER PAYMENTS	Nil
GRADE	NHS
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> • Provide expert public health advice and leadership to support and inform an evidence based approach within ethical frameworks for commissioning and developing high quality equitable services, across primary, secondary healthcare and social care, services providing interventions that will promote health and wellbeing across sectors including local authorities, voluntary organisations etc. • Develop and utilise information and intelligence systems to underpin public health action across disciplines and organisations, leading to collation and interpretation of relevant data.

DIRECTORATE	Health and Wellbeing
JOB TITLE	Medical Consultant GCC Liaison 56
SALARY 01.01.2015	£90,001 - £95,000
OTHER PAYMENTS	Nil
GRADE	NHS
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> • Provide expert public health advice and leadership to support and inform an evidence based approach within ethical frameworks for commissioning and developing high quality equitable services, across primary, secondary healthcare and social care, services providing interventions that will promote health and wellbeing across sectors including local authorities, voluntary organisations etc. • Develop and utilise information and intelligence systems to underpin public health action across disciplines and organisations, leading to collation and interpretation of relevant data.

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DIRECTORATE	Corporate & Commercial Services
JOB TITLE	Assistant Borough Solicitor
SALARY 01.01.2015	£70,001 - £75,000
OTHER PAYMENTS	£4,175.87 Honorarium for acting as Monitoring Officer for GMWDA
GRADE	AD2
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> Responsible to the Borough Solicitor for leading, developing and managing a team of professionally qualified staff to provide high quality legal services for the Council. The provision of sound legal advice and advocacy on behalf of the Council.
NUMBER OF EMPLOYEES	18
NET BUDGET POSTHOLDER RESPONSIBLE FOR	£1,522,920

57

DIRECTORATE	Corporate & Commercial Services
JOB TITLE	Group Lawyer (Policy)
SALARY 01.01.2015	£50,001 - £55,000
OTHER PAYMENTS	Nil
GRADE	SM2
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> To provide a wide range of effective legal advice to a high standard to a number of stake holders To manage and develop a team of professionally qualified staff to provide high quality legal services for the Council.

58

DIRECTORATE	Corporate & Commercial Services
JOB TITLE	Group Lawyer (Community) 59
SALARY 01.01.2015	£50,001 - £55,000
OTHER PAYMENTS	Nil
GRADE	SM2
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> • To provide a wide range of effective legal advice to a high standard to a number of stake holders • To manage and develop a team of professionally qualified staff to provide high quality legal services for the Council.

DIRECTORATE	Corporate & Commercial Services
JOB TITLE	Group Lawyer (Environment) 60
SALARY 01.01.2015	£50,001 - £55,000
OTHER PAYMENTS	Nil
GRADE	SM2
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> • To provide a wide range of effective legal advice to a high standard to a number of stake holders • To manage and develop a team of professionally qualified staff to provide high quality legal services for the Council.

DIRECTORATE	Corporate and Commercial Services
JOB TITLE	Assistant Head of People Services
SALARY 01.01.2015	£70,001 - £75,000
OTHER PAYMENTS	Nil
GRADE	AD2
CONTRACT TYPE	Fixed Term to 31/03/2015
RESPONSIBILITES	<ul style="list-style-type: none"> • Assists with ensuring that mechanisms are in place so that the business has the right people with the right capabilities in the right role with appropriate terms and conditions of employment. • Accountable for ensuring that services are provided with specialist advice and guidance to managers, at all levels, on any people related issue.

61

DIRECTORATE	Corporate and Commercial Services
JOB TITLE	Development Academy Manager
SALARY 01.01.2015	Vacant
OTHER PAYMENTS	Nil
GRADE	SM1
CONTRACT TYPE	
RESPONSIBILITES	<ul style="list-style-type: none"> • To lead and manage the Development Academy Service and support the Director of People in the strategic management and improvement of the division which includes the implementation of significant business change to establish and determine delineation, priorities and cross fertilisation between development activity and operational requirements. • Responsible for the development of robust performance management systems, workforce planning techniques to enable the effective deployment of team and financial resource and through effective systems, demonstrate value for money and return on investment from all development activity.

62

DIRECTORATE	Corporate and Commercial Services	
JOB TITLE	Business Partner Adults and Children's Sector Development	63
SALARY 01.01.2015	£50,001 - £55,000	
OTHER PAYMENTS	£10,500 Protection	
GRADE	SM2	
CONTRACT TYPE	Permanent	
RESPONSIBILITES	<ul style="list-style-type: none"> • To establish, lead and manage the Council's Adult and Children's Development Service • To be responsible for the strategic management and coordination of workforce development activity for both the adult and childrens sectors in Oldham. To lead joint planning and working with partners at local, sub-regional and regional level. • To act as the Council's Workforce Lead for social care, representing the council with the Department of Health, Department for Education and regulatory and professional bodies as required. 	

DIRECTORATE	Corporate and Commercial Services	
JOB TITLE	Head of Repositioning Oldham Programme Management Office	64
SALARY 01.01.2015	£55,001 - £60,000	
OTHER PAYMENTS	Nil	
GRADE	SM1	
CONTRACT TYPE	Permanent	
RESPONSIBILITES	<p>To lead the development and operation of the Programme Management Office to provide :</p> <ul style="list-style-type: none"> • a service to the Council Executive Directors and Programme Boards • a structured project and programme process for planning, approval, delivery and benefits realisation • support, challenge and advice for project and programme managers as well as Sponsors and Council Directors • effective co-operation between change programmes and with external partners 	

DIRECTORATE	Corporate and Commercial Services
JOB TITLE	Head of Sourcing and Services 65
SALARY 01.01.2015	£60,001 - £65,000
OTHER PAYMENTS	Nil
GRADE	SM1
CONTRACT TYPE	Permanent
RESPONSIBILITIES	<ul style="list-style-type: none"> • Lead the sourcing activity for the Council with accountability for managing all aspects of the sourcing lifecycle ensuring that the highest professional standards of procurement practice and compliance with legislation are maintained. • Lead the development of the strategy and plan for Sourcing Services as a key component of that corporate strategy; ensuring that the approach is aligned to the Council's business objectives and that it reflects best practice in strategic category management. • Successfully deliver the Sourcing Strategy including the achievement of agreed annual savings targets and service KPIs whilst maintaining required service levels

DIRECTORATE	Corporate and Commercial Services
JOB TITLE	Head of Strategic Relationship Management 66
SALARY 01.01.2015	£50,001 - £55,000
OTHER PAYMENTS	Nil
GRADE	SM2
CONTRACT TYPE	Permanent
RESPONSIBILITIES	<ul style="list-style-type: none"> • Develop and manage the SRM service which manages the commercial relationships between the Council and its strategic delivery partners. Accountability for ensuring professional standards of commercial best practice, value for money and compliance with contractual agreements. • Achieve agreed annual savings targets, whilst maintaining required service levels, and Service KPI's.

DIRECTORATE	Corporate and Commercial Services
JOB TITLE	HOS Integrated Commissioning (Children's) 67
SALARY 01.01.2015	£55,001 - £60,000
OTHER PAYMENTS	Nil
GRADE	SM1
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> The post holder will be responsible for developing, leading and overseeing strategic commissioning priorities and plans across an agreed range of services in conjunction with other key partners, service user/carers ensuring that a comprehensive range of quality, equitable, evidence based services are commissioned with available resources.

DIRECTORATE	Corporate and Commercial Services
JOB TITLE	HOS Integrated Commissioning (Adult's) 68
SALARY 01.01.2015	£55,001 - £60,000
OTHER PAYMENTS	Nil
GRADE	SM1
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> The post holder will be responsible for developing, leading and overseeing strategic commissioning priorities and plans across an agreed range of services in conjunction with other key partners, service user/carers ensuring that a comprehensive range of quality, equitable, evidence based services are commissioned with available resources.

DIRECTORATE	Corporate and Commercial Services
JOB TITLE	Chief Information Officer
SALARY 01.01.2015	£60,001 - £65,000
OTHER PAYMENTS	£1332.25 Honorarium
GRADE	SM1
CONTRACT TYPE	Permanent
RESPONSIBILITIES	<ul style="list-style-type: none"> • The main contact point for ICT services between the Council and Unity ICT. This role leads the team that will provide effective monitoring, management and governance of Unity ICT on behalf of the Council. • The role is also leads for the Council's Information Governance team, who are responsible for all information security, records management, information governance, and the management of all Subject Access Requests and Freedom of Information Requests.

69

DIRECTORATE	Corporate and Commercial Services
JOB TITLE	Assistant Borough Treasurer - Special Projects & VFM
SALARY 01.01.2015	£70,001, £75,000
OTHER PAYMENTS	Nil
GRADE	AD2
CONTRACT TYPE	Permanent
RESPONSIBILITIES	<ul style="list-style-type: none"> • To lead and manage the Special Projects and VFM section and Schools Finance Team. • To lead commercial and financial negotiations for all BSF, PFI and other special projects, undertaking complex financial modelling and maximising value for money techniques and School finance. • Giving technical advice and guidance to senior officers and Elected Members.

70

DIRECTORATE	Corporate and Commercial Services	
JOB TITLE	Senior Finance Manager	71
SALARY 01.01.2015	£55,001 - £60,000	
OTHER PAYMENTS	Nil	
GRADE	SM1	
CONTRACT TYPE	Permanent	
RESPONSIBILITES	<ul style="list-style-type: none"> • Responsible to the Borough Treasurer for leading, developing and managing a team of professionally qualified staff. • To provide a high quality accountancy service including the provision of financial and advocacy on behalf of the Council. 	

DIRECTORATE	Corporate and Commercial Services	
JOB TITLE	Senior Finance Manager	72
SALARY 01.01.2015	£55,001 - £60,000	
OTHER PAYMENTS	Nil	
GRADE	SM1	
CONTRACT TYPE	Acting to 20/01/2015	
RESPONSIBILITES	<ul style="list-style-type: none"> • Responsible to the Borough Treasurer for leading, developing and managing a team of professionally qualified staff. • To provide a high quality accountancy service including the provision of financial and advocacy on behalf of the Council. 	

DIRECTORATE	Corporate and Commercial Services
JOB TITLE	Assistant Borough Treasurer - Financial Management 73
SALARY 01.01.2015	£65,001 - £70,000
OTHER PAYMENTS	Nil
GRADE	AD2
CONTRACT TYPE	Fixed term to 31/03/15
RESPONSIBILITES	<ul style="list-style-type: none"> • To lead and manage the financial management section of the Council's finance service. • Directing the preparation, monitoring and closing down of service budgets. • Giving technical advice and guidance to senior officers and Elected Members.

DIRECTORATE	Corporate and Commercial Services
JOB TITLE	Senior Finance Manager 74
SALARY 01.01.2015	£55,001 - £60,000
OTHER PAYMENTS	Nil
GRADE	SM1
CONTRACT TYPE	Secondment to 31/03/2015
RESPONSIBILITES	<ul style="list-style-type: none"> • Responsible to the Borough Treasurer for leading, developing and managing a team of professionally qualified staff. • To provide a high quality accountancy service including the provision of financial and advocacy on behalf of the Council.

DIRECTORATE	Corporate and Commercial Services	
JOB TITLE	Senior Finance Manager	75
SALARY 01.01.2015	£60,001 - £65,000	
OTHER PAYMENTS	Nil	
GRADE	SM1	
CONTRACT TYPE	Permanent	
RESPONSIBILITES	<ul style="list-style-type: none"> • Responsible to the Borough Treasurer for leading, developing and managing a team of professionally qualified staff. • To provide a high quality accountancy service including the provision of financial and advocacy on behalf of the Council. 	

DIRECTORATE	Corporate and Commercial Services	
JOB TITLE	Assistant Borough Treasurer – Corporate Finance	76
SALARY 01.01.2015	£70,001 - £75,000	
OTHER PAYMENTS	£5,975.03 Honorarium	
GRADE	AD2	
CONTRACT TYPE	Permanent	
RESPONSIBILITES	<ul style="list-style-type: none"> • To develop the Council's Medium Term Financial Strategy. • To co-ordinate strategies in relation to external funding and treasury management to maximise the Council's resources. • Responsible for the financial management of the capital programme. 	

DIRECTORATE	Corporate and Commercial Services
JOB TITLE	Head of Corporate Governance 77
SALARY 01.01.2015	£60,001 - £65,000
OTHER PAYMENTS	£4,175.87 Honorarium for acting as the Deputy Section 151 Officer of GMWDA
GRADE	SM1
CONTRACT TYPE	Permanent
RESPONSIBILITIES	<ul style="list-style-type: none"> Responsible to the Borough Treasurer for the management of the Audit/Counter Fraud and Insurance/Risk section, setting out and delivering the strategic vision for the service and co-ordinating the production of the Audit and Counter Fraud Plan, Corporate Register and Annual Governance Statement, delivering these in accordance with agreed plans. Provision of strategic advice to Elected Members and officers in respect of the Authority's corporate governance arrangements and overall internal control environment.

DIRECTORATE	Corporate and Commercial Services
JOB TITLE	Audit & Counter Fraud Manager 78
SALARY 01.01.2015	£55,001 - £60,000
OTHER PAYMENTS	Nil
GRADE	SM1
CONTRACT TYPE	Permanent
RESPONSIBILITIES	<p>To support the Director of Finance by :</p> <ul style="list-style-type: none"> Leading and managing a group of services in the division Making a strategic contribution to the Councils internal control environment, financial strategies and major projects Assisting the Head of Corporate Governance in co-ordinating the planning, delivery, monitoring, reporting processes and other projects for the relevant service

DIRECTORATE	Corporate and Commercial Services
JOB TITLE	Head of Customer and Business Support Services
SALARY 01.01.2015	£60,001 - £65,000
OTHER PAYMENTS	Nil
GRADE	SM1
CONTRACT TYPE	Permanent
RESPONSIBILITES	<ul style="list-style-type: none"> Responsible to the Borough Treasurer for the Management of the Customer and Business Support Services in line with the Council's change and transformation programmes. This includes the management of Customer Services, the Client function for Customer Services and Revenues and Benefits with the Unity Partnership and the Council wide Business Support function.



Pay Policy Statement
Table Two:
JNC Chief Officer's
basic salary



1st January 2015

EXECUTIVE MANAGEMENT TEAM	CORRESPONDING NUMBER FROM TABLE ONE	JOB TITLE	SALARY AT 01.01.2015	TOTAL ADDITIONAL ANNUAL PAYMENTS (EXPLAINED IN TABLE 1)
Chief Executive	1	Chief Executive	160,000	
Economy and Skills	2	Executive Director – Economy and Skills	138,000	
Health and Wellbeing	3	Executive Director – Health and Wellbeing	120,000	
Corporate and Commercial Services	4	Executive Director – Corporate & Commercial Services and Managing Director of Unity	132,000	
Co-operatives and Neighbourhoods	5	Executive Director – Co-operatives and Neighbourhoods	Vacant	
SENIOR MANAGEMENT TEAM	CORRESPONDING NUMBER FROM TABLE ONE	JOB TITLE	SALARY AT 01.01.2015	TOTAL ADDITIONAL ANNUAL PAYMENTS (EXPLAINED IN TABLE 1)
Policy & Governance	6	Director of Policy and Governance	80,001 – 85,000	
Chief Executive	7	G M Director of Environment	75,001 – 80,000	
Co-operatives and Neighbourhoods	8	Director of Environmental Services	80,001 – 85,000	
Co-operatives and Neighbourhoods	9	Director of Community Services	80,001 – 85,000	
Economy and Skills	10	Director of Economic Development	80,001 – 85,000	16,020
Economy and Skills	11	Director of Enterprise and Skills	Vacant	
Economy and Skills	12	Director of Education & Early Years	Vacant	
Health and Wellbeing	13	Director of Adults and Social Care	80,001 – 85,000	16,020
Health and Wellbeing	14	Director of Safeguarding	75,001 – 80,000	2,600
Health and Wellbeing	15	Director of Public Health	80,001 – 85,000	
Corporate & Commercial Services	16	Director of Legal Services	90,001 – 95,000	
Corporate &	17	Director of Commercial and		

Commercial Services		Transformation Services	Vacant
Corporate & Commercial Services	18	Director of People Services	80,001 – 85,000
Corporate & Commercial Services	19	Director of Finance	Vacant

SENIOR MANAGERS	CORRESPONDING NUMBER FROM TABLE ONE	JOB TITLE	SALARY AT 01.01.2015	TOTAL ADDITIONAL ANNUAL PAYMENTS (EXPLAINED IN TABLE 1)
Policy & Governance	20	Head of Co-operatives, Partnerships & Policy	50,001 – 55,000	
Policy & Governance	21	Head of Business Intelligence	55,001 – 60,000	
Co-operatives and Neighbourhoods	22	Head of Highways Operations, Waste & Fleet Management	60,001 - 65,000	
Co-operatives and Neighbourhoods	23	Head of Street Scene & Parks	55,001 – 60,000	
Co-operatives and Neighbourhoods	24	Head of Public Protection	60,001 - 65,000	
Co-operatives and Neighbourhoods	25	Head of Libraries, Heritage and Arts	60,001 - 65,000	
Co-operatives and Neighbourhoods	26	Library & Information Manager	50,001 – 55,000	
Co-operatives and Neighbourhoods	27	Head of Stronger Communities Services	60,001 - 65,000	
Co-operatives and Neighbourhoods	28	Head of Youth & Leisure	60,001 - 65,000	
Co-operatives and Neighbourhoods	29	Head of Music	50,001 – 55,000	
Co-operatives and Neighbourhoods	30	Service Manager: Outdoor Education	50,001 – 55,000	
Economy and Skills	31	Head of Strategic Regeneration & Development	60,001 - 65,000	
Economy and Skills	32	Team Leader – Strategic Regeneration	50,001 – 55,000	4,983.44 500
Economy and Skills	33	Head of Housing Services	60,001 - 65,000	
Economy and Skills	34	Service Manager (Planning & Building Control)	Vacant	
Economy and Skills	35	Head of Asset Management	55,001 – 60,000	
Economy and Skills	36	Head of Facilities Management	55,001 – 60,000	

Economy and Skills	37	Head of Service – Economy & Skills	50,001 – 55,000	
Economy and Skills	38	Head of Lifelong Learning	60,001 - 65,000	
Economy and Skills	39	Team Leader – Strategic Investment	55,001 – 60,000	
Economy and Skills	40	Head of Performance Schools & Learning Setting's	65,001 – 70,000	
Economy and Skills	41	Head of Inclusion and Vulnerable Groups	60,001 - 65,000	
Economy and Skills	42	Assistant Headteacher (Outreach: Jigsaw)	50,001 – 55,000	
Economy and Skills	43	Head of Early Years	60,001 - 65,000	
Economy and Skills	44	Schools & Learning Settings Performance Advisor	50,001 – 55,000	
Health and Wellbeing	45	Associate Assistant Director - Adults	70,001 – 75,000	
Health and Wellbeing	46	Head of Service – Care Management	50,001 – 55,000	1,575
Health and Wellbeing	47	Head of Service – Mental Health	50,001 – 55,000	974
Health and Wellbeing	48	Head of All Age Disability Service	60,001 - 65,000	
Health and Wellbeing	49	Lead Educational Psychologist	50,001 – 55,000	
Health and Wellbeing	50	Senior Educational Psychologist	50,001 – 55,000 FTE 46,208.10 actual	
Health and Wellbeing	51	Head of Children's Fieldwork	60,001 - 65,000	
Health and Wellbeing	52	Head of Looked After Children	55,001 – 60,000	1,025.93 1,350
Health and Wellbeing	53	Head of All Age Safeguarding Service	Vacant	
Health and Wellbeing	54	Consultant (Commissioning, SMT & Children's Trust)	80,001 – 85,000	
Health and Wellbeing	55	Consultant (Performance, Jensa, EPPRS)	80,001 – 85,000	
Health and Wellbeing	56	Medical Consultant GCC Liaison	90,001 – 95,000	
Corporate & Commercial Services	57	Assistant Borough Solicitor	70,001 - 75,000	4,175.87
Corporate & Commercial Services	58	Group Lawyer (Policy)	50,001 – 55,000	
Corporate & Commercial Services	59	Group Lawyer (Community)	50,001 – 55,000	
Corporate & Commercial Services	60	Group Lawyer (Environment)	50,001 – 55,000	
Corporate & Commercial Services	61	Assistant Head of People Services	70,001 – 75,000	
Corporate & Commercial Services	62	Development Academy Manager	Vacant	
Corporate & Commercial Services	63	Business Partner Adults and Children's Sector Development	50,001 – 55,000	10,500
Corporate & Commercial Services	64	Head of Repositioning Oldham Programme Management Officer	55,001 – 60,000	
Corporate &	65		60,001 –	

Commercial Services			Head of Sourcing and Services	65,000	
Corporate & Commercial Services		66	Head of Strategic Relationship Management	50,001 – 55,000	
Corporate & Commercial Services		67	Head of Integrated Commissioning (Children's)	55,001 – 60,000	
Corporate & Commercial Services		68	Head of Integrated Commissioning (Adults)	55,001 – 60,000	
Corporate & Commercial Services		69	Chief Information Officer	60,001 – 65,000	1,332.25
Corporate & Commercial Services		70	Assistant Borough Treasurer – Special Projects & VFM	70,001 – 75,000	
Corporate & Commercial Services		71	Senior Finance Manager	55,001 – 60,000	
Corporate & Commercial Services		72	Senior Finance Manager	55,001 – 60,000	

Corporate & Commercial Services		73	Assistant Borough Treasurer – Financial Management	65,001 – 70,000	
Corporate & Commercial Services		74	Senior Finance Manager	55,001 – 60,000	
Corporate & Commercial Services		75	Senior Finance Manager	60,001 – 65,000	
Corporate & Commercial Services		76	Assistant Borough Treasurer – Corporate Finance	70,001 – 75,000	5,972.03
Corporate & Commercial Services		77	Head of Corporate Governance	60,001 – 65,000	4,175.87
Corporate & Commercial Services		78	Audit & Counter Fraud Manager	55,001 – 60,000	
Corporate & Commercial Services		79	Head of Customer & Business Support Services	60,001 – 65,000	

Pay Policy Statement

table three:

Chief Executive's salary expressed as a ratio of other salaries

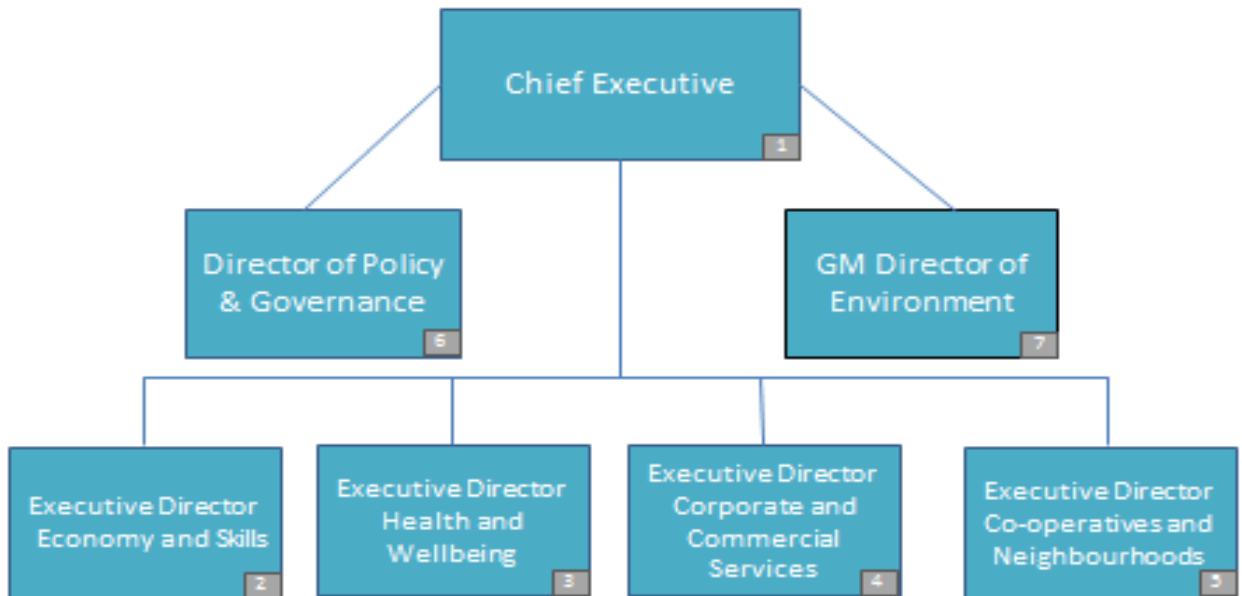
Table Three

CHIEF EXECUTIVE'S SALARY EXPRESSED AS A RATIO OF OTHER SALARIES

	£	RATIO
CHIEF EXECUTIVE	£160,000	-
MEDIAN SALARY	£20,849	1 : 7.67
MEAN SALARY	£23,936	1 : 6.68
LOWEST SALARY	£14,283	1 : 11.20

Figures are based on full time equivalent salaries & last updated 1st January 2015

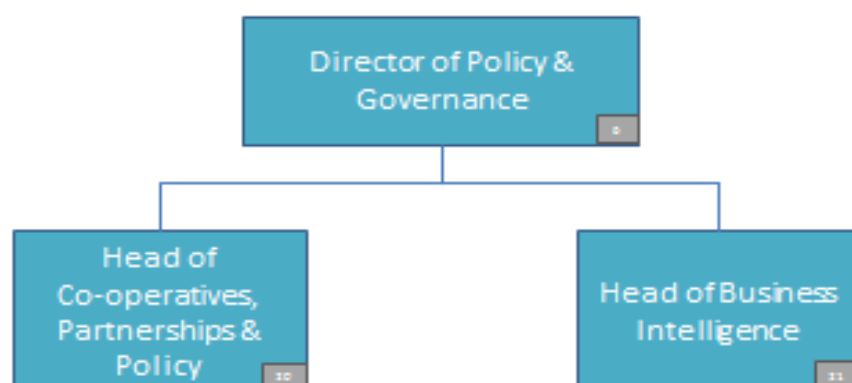
First & Second Tiers



Last update: 1st January 2015

Inclusive of new Executive Director structure, as agreed at Full Council on Sept 10th 2014

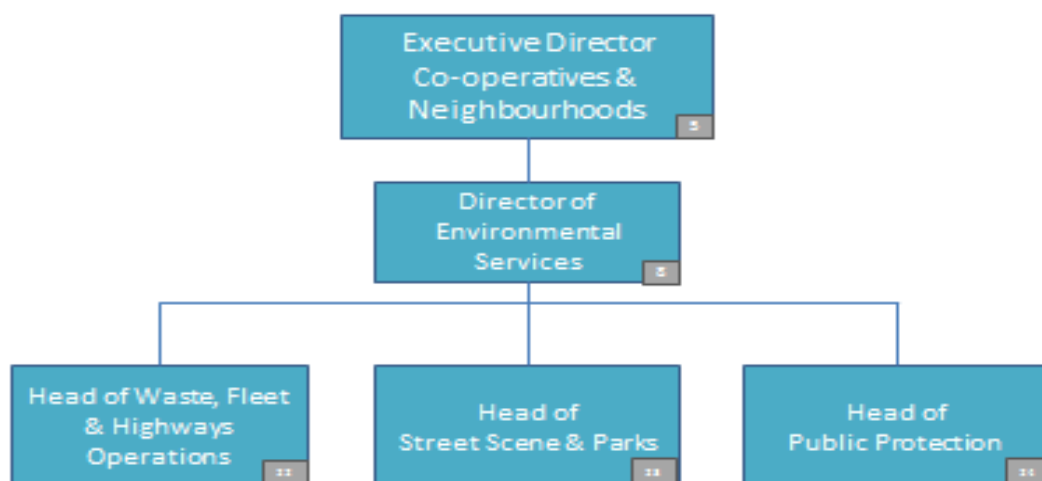
Roles in the Policy & Governance Division earning £50,000+



Last update: 1st January 2015

To be updated once the recruitment exercise for Senior Managers has been completed (end of the financial year)

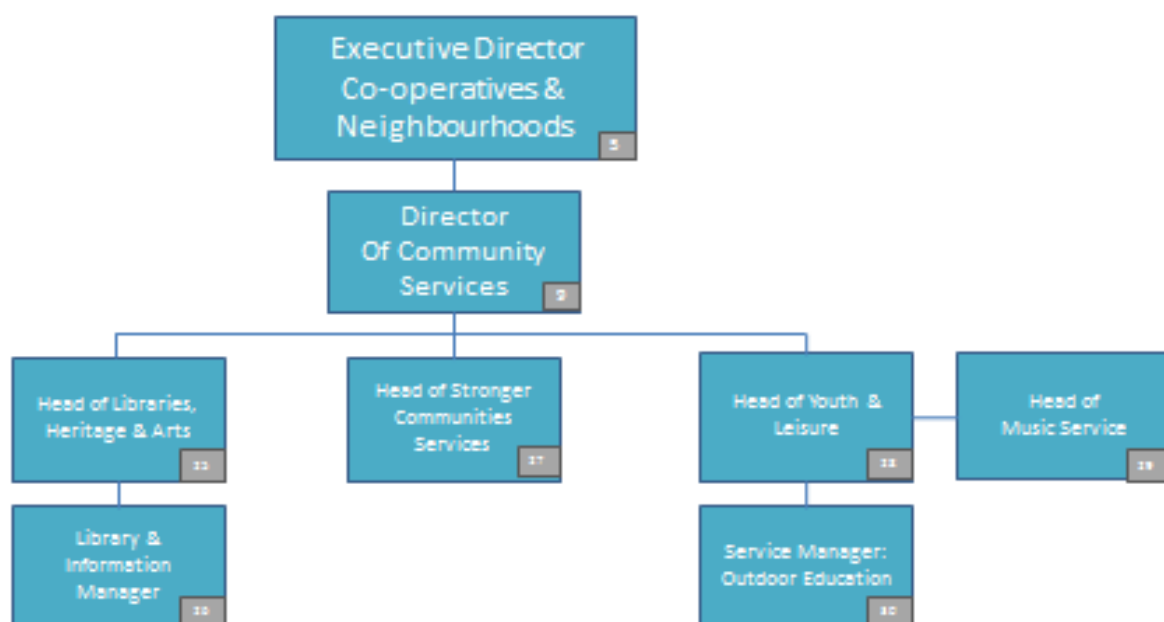
Roles within the Co-operatives & Neighbourhoods Directorate earning £50,000+ (Page 1 of 2)



Last update: 1st January 2015

To be updated once the recruitment exercise for Senior Managers has been completed (end of the financial year)

Roles within the Co-operatives & Neighbourhoods Directorate earning £50,000+ (Page 2 of 2)



Last update: 1st January 2015

To be updated once the recruitment exercise for Senior Managers has been completed (end of the financial year)

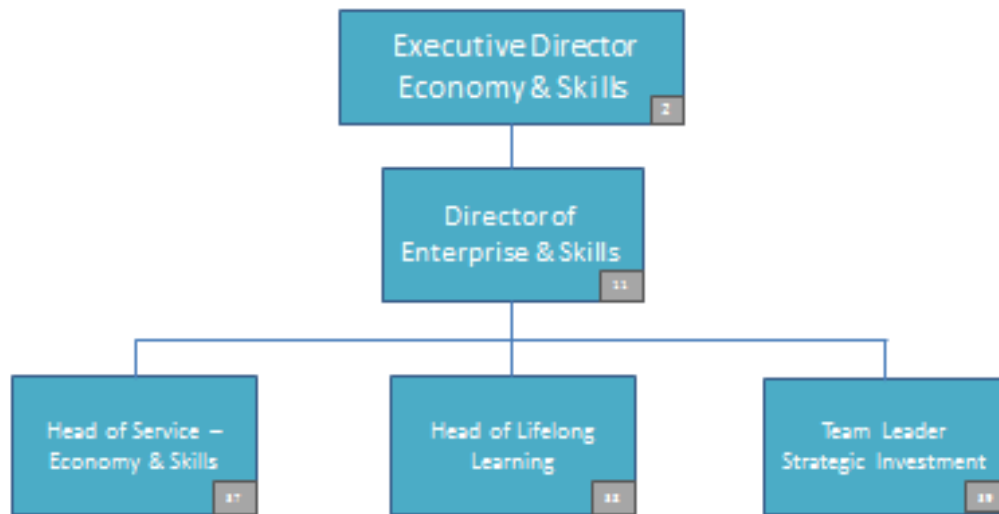
Roles within the Economy & Skills Directorate earning £50,000+ (Page 1 of 3)



Last update: 1st January 2015

To be updated once the recruitment exercise for Senior Managers has been completed (end of the financial year)

Roles within the Economy & Skills Directorate earning £50,000+ (Page 2 of 3)



Last update: 1st January 2015

To be updated once the recruitment exercise for Senior Managers has been completed (end of the financial year)

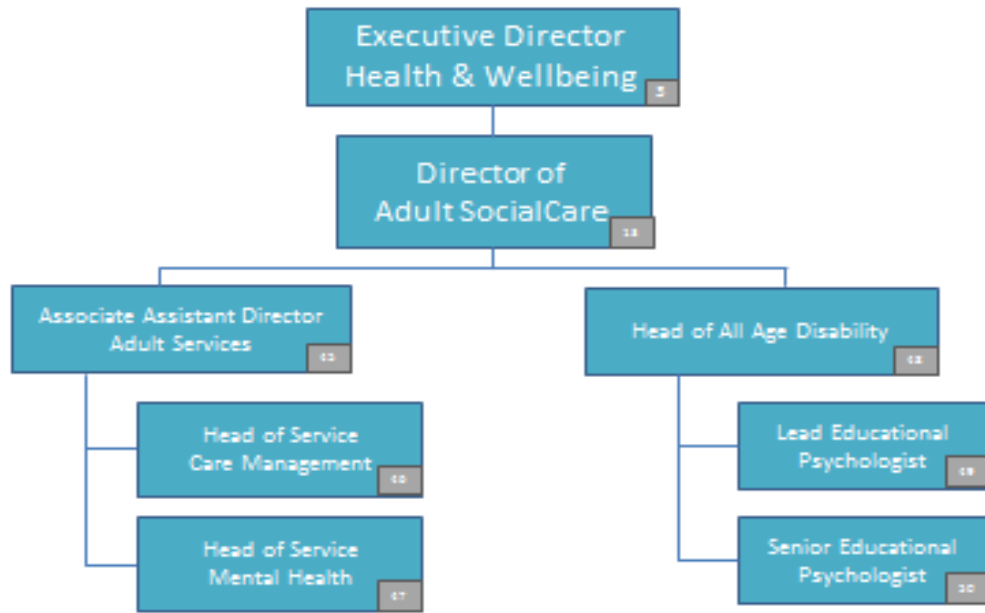
Roles within the Economy & Skills Directorate earning £50,000+ (Page 3 of 3)



Last update: 1st January 2015

To be updated once the recruitment exercise for Senior Managers has been completed (end of the financial year)

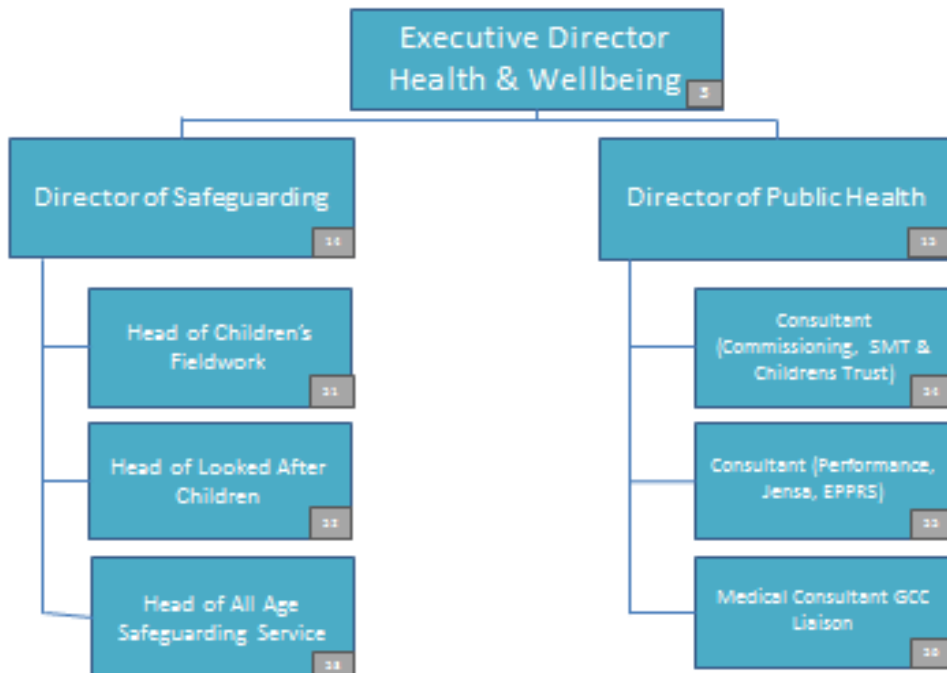
Roles within the Health & Wellbeing Directorate earning £50,000+ (Page 1 of 2)



Last update: 1st January 2015

To be updated once the recruitment exercise for Senior Managers has been completed (end of the financial year)

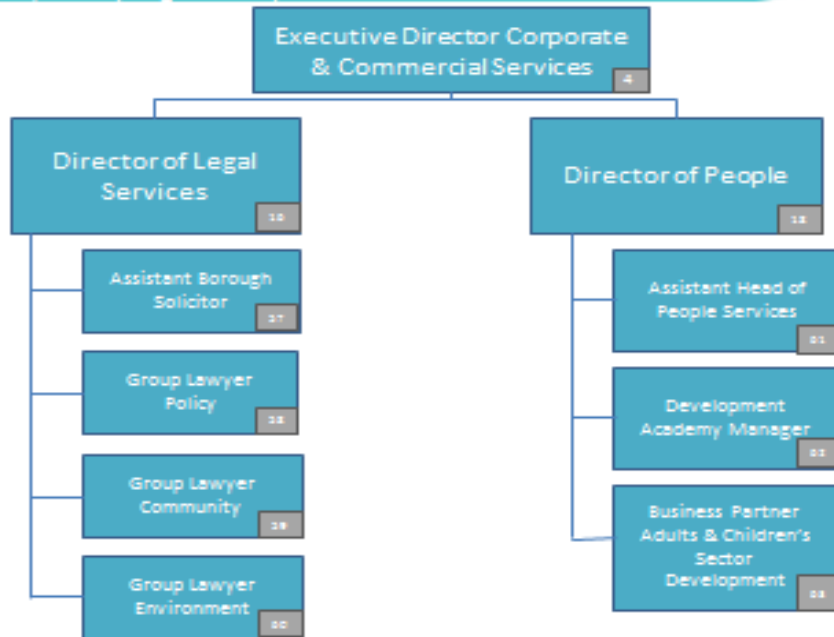
Roles within the Health & Wellbeing Directorate earning £50,000+ (Page 2 of 2)



Last update: 1st January 2015

To be updated once the recruitment exercise for Senior Managers has been completed (end of the financial year)

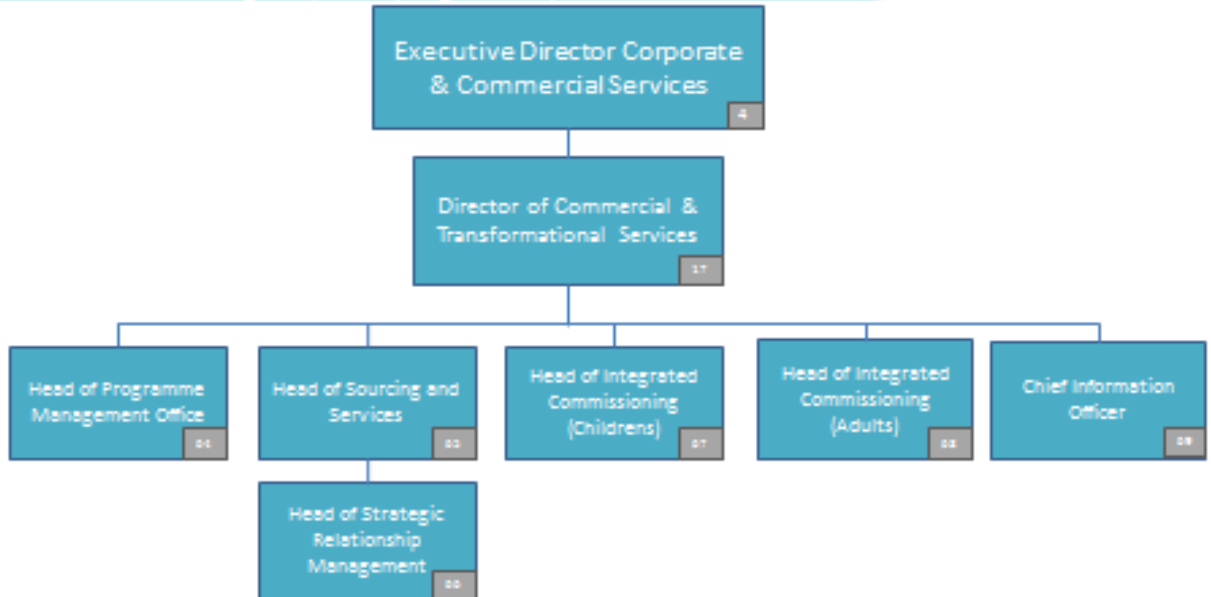
Roles within the Corporate & Commercial Services Directorate earning £50,000+ (Page 1 of 3)



Last update: 1st January 2015

To be updated once the recruitment exercise for Senior Managers has been completed (end of the financial year)

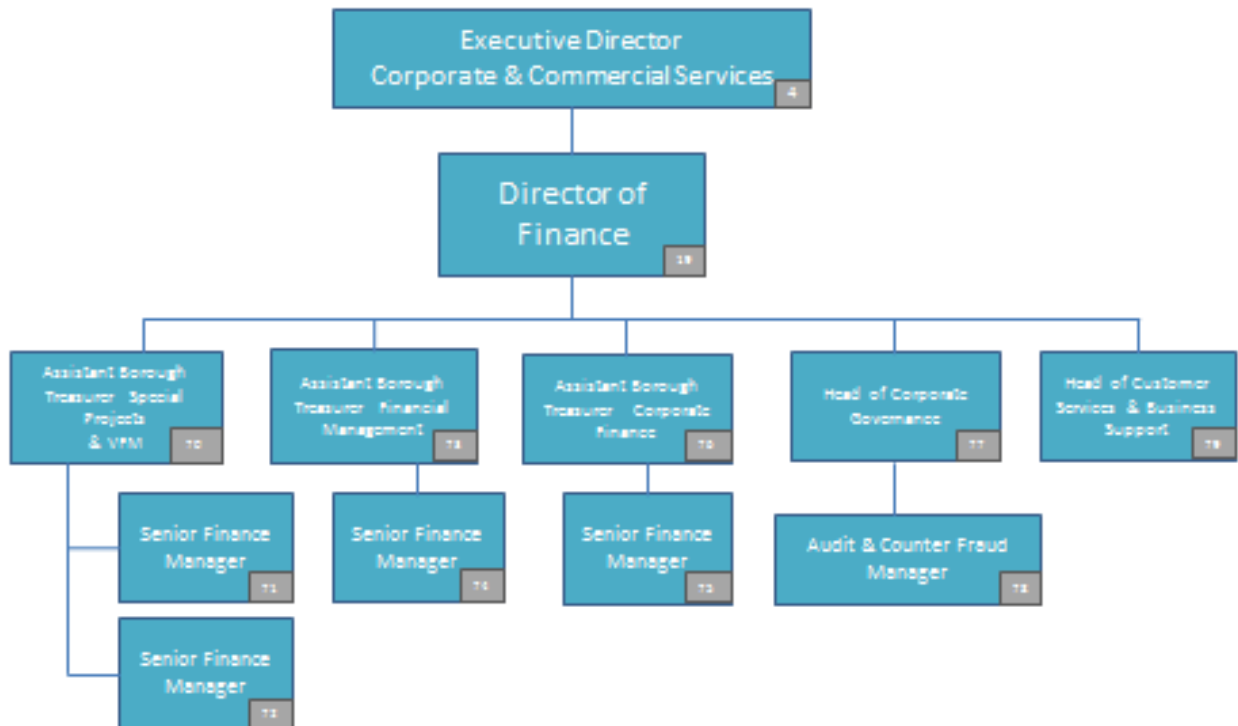
Roles within the Corporate & Commercial Services Directorate earning £50,000+ (Page 2 of 3)



Last update: 1st January 2015

To be updated once the recruitment exercise for Senior Managers has been completed (end of the financial year)

Roles within the Corporate & Commercial Services Directorate
earning £50,000+ (Page 3 of 3)



Last update: 1st January 2015

To be updated once the recruitment exercise for Senior Managers has been completed (end of the financial year)

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