

24 January 2019

PAY POLICY STATEMENT 2019/20

Introduction & Purpose

1. Under section 112 of the Local Government Act 1972, the Council has the 'power to appoint officers on such reasonable terms and conditions as the authority thinks fit'. This Pay Policy Statement (the 'Statement') sets out the Council's approach to pay policy in accordance with the requirements of Section 38 to 43 of the Localism Act 2011.
2. The purpose of the Statement is to provide transparency and accountability with regard to the Council's approach to setting the pay of its employees (excluding teaching and other school staff working for the local authority under the purview of the School Governing Body) by identifying;
 - the methods by which salaries of employees are determined;
 - the detail and level of remuneration of its most senior staff, i.e. 'chief officers', as defined by the relevant legislation;
 - the Committee(s) responsible for ensuring the provisions set out in this statement are applied consistently throughout the Council and recommending any amendments to the full Council.

Publication

3. This statement will be reviewed and prepared for each financial year then approved by full Council, usually by the end of March each year, or at the earliest Council in the financial year for which it applies. It will be published on the Council's website as soon as it is reasonably practicable following any amendment and approval. For 2019/20 the approval will be at the Budget Council meeting of 27 February 2019.
4. Alongside this statement will be full details of all senior employees in the Council (excluding teachers and school based staff) that have a salary over the threshold outlined in the Localism Act 2011 and any associated Codes of Practice, including the Local Government Transparency Code 2015. The Pay Policy Statement will be linked to Council's Annual Statement of Accounts where we are required to publish the full time equivalent salaries which are at least £50,000 per annum.

Other Legislation Relevant To Pay And Remuneration

5. In determining the pay and remuneration of all of its employees, the Council will comply with all relevant employment legislation. This includes legislation such as the Equality Act 2010, inclusive of the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 which specifies Gender Pay Gap Reporting for public bodies with 250 employees or more, Part Time Employment (Prevention of Less Favourable Treatment) Regulations 2000, and where relevant, the Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE).
6. The Council is committed to the principles of equal pay for all of its employees, and to ensure consistency and fairness within its pay structures. Differentials in grades can be objectively justified through the use of job evaluation mechanisms, which determine the relativities between posts according to the requirements, demands, skills and responsibilities of the role.

Pay Structure

7. The Council uses nationally negotiated pay spines with a defined list of salary points as the basis for its local pay structure. These salary scales determine the salaries of the majority of its non-schools workforce, together with the use of locally determined grades where these do not apply. The current salary scales in use by the Council are available to view on the Council's website.
8. The Council adopts the national pay bargaining arrangements in respect of the establishment and revision of the national pay spines. All other pay related allowances are the subject of either nationally or locally negotiated rates, having been determined from time to time in accordance with collective bargaining machinery.
9. The majority of staff at Oldham Council are employed under the National Joint Council (NJC) terms and conditions (Green Book) and salaries are determined by the points score associated with a job role through the appropriate job evaluation scheme. For employees within grades 1 to 10, the NJC Job Evaluation Scheme is used, created specifically for jobs within local government. Employees on senior management grades are evaluated through the HAY Scheme, widely used for evaluating senior jobs, in both the private and public sector, nationally and internationally. Single Status, harmonising former officers and former manual workers, was implemented at the Council on 1 January 2011.
10. In determining its grading structure and setting remuneration levels for any posts which fall outside this scope, the Council takes account of the need to ensure value for money in respect of the use of public expenditure, balanced against the need to recruit and retain employees who are able to meet the requirements of providing high quality services to the community, delivered effectively and efficiently and at times when those services are required.

11. New appointments will normally be made at the minimum of the grade for the relevant pay scale, although this can be varied where the successful candidate is currently on a spinal column point/salary that is higher than minimum of the grade/salary of the job being recruited to. Where this occurs there is guidance in the Council's Starting Salary Policy to ensure consistency of application across the organisation.
12. From time to time it may be necessary to take account of the external pay levels in the labour market in order to attract and retain employees with particular experience, skills and capability. Where necessary, the Council will ensure the requirement for such is objectively justified by reference to clear and transparent evidence of relevant market comparators and benchmark information, using data sources available from within the local government sector and outside, as appropriate.

Pension Contributions

13. Where employees have exercised their statutory right to membership of the Local Government Pension Scheme, the Council is required to make a contribution to the scheme representing a percentage of the pensionable remuneration due under the contract of employment for that employee. The rate of contribution is set by Actuaries advising the Greater Manchester Pension Fund and is reviewed on a triennial basis in order to ensure the scheme is appropriately funded. The new triennial period starts from 1st April 2017, and current rates can be found in the Actuarial Valuation Reports on the Greater Manchester Pensions Fund (GMPF) website. The employee contribution rates, are currently 5.5% to 12.5% depending on the level of annual salary.
14. Oldham Council has a flexible retirement scheme which is run in accordance with the Local Government Pension Scheme and Regulation 18 of the Local Government Pension Scheme (Benefits, Membership and Contributions) Regulations 2007 (SI 2007/1166) as amended by the Local Government Pension Scheme (Miscellaneous) Regulations 2012 (SI 2012/1989).
15. There are other pension schemes which are in operation at the Council. There is a separate pension scheme for Teachers and a separate pension scheme for transferred NHS staff that still remain on their existing TUPE terms and conditions.

Senior Management Remuneration

16. For the purposes of this statement, senior management means 'chief officers' as defined within the Localism Act. This includes the Chief Executive and all senior management posts on Joint National Council (JNC) Chief Officer Terms and Conditions of Employment. The posts falling within these definitions are set out in Table 1, with details of their basic salary, typically shown within five thousand pound bandings.

17. Chart 1 shows the organisational chart of the job roles set out in Table 1, which are linked through the use of common job titles and a number referencing system. Table 1 shows for Directors and above; their grade, type of contract, salary, allowances, services directed, budget held and the approximate number of staff they are responsible for. For other senior managers covered in the scope of publishing this Pay Policy Statement, Table 1 gives details regarding their pay, services managed and their contract type.
18. It is the policy of the Council to establish a salary for each chief officer post that is sufficient to attract and retain an employee with the appropriate knowledge, experience, skills and abilities that are needed, at that time, by the Council.
19. The arrangements and factors considered in determining, where appropriate, an individual's progression through the relevant grade pay scale are set out at the time of appointment, with the individual 'chief officer'. The level of remuneration does not vary depending on the achievement of defined targets, although progression through the incremental scale of the relevant grade is subject to satisfactory performance, which is assessed on an annual basis. If a cost of living increase is awarded to JNC Chief Officers through national collective bargaining then it is fully applied at that time.
20. To meet specific operational requirements it may be necessary for an individual chief officer to temporarily take on additional duties to their identified role. The Council authorises such additional payments which may be relevant to those duties through the Selection Committee, or other constitutionally approved mechanism.
21. Some chief officer posts carry additional payments. These additional payments are supplementary to basic salary and may represent a contractual obligation. The amounts and types of additional payments are shown in Table 1.
22. The Chief Executive's salary does include payment for local election duties and no additional payment is made for those duties. Separate payments are received for any returning officer duties arising from parliamentary elections and referendums. It should be noted that payments for such elections are not funded by the Council.
23. Where the Council is unable to recruit chief officers, or there is a need for interim support to provide cover for a substantive chief officer post, the Council may, where necessary, consider engaging individuals under a 'contract for service' rather than making a temporary appointment. These individuals will be sourced through a relevant procurement process ensuring the Council is able to demonstrate the maximum value for money in securing the relevant service. In assessing such it should be noted that in respect of such engagements the Council will be fully compliant with the off payroll working rules and will only engage such workers where an arrangement is in place to deduct tax and national insurance contributions in line with off payroll working rules. The contractual arrangements for each of our chief officers are highlighted within Table 1.

Recruitment Of Chief Officers

24. The Council's procedure with regard to recruitment of chief officers is outlined within Part 4, Officer Employment Procedure Rules within the Council's Constitution and is undertaken by a Selection Committee, or other constitutionally approved mechanism. There is a copy of the Council's Constitution on the Council's website to view for further details.
25. When recruiting to all posts, the Council will take full and proper account of all provisions of relevant employment and equality law and its own Recruitment and Redeployment Policies.
26. When recruiting to a chief officer vacancy the Council may engage a recruitment agency to provide external objectivity to the process. In that event, the agency may be used to: determine the market rate for the role, in the market quartile the Council is seeking to compete in at that time; generate interest in the role from potential applicants from inside and outside the sector; conduct the long listing exercise; co-ordinate any personality assessment, group and technical exercises; conduct the short listing exercise with members of the Selection Committee, or other constitutionally approved mechanism, and facilitate the interview sessions, providing a technical advisor to the interview panel when necessary.
27. The selection of a chief officer is made by a panel of Elected Members and the Selection Committee, or other constitutionally approved mechanism, who have delegated authority to appoint through the Council's Scheme of Delegation. The only exception to this is the appointment of the Chief Executive (Head of Paid Service) whose appointment has to be recommended to and approved by full Council. The Selection Committee, or other constitutionally approved mechanism, is supported by the line manager of the post being recruited to and/or advised where necessary by a technical adviser on the service area in addition to the Director of People Services (or their nominee).
28. Full Council will consider the case for any salary in excess of £100,000, prior to any appointment to the 'chief officer' posts that it relates. The salary package will be defined as basic salary, any performance related pay, fees, routinely payable allowances and benefits in kind, that are due under the contract.

Payments On Termination

29. The Council's approach to statutory and discretionary payments on termination of employment of chief officers and its other employees, prior to reaching normal retirement age, and is covered within the Redundancy Policy, in accordance with regulations 5 and 6 of the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations 2006 and Regulation 12 of the Local Government Pension Scheme (Benefits, Membership and Contribution) Regulations 2007. This excludes teachers where there are different pension arrangements. The Council's current Redundancy Policy is available to view on the Council's website.

30. Any payments falling outside these provisions or the relevant periods of notice within the contract of employment shall be subject to a rigorous risk assessment, as they would be for any member of staff within the Council and a formal decision will be made by the Director of People and the Director of Legal Services of the Council. The Council is fully compliant on regulations and frameworks regarding exit payments, which ensures a fair and appropriate level of compensation is provided for employees who are required to leave public sector jobs.

Lowest Paid Employees

31. Oldham Council is committed to tackling positively the socio-economic and health inequalities associated with low pay. Since April 2012, the Council has implemented a Local Living Wage initially of £7.11 per hour, increasing to £7.24 per hour in April 2013. From April 2015, the Council has chosen to pay the Living Wage, as advocated by the Living Wage Foundation. This hourly rate has increased every November in line with the latest research, and the Council has updated its payline, effective from the following April. The Council retains its commitment to the Living Wage, subject to an ongoing financial impact assessment.
32. Full time hours at Oldham Council are 36 hours and 40 minutes per week for employees on NJC terms and conditions.
33. The relationship between the rate of pay for the lowest paid and the Chief Executive is determined by the processes used for determining pay and grading structures, as set out earlier in this policy statement. This relationship is expressed as a ratio in Table 2, which also shows the multiple between the median full time equivalent earnings and the earnings of the Chief Executive. Oldham Council has a commitment that the ratio between its highest earner, the Chief Executive, and those who are the lowest paid, will not exceed 1:11.

Accountability And Decision Making

34. In accordance with the constitution of the Council, the Selection Committee, or other constitutionally approved mechanism, is responsible for decision making in relation to the recruitment, pay, terms and conditions and severance arrangements in relation to chief officers. Accountability and decision making for all other employees of the Council is the responsibility of Executive Directors through the Council's Scheme of Delegation.

Re-Employment / Re-Engagement Of Former Employees

35. Oldham Council has an obligation to ensure that it is managing public monies responsibly against any requirements to achieve savings and reductions in posts through voluntary or compulsory redundancy, efficiency release or employer consent retirement which results in a cost to the Council.

36. The Council will not re-engage ex-employees who have left their prime employment with the Council on the grounds of voluntary or compulsory redundancy, efficiency release or employer consent retirement (where there is a cost to the Council) for a period of 12 months with effect from the date of leaving. This policy does not cover those employees who access their pension via the Council's Flexible Retirement Scheme or to employees who early retire where there is no cost to the council.

Executive Management Team								January 2019
No. on Chart	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:	No. of Employees	Net Budget Responsibility £000
1	Chief Executive, Oldham Council and Accountable Officer, NHS Oldham CCG	Chief Executive	£176,680	Permanent	-	Executive direction for the Council to achieve its co-operative vision through: <ul style="list-style-type: none"> Accountable for the overall performance of the Council and the Council's net revenue budget Head of Paid Service Returning Officer for the Elections 	2906	216,921
2	Deputy Chief Executive for People & Place	Executive Director	£125,001 - £130,000	Permanent	£150 - Local Elections Payment	Executive direction for the following services: <ul style="list-style-type: none"> Environmental Management Economy 	1198	121,838
3	Managing Director of Children's Services (DCS)	Chief Officer	-	Interim	-	Executive direction for the following services: <ul style="list-style-type: none"> Statutory officer for Children's Services (DCS) <ul style="list-style-type: none"> Children's social services & Early Help Education & Early Years, plus Employment & Skills 	920	60,317
4	Deputy Chief Executive for Corporate & Commercial Services	Executive Director	£125,001 - £130,000	Permanent	£150 - Local Elections Payment	Executive direction for the following services: <ul style="list-style-type: none"> Finance Legal Services Commercial People Services 	198	24,374
5	Managing Director for Community Health & Adult Social Care	Chief Officer	£100,001 - £105,000	Permanent	-	Executive direction for the following services: <ul style="list-style-type: none"> Statutory officer for Adult Social Care (DASS) Learning Disabilities & Mental Health Integrated Commissioning of Adult Social Care Client Finance 	247	55,403
6	Strategic Director of Reform	Chief Officer	£120,001 - £125,000	Permanent	-	Executive direction for the following services: <ul style="list-style-type: none"> Transformation Public Health Youth & Leisure Services Libraries, Heritage & Arts Policy, Communications & Executive Support Business Intelligence 	329	30,751

Senior Leadership Team									January 2019
No. on Chart	Directorate	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:	No. of Employees	Net Budget Responsibility £000
7	People & Place	Director of Environmental Management	Director	£85,001 - £90,000	Permanent	£100 - Local Election Payment	Strategic direction for the following services: <ul style="list-style-type: none"> ▪ Waste, Fleet & Highways Operation ▪ Street Scene & Parks ▪ Strategic Transportation, Highways (Unity Client) & Street Lighting (Client) ▪ Public Protection & Building Control 	464	61,240
8	People & Place	Director of Economy	Director	£85,001 - £90,000	Permanent	-	Strategic direction for the following services: <ul style="list-style-type: none"> ▪ Physical regeneration development (including Joint Ventures & Education Capital Programme) ▪ Asset management (Client) ▪ Corporate Landlord (including Facilities Management) & Car Parking ▪ Catering & Cleaning ▪ Strategic Housing, Development & Homelessness ▪ Strategic Planning & Development Control 	734	9,201
9	Children's Services	Director of Education & Early Years	Director	£85,001 - £90,000	Permanent	-	Strategic direction for the following services: <ul style="list-style-type: none"> ▪ Education Improvement ▪ Inclusion ▪ SEND & SEN Support ▪ Employment & Skills ▪ Education Provision - Post 16 ▪ Post 16 & Business Development 	484	15,433
10	Children's Services	Director of Children's Social Care & Early Help	Director	£85,001 - £90,000	Interim	-	Strategic direction for the following services: <ul style="list-style-type: none"> ▪ Early Help ▪ Children's Social Care Management ▪ Community Services 	435	35,683
11	Reform	Director of Public Health	Director	£85,001 - £90,000	Permanent - acting up arrangement in place	-	Holds the Statutory role for the Director of Public Health, plus: <ul style="list-style-type: none"> ▪ Youth, Leisure & Sports Development ▪ Heritage, Libraries & Arts 	244	28,909
12	Corporate & Commercial Services	Director of Legal Services	Director	£95,001 - £100,000	Permanent	£400 - Local Elections Payment	Strategic direction for the following services: <ul style="list-style-type: none"> ▪ Legal Service ▪ Statutory Monitoring Officer ▪ Constitutional Services ▪ Member Services ▪ Registrars ▪ Elections 	48	3,103
13	Corporate & Commercial Services	Director of People	Director	£85,001 - £90,000	Vacant	-	Strategic direction for the following services: <ul style="list-style-type: none"> ▪ People Strategy ▪ Development Academy ▪ Unity Client for Human Resource Services ▪ Organisational Development 	32	2,951
14	Corporate & Commercial Services	Director of Finance	Director	£90,001 - £95,000	Permanent	£180 - Local Election Payment	Strategic direction for the following services: <ul style="list-style-type: none"> ▪ Chief Finance & Section 151 Officer ▪ Financial Planning ▪ Financial Management ▪ Traded service for Schools Budget Support ▪ Internal Audit, Fraud, Risk Management & Insurance ▪ Corporate Complaints ▪ Information Governance ▪ Client function for Unity Exchequer Services ▪ Welfare Rights 	88	12,029

Senior Managers

January 2019

No. on Chart	Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
15	People & Place	Environmental Management	Head of Public Protection	SM1	£60,001 - £65,000	Permanent	£500 - Car Allowance	Management direction for the following services: <ul style="list-style-type: none"> ▪ Environmental Health ▪ Health & Safety ▪ Trading Standards ▪ Licencing ▪ Building Control
16	People & Place	Environmental Management	Head of Environmental Services	SM1	£60,001 - £65,000	Permanent	£500 - Car Allowance	Management direction for the following services: <ul style="list-style-type: none"> ▪ Parks and open spaces ▪ Street Cleansing ▪ Countryside Service ▪ Cemeteries and crematorium
17	People & Place	Environmental Management	Head of Operational Services	SM1	£60,001 - £65,000	Permanent	£500 - Car Allowance	Management direction for the following services: <ul style="list-style-type: none"> ▪ Waste management services including trade waste & recycling ▪ Highways operations ▪ Fleet management ▪ Delivery of contracts for the Greater Manchester Waste Disposal Authority
18	People & Place	Environmental Management	Environmental Health Manager	SM2	£50,001 - £55,000	Permanent	£500 - Car Allowance £950 - Standby £4,780.72 - Plain Time	Operational direction for the following services: <ul style="list-style-type: none"> ▪ Environmental Health ▪ Health & Safety
19	People & Place	Economy	Head of Planning & Development Control	SM1	£60,001 - £65,000	Permanent	£500 - Car Allowance	Management direction for the following services: <ul style="list-style-type: none"> ▪ Planning applications & development control ▪ Enforce planning contraventions ▪ Strategic Planning ▪ Policy & Transport strategy
20	People & Place	Economy	Head of Strategic Regeneration & Development	SM1	£60,001 - £65,000	Permanent	£500 - Car Allowance £5,115.71 - Honorarium	Management direction for the following services: <ul style="list-style-type: none"> ▪ Delivery of key projects identified within the Council's capital programme ▪ Delivery of major high quality regeneration projects, covering both the Town Centre and the Borough of Oldham
21	People & Place	Economy	Head of Housing & Property Partnerships	SM1	£60,001 - £65,000	Permanent	£500 - Car Allowance	Management direction for the following services: <ul style="list-style-type: none"> ▪ Delivery of successful private sector development & other physical investment in the Borough ▪ Leading on appraisals for major property development, obtain property evaluations and advise on all property matters in connection to the Council's physical regeneration programme

No. on Chart	Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
22	People & Place	Economy	Head of Strategic Asset Management & Facilities Management	SM1	£60,001 - £65,000	Permanent	£500 - Car Allowance	Management direction for the following services: <ul style="list-style-type: none"> ▪ Leading on "One Public Estate" work on behalf of the Council ▪ Client Manager for Unity Partnership function including Corporate Landlord ▪ Facilities Management, Cleaning, Catering & Car Parking
23	Children's Services	Education & Early Years	Head of Schools & Learning	Soulbury	£65,001 - £70,000	Permanent	£500 - Car Allowance	Management direction for the following services: <ul style="list-style-type: none"> ▪ Early Years Improvement ▪ School Improvement ▪ Virtual School for Looked After Children
24	Children's Services	Education & Early Years	Assistant Headteacher (Outreach: Jigsaw)	Asst. Head-teacher	£55,001 - £60,000	Permanent	-	Management of the following areas: <ul style="list-style-type: none"> ▪ Supporting schools to build on their capacity to support children presenting behaviour challenges so that they can access learning and make appropriate progress ▪ Reducing levels of poor behaviour, fixed term or permanent exclusions in targeted schools ▪ Promotion of effective education for pupils with special educational needs/social emotional & behavioural difficulties
25	Children's Services	Education & Early Years	Headteacher - Virtual School	Soulbury	£50,001 - £55,000	Permanent	-	Responsible for improving educational attainment and outcomes for Looked After Children
26	Children's Services	Education & Early Years	Education Improvement Manager	Soulbury	£55,001 - £60,000	Permanent	-	Management of the following areas: <ul style="list-style-type: none"> ▪ Challenging schools & Early Years/Childcare settings to improve results at Early Years Foundation Stage ▪ Developing plans to improve school readiness ▪ Leading the development/delivery of Oldham's Early Years Foundation Stage Profile Moderation programme ▪ Monitoring and evaluating the performance of schools and early years/childcare settings
27	Children's Services	Education & Early Years	Early Years Specialist	Soulbury	£50,001 - £55,000	Permanent	-	Provision of advice, support and challenge to schools & Early Years settings on teaching and learning strategies to help them track and raise standards of achievement. Put in place systems for the statutory moderation of teacher assessments.

No. on Chart	Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
28	People & Place	Economy & Skills	Head of Lifelong Learning, Employment & Skills	SM1	£60,001 - £65,000	Permanent	£500 - Car Allowance	Management direction for the following services: <ul style="list-style-type: none"> ▪ Get Oldham Working ▪ Strategies on reducing unemployment ▪ Support for Business Growth ▪ LifeLong Learning service development & delivery
29	Children's Services	Education & Early Years	Head of School Support Services	SM2	£50,001 - £55,000	Permanent	-	Operational management for the following services: <ul style="list-style-type: none"> ▪ Education information and advice ▪ Governor support services
30	Children's Services	Education & Early Years	Education Partnership Leader	Soulbury	£65,001 - £70,000	Fixed Term	-	On behalf of the Oldham Education & Skills Commission Board, the post holder will lead on the development of schemes of work to implement the nineteen recommendations contained within the Report
31	Children's Services	Education & Early Years	Opportunity Area Programme Lead	Soulbury	Vacant	Fixed Term	-	Progressing the Government's Opportunity Area programme within Oldham, through: <ul style="list-style-type: none"> ▪ Supporting children to be School-ready by five years old ▪ Raising attainment for disadvantaged pupils ▪ Ensuring all children and young people are ready for life, learning & work
32	Children's Services	Education & Early Years	Assistant Director for SEND	Asst. Director	£65,001 - £70,000	Permanent	-	Management direction for the following services: <ul style="list-style-type: none"> ▪ Special Educational Needs & Disabilities ▪ Inclusion ▪ SEN support
33	Children's Services	Education & Early Years	SEN Support Manager & Lead Educational Psychologist	Soulbury	£55,001 - £60,000	Permanent	£500 - Car Allowance	Management of the Educational & Child Psychology Service (ECPS) - 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
34	Children's Services	Education & Early Years	Senior Educational Psychologist	Soulbury	£55,001 - £60,000	Permanent	£500 - Car Allowance	Contribution to the Educational & Child Psychology Service (ECPS) - 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

No. on Chart	Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
35	Children's Services	Education & Early Years	Educational Psychologist	Soulbury	£50,001 - £55,000* Actual Salary £20,559	Permanent	£500 - Car Allowance	Contribution to the Educational & Child Psychology Service (ECPS) - 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
36	Children's Services	Education & Early Years	Educational Psychologist	Soulbury	£50,001 - £55,000* Actual Salary £25,705	Permanent	£500 - Car Allowance	Contribution to the Educational & Child Psychology Service (ECPS) - 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
37	Children's Services	Education & Early Years	Educational Psychologist	Soulbury	£50,001 - £55,000* Actual Salary £25,705	Permanent	£500 - Car Allowance	Contribution to the Educational & Child Psychology Service (ECPS) - 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
38	Children's Services	Education & Early Years	Educational Psychologist	Soulbury	£50,001 - £55,000* Actual Salary £46,278	Permanent	£500 - Car Allowance	Contribution to the Educational & Child Psychology Service (ECPS) - 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
39	Children's Services	Education & Early Years	Educational Psychologist	Soulbury	£50,001 - £55,000	Permanent	£500 - Car Allowance £627.90 - Honorarium	Contribution to the Educational & Child Psychology Service (ECPS) - 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
40	Children's Services	Education & Early Years	Educational Psychologist	Soulbury	£50,001 - £55,000	Permanent	£500 - Car Allowance £1130.22 - Honorarium	Contribution to the Educational & Child Psychology Service (ECPS) - 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
41	Children's Services	Children's Social Care & Early Help	Head of Assessment & Prevention	SM1	£60,001 - £65,000	Permanent	-	Management direction for the following services: <ul style="list-style-type: none"> Service provision for children subject to assessment (including Section 47), Children in Need and children subject to a Child Protection Plan

No. on Chart	Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
42	Children's Services	Children's Social Care & Early Help	Head of Looked After Children	SM1	£60,001 - £65,000	Permanent	-	Management direction for the following services: <ul style="list-style-type: none"> ▪ Fostering ▪ Adoption ▪ Care Leavers ▪ Residential Children's Services
43	Children's Services	Children's Social Care & Early Help	Assistant Director for Communities & Early Intervention	Asst. Director	£70,001 - £75,000	Permanent	£150 - Local Elections Payment	Management direction for the following services: <ul style="list-style-type: none"> ▪ Leading work across the Council and Oldham Partnership to manage community tensions and build good community relations ▪ Contributing to building a strong voluntary, community and faith sector, and tackle inequality within the community ▪ Community Safety & Cohesion ▪ District Partnerships ▪ MASH team
44	Children's Services	Children's Social Care & Early Help	Strategic Change Manager	SM2	Vacant	Permanent	-	Operational management for the following services: <ul style="list-style-type: none"> ▪ Strategic approach to public sector reform ▪ Developing evaluation and economic modelling framework
45	Children's Services	Children's Social Care & Early Help	Assistant Director for Safeguarding & Partnerships	Asst. Director	£75,001 - £80,000	Permanent	-	Management direction for the following services: <ul style="list-style-type: none"> ▪ Safeguarding ▪ Commissioning & Risk Management ▪ Quality Assurance for Children's Social Care
46	Community Health & Adult Social Care	Adult Social Care	Deputy Managing Director - Community Health & Adult Social Care	Asst. Director	£65,001 - £70,000	Permanent	-	Strategic direction for the following services: <ul style="list-style-type: none"> ▪ Adult Social Care ▪ Learning Disabilities & Mental Health ▪ Adult Social Care Business Management
47	Community Health & Adult Social Care	Adult Social Care	Head of Adult Social Care	SM1	Vacant	Permanent	£500 - Car Allowance	Management direction for the following services: <ul style="list-style-type: none"> ▪ Adult Social Care ▪ Emergency Duty Team ▪ Hospital team ▪ End of Life team ▪ Adult Safeguarding
48	Community Health & Adult Social Care	Adult Social Care	Head of Learning Disabilities & Mental Health	SM1	£60,001 - £65,000	Permanent	£500 - Car Allowance £1,800 - Standby	Management direction for the following services: <ul style="list-style-type: none"> ▪ Mental Health Social Care ▪ Learning Disabilities
49	Community Health & Adult Social Care	Adult Social Care	Head of Business Management & Transformation	SM1	£60,001 - £65,000	Permanent	-	Management direction for the following services: <ul style="list-style-type: none"> ▪ Client Support Service ▪ Maximisation of income from social care and other related charges

No. on Chart	Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
50	Community Health & Adult Social Care	Adult Social Care	Interim Assistant Director for Joint Commissioning & Safeguarding	Asst. Director	£70,001 - £75,000	Acting	£230 - Local Elections Payment	Management direction for the following services: <ul style="list-style-type: none"> ▪ Developing strategic commissioning strategies ▪ Develop comprehensive range of evidence based services commissioned with available resource
51	Community Health & Adult Social Care	Adult Social Care	Head of Special Projects	SM1	£60,001 - £65,000	Fixed Term	£3,804.64 - Honorarium	Management of the following areas: <ul style="list-style-type: none"> ▪ Implementation of the Supported Housing & Learning Disability Programme ▪ Management of the iBCF ▪ ASC link to Thriving Communities ▪ MioCare review and oversight of action plan ▪ Change management & general transformation programmes, i.e. Community enablement
52	Reform	Public Health	Consultant in Public Health (Health & Wellbeing)	Asst. Director	£75,001 - £80,000	Permanent	£5,407.47 - Honorarium	Management direction for the following services: <ul style="list-style-type: none"> ▪ Providing expert public health advice and leadership ▪ Developing and utilising information and intelligence systems to underpin public health action across Oldham ▪ Development and delivery of national, regional and local policies, and interdisciplinary strategic plans and programmes
53	Reform	Public Health	Consultant in Public Health (Healthcare & Public Health)	Asst. Director	£75,001 - £80,000	Permanent		Management direction for the following services: <ul style="list-style-type: none"> ▪ Providing expert public health advice and leadership ▪ Developing and utilising information and intelligence systems to underpin public health action across Oldham ▪ Development and delivery of national, regional and local policies, and interdisciplinary strategic plans and programmes
54	Reform	Public Health	Senior Nurse - Health Protection	SM2	£50,001 - £55,000	Permanent	-	Contributing to the development and effective implementation of robust plans for health protection within Oldham, act as the lead source of information for: Health Protection issues, infection control, communicable disease, non-communicable environmental hazards and screening & immunisation
55	Reform	Public Health	Public Health Specialist - Primary Care, Community Services, Respiratory	SM2	£50,001 - £55,000	Permanent	-	Management of the following areas: <ul style="list-style-type: none"> ▪ Plan, design and lead the development and delivery of public health programmes of work ▪ Public health promotion ▪ Manage a significant portfolio of commissioned services, setting budgets and ensuring value for public money

No. on Chart	Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
56	Reform	Public Health	Public Health Specialist - Primary Care, Community Services, Respiratory	SM2	£50,001 - £55,000	Permanent	-	<p>Management of the following areas:</p> <ul style="list-style-type: none"> ▪ Plan, design and lead the development and delivery of public health programmes of work ▪ Public health promotion ▪ Manage a significant portfolio of commissioned services, setting budgets and ensuring value for public money
57	Reform	Public Health	Public Health Specialist - Vascular	SM2	£50,001 - £55,000* Actual salary £46,144	Permanent	-	<p>Management of the following areas:</p> <ul style="list-style-type: none"> ▪ Plan, design and lead the development and delivery of public health programmes of work ▪ Public health promotion ▪ Manage a significant portfolio of commissioned services, setting budgets and ensuring value for public money
58	Reform	Public Health	Head of Youth & Leisure	SM1	£60,001 - £65,000	Permanent	-	<p>Management direction for the following services:</p> <ul style="list-style-type: none"> ▪ Youth Services ▪ Sports Development and Coaching ▪ Music Service ▪ Outdoor Education ▪ Study Support
59	Reform	Public Health	Service Manager: Outdoor Education	Soulbury	£55,001 - £60,000	Permanent	-	<p>Management direction for the following services:</p> <ul style="list-style-type: none"> ▪ Castleshaw Centre - The Council's outdoor education centre ▪ Act as Outdoor Education Advisor for Oldham Schools, Youth Service and other settings, including Looked After Children
60	Reform	Public Health	Head of Libraries, Heritage & Arts	SM1	£60,001 - £65,000	Permanent	-	<p>Management direction for the following services:</p> <ul style="list-style-type: none"> ▪ Library & Lending Services ▪ Local Studies & Archives ▪ Gallery Oldham ▪ Arts development & delivery
61	Reform	Public Health	Arts & Heritage Manager	SM2	£50,001 - £55,000	Permanent	-	<p>Management direction for the following services:</p> <ul style="list-style-type: none"> ▪ Strategic management of Arts & Heritage teams ▪ Seek external funding and identify income generating/efficiency opportunities ▪ Build effective public, private and voluntary sector partnerships

No. on Chart	Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
62	Reform	Public Health	Libraries & Information Manager	SM2	£50,001 - £55,000	Permanent	-	Management direction for the following services: <ul style="list-style-type: none"> ▪ Strategic management of Library Services ▪ Management of the central and district libraries ▪ Management of specialist library services, e.g. Home Library service and Children's Library
63	Reform	Public Health	Head of Music Service	Soulbury	£55,001 - £60,000	Permanent	£500 - Car Allowance	Management direction for the following services: <ul style="list-style-type: none"> ▪ Music in Schools ▪ Music services delivered at the Lyceum Music Centre
64	Reform	Communications, Strategy & Reform	Assistant Director for Communications, Strategy & Reform	Asst. Director	£70,001 - £75,000	Permanent	-	Management direction for the following services: <ul style="list-style-type: none"> ▪ Communications & Marketing ▪ Strategy & Policy ▪ Executive Support
66	Reform	Communications, Strategy & Reform	Head of Communications	SM1	£60,001 - £65,000	Permanent	£80 - Local Elections Payment	Management direction for the following services: <ul style="list-style-type: none"> ▪ Corporate communications, marketing and media management
67	Reform	Programme Management	Head of Programme Management Office	SM1	£60,001 - £65,000	Permanent	£155 - Local Elections Payment	Management direction for the following services: <ul style="list-style-type: none"> ▪ Development of structured project & programme planning process ▪ Technical support and co-ordination for corporate projects and programmes ▪ Technical support for corporate change programmes
68	Reform	Business Intelligence	Head of Business Intelligence	SM1	£60,001 - £65,000	Permanent	£60 - Local Elections Payment	Management direction for the following services: <ul style="list-style-type: none"> ▪ Research and Intelligence relating to the Borough of Oldham ▪ Performance monitoring of services & service improvement ▪ Support for external inspections & assessment
69	Corporate & Commercial Services	Legal Services	Assistant Borough Solicitor	Asst. Director	£75,001 - £80,000	Permanent	£5,000 Honorarium for Greater Manchester Waste Disposal Authority responsibilities £420 - Local Elections Payment	Management direction for the following services: <ul style="list-style-type: none"> ▪ Policy Legal team ▪ Community Legal team ▪ Environment Legal team ▪ Family Legal team
70	Corporate & Commercial Services	Legal Services	Group Lawyer (Corporate)	SM2	£50,001 - £55,000	Permanent	£170 - Local Elections Payment	Management of the following team: <ul style="list-style-type: none"> ▪ Corporate Legal team

No. on Chart	Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
71	Corporate & Commercial Services	Legal Services	Group Lawyer (Environment)	SM2	£50,001 - £55,000	Permanent	-	Management of the following team: ▪ Environment Legal team
72	Corporate & Commercial Services	Legal Services	Group Lawyer (Family)	SM2	£50,001 - £55,000	Permanent	£500 - Car Allowance	Management of the following team: ▪ Family Legal team
73	Corporate & Commercial Services	Legal Services	Group Lawyer (Policy)	SM2	£50,001 - £55,000	Permanent	£220 - Local Elections Payment	Management of the following team: ▪ Policy Legal team
74	Corporate & Commercial Services	People Services	Head of Shared & Collaborative Services	SM1	£60,001 - £65,000	Permanent	-	Operational Management for the following services: ▪ People Contract Management ▪ People Metrics
75	Corporate & Commercial Services	People Services	Head of Organisational Development	SM1	£60,001 - £65,000	Permanent	-	Management direction for the following services: ▪ People Change ▪ Organisational Development ▪ Development Academy delivery team
76	Corporate & Commercial Services	People Services	Head of People Services	SM1	£60,001 - £65,000	Interim	-	Management direction for the following services: ▪ People Relations ▪ Business Partners ▪ Pay & Reward
77	Corporate & Commercial Services	Commercial Services	Assistant Commercial Director	Asst. Director	Vacant	Permanent	-	Management support for the following services: ▪ Advising on and developing the Council's traded ventures to ensure their commercial success ▪ Leading robust management of complex high value contracts & relationships ▪ Ensuring minimisation of risk, maximisation of value and quality, with legislative compliance for all procurement practice
78	Corporate & Commercial Services	Commercial Services	Chief Information Officer	SM1	Vacant	Permanent	-	Management support for the following services: ▪ Effective monitoring, management & governance of Unity ICT on behalf of the Council ▪ Expertise of advice & guidance relating to use and impact of ICT for the Council ▪ Oversight of ICT support given to Schools
79	Corporate & Commercial Services	Commercial Services	Senior Sourcing Manager	SM2	Vacant	Permanent	-	Management support for the following services: ▪ Development of procurement practice compliant with associated legislation ▪ Manage all aspects of the Sourcing Lifecycle ▪ Delivery of the Sourcing Strategy

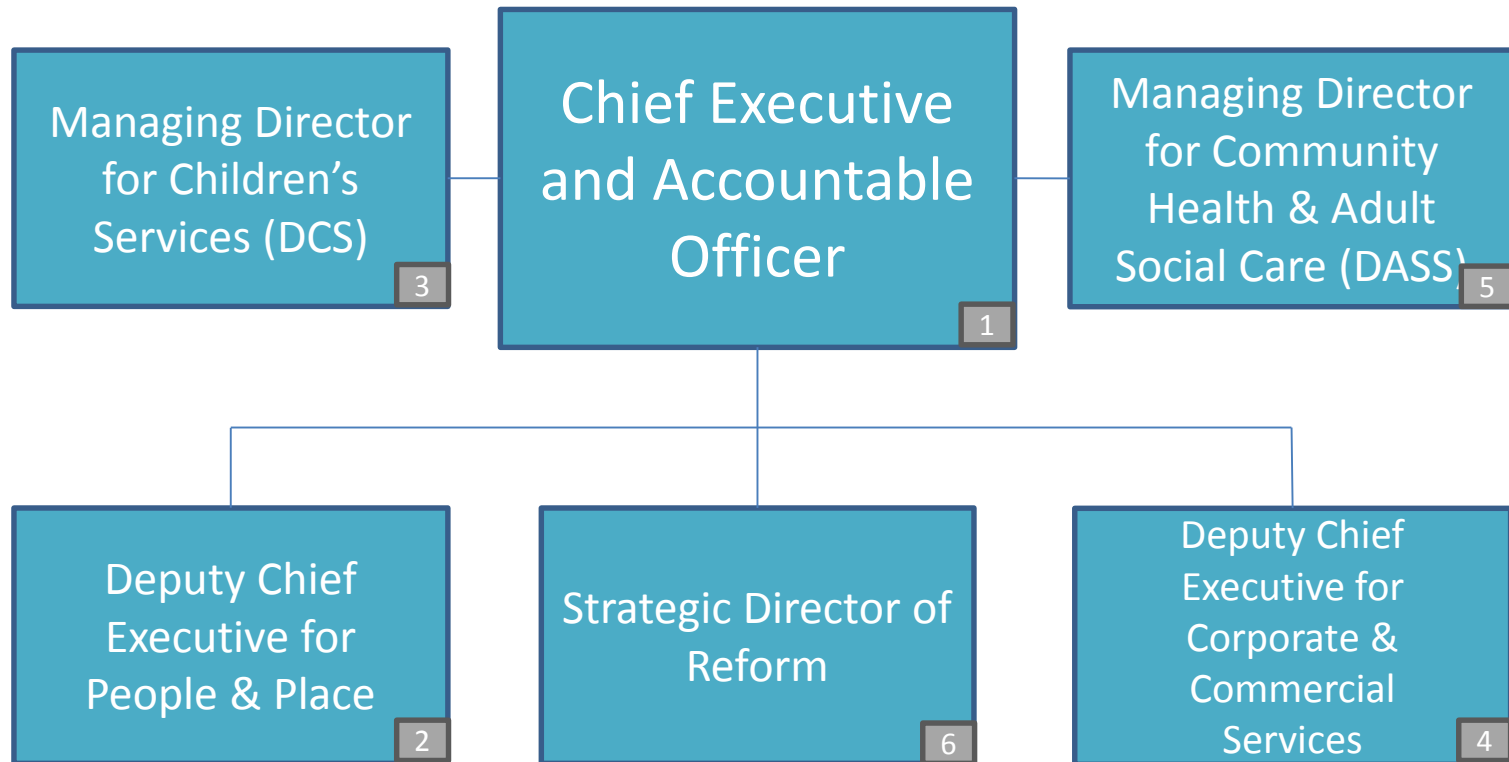
No. on Chart	Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
80	Corporate & Commercial Services	Finance Service	Assistant Director of Directorate Finance	Asst. Director	Vacant	Permanent	-	<p>Management direction for the following services:</p> <ul style="list-style-type: none"> ▪ Enabling the Council and its partners to prioritise the best use of resources to support outcomes ▪ Providing professional financial advice and guidance to support innovation and transformation across the Borough ▪ Supporting the Council in the identification and implementation of innovative solutions to ensure its future financial sustainability
81	Corporate & Commercial Services	Finance Service	Senior Finance Manager	SM1	£60,001 - £65,000	Permanent	£80 - Local Elections Payment	<p>Management support for the following services:</p> <ul style="list-style-type: none"> ▪ Facilitating the effective use of financial resources to meet corporate objectives ▪ Ensuring a robust framework is in place to implement, monitor and report the financial implications for decision making ▪ Technical advice and guidance to the Council's Senior Leadership Team and Elected Members
82	Corporate & Commercial Services	Finance Service	Finance Manager	SM2	£50,001 - £55,000	Permanent	£80 - Local Elections Payment	<p>Contribute to:</p> <ul style="list-style-type: none"> ▪ Ensuring a robust framework is in place to implement, monitor and report the financial implications for decision making ▪ Giving technical advice and guidance to senior managers within the Council ▪ Supporting the development of innovative solutions to safeguard the long-term financial position of the Council
83	Corporate & Commercial Services	Finance Service	Finance Manager	SM2	£50,001 - £55,000	Permanent	-	<p>Contribute to:</p> <ul style="list-style-type: none"> ▪ Ensuring a robust framework is in place to implement, monitor and report the financial implications for decision making ▪ Giving technical advice and guidance to senior managers within the Council ▪ Supporting the development of innovative solutions to safeguard the long-term financial position of the Council

No. on Chart	Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
84	Corporate & Commercial Services	Finance Service	Senior Finance Manager	SM1	£60,001 - £65,000	Permanent	£120 - Local Elections Payment	<p>Management support for the following services:</p> <ul style="list-style-type: none"> ▪ Facilitating the effective use of financial resources to meet corporate objectives ▪ Ensuring a robust framework is in place to implement, monitor and report the financial implications for decision making ▪ Technical advice and guidance to the Council's Senior Leadership Team and Elected Members
85	Corporate & Commercial Services	Finance Service	Finance Manager - Schools	SM2	£50,001 - £55,000	Permanent	-	<p>Contribute to:</p> <ul style="list-style-type: none"> ▪ Ensuring a robust framework is in place to implement, monitor and report the financial implications for decision making ▪ Giving technical advice and guidance to senior managers within the Council ▪ Supporting the development of innovative solutions to safeguard the long-term financial position of the Council
86	Corporate & Commercial Services	Finance Service	Finance Manager	SM2	£50,001 - £55,000	Permanent	£80 - Local Elections Payment	<p>Contribute to:</p> <ul style="list-style-type: none"> ▪ Ensuring a robust framework is in place to implement, monitor and report the financial implications for decision making ▪ Giving technical advice and guidance to senior managers within the Council ▪ Supporting the development of innovative solutions to safeguard the long-term financial position of the Council
87	Corporate & Commercial Services	Finance Service	Finance Manager	SM2	£50,001 - £55,000	Permanent	£80 - Local Elections Payment	<p>Contribute to:</p> <ul style="list-style-type: none"> ▪ Ensuring a robust framework is in place to implement, monitor and report the financial implications for decision making ▪ Giving technical advice and guidance to senior managers within the Council ▪ Supporting the development of innovative solutions to safeguard the long-term financial position of the Council
88	Corporate & Commercial Services	Finance Service	Assistant Director of Corporate Finance	Asst. Director	£75,001 - £80,000	Permanent	£120 - Local Elections Payment	<p>Management direction for the following services:</p> <ul style="list-style-type: none"> ▪ Development of the Council's Medium Term Financial Strategy ▪ Capital & Treasury team ▪ Corporate Control team ▪ Technical/Systems Finance team

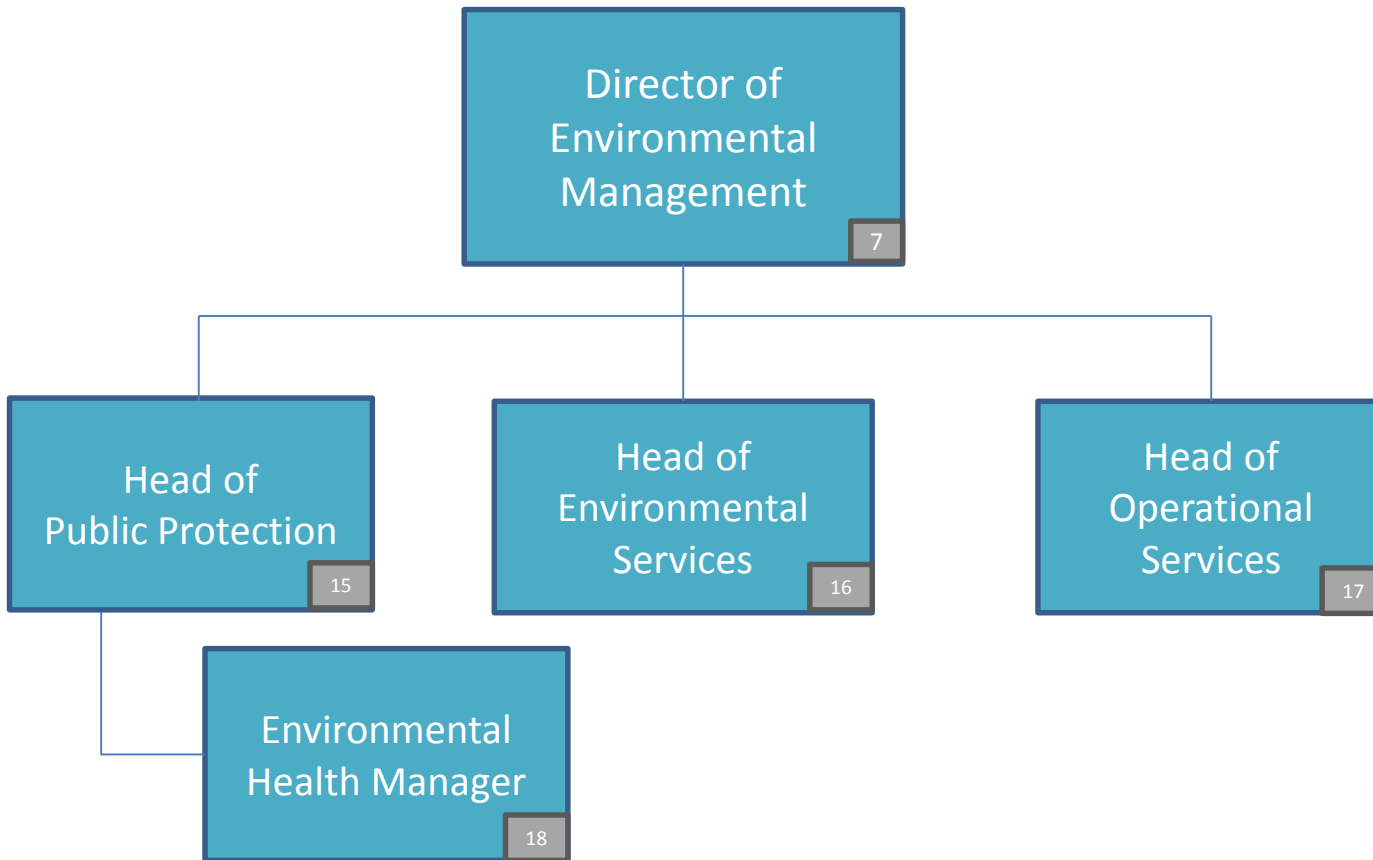
No. on Chart	Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
89	Corporate & Commercial Services	Finance Service	Finance Manager	SM2	£50,001 - £55,000	Permanent	£80 - Local Elections Payment	<p>Contribute to:</p> <ul style="list-style-type: none"> ▪ Ensuring a robust framework is in place to implement, monitor and report the financial implications for decision making ▪ Giving technical advice and guidance to senior managers within the Council ▪ Supporting the development of innovative solutions to safeguard the long-term financial position of the Council
90	Corporate & Commercial Services	Finance Service	Finance Manager	SM2	£50,001 - £55,000	Permanent	£230 - Local Elections Payment	<p>Contribute to:</p> <ul style="list-style-type: none"> ▪ Ensuring a robust framework is in place to implement, monitor and report the financial implications for decision making ▪ Giving technical advice and guidance to senior managers within the Council ▪ Supporting the development of innovative solutions to safeguard the long-term financial position of the Council
91	Corporate & Commercial Services	Finance Service	Finance Manager	SM2	£50,001 - £55,000	Permanent	-	<p>Contribute to:</p> <ul style="list-style-type: none"> ▪ Ensuring a robust framework is in place to implement, monitor and report the financial implications for decision making ▪ Giving technical advice and guidance to senior managers within the Council ▪ Supporting the development of innovative solutions to safeguard the long-term financial position of the Council
92	Corporate & Commercial Services	Finance Service	Head of Revenues & Benefits	SM1	£60,001 - £65,000	Permanent	£80 - Local Elections Payment	<p>Management direction for the following services:</p> <ul style="list-style-type: none"> ▪ Client function for Unity Partnership for Revenue & Benefits ▪ Corporate Complaints ▪ Welfare Rights service
93	Corporate & Commercial Services	Finance Service	Head of Corporate Governance	SM1	£60,001 - £65,000	Permanent	£5,000 Honorarium for Greater Manchester Waste Disposal Authority responsibilities £170 - Local Elections Payment	<p>Management direction for the following services:</p> <ul style="list-style-type: none"> ▪ Audit team ▪ Counter Fraud team ▪ Risk & Insurance ▪ Information Governance ▪ Financial advice and guidance for the Greater Manchester Waste Authority

No. on Chart	Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
94	Corporate & Commercial Services	Finance Service	Audit & Counter Fraud Manager	SM1	£60,001 - £65,000	Permanent	£80 - Local Elections Payment	Management for the following services: <ul style="list-style-type: none"> ▪ Audit team ▪ Counter Fraud team

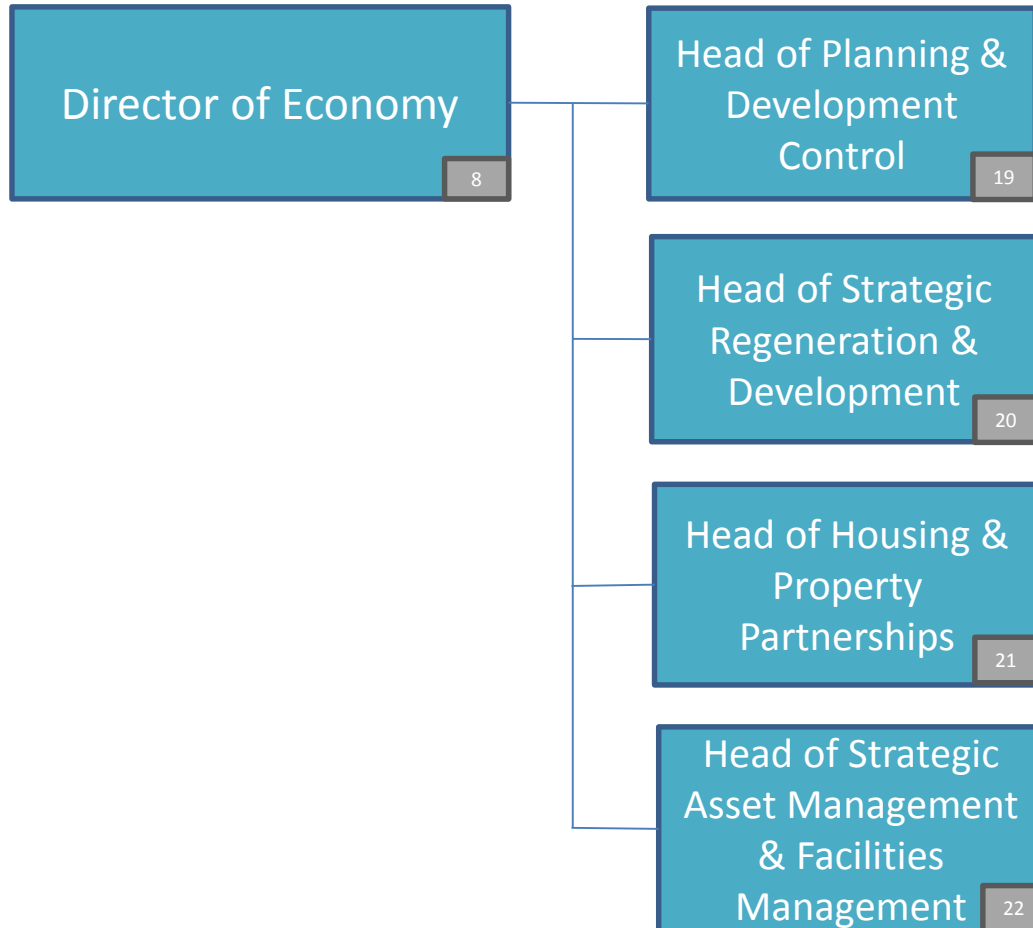
Chart 1 - First & Second Tiers



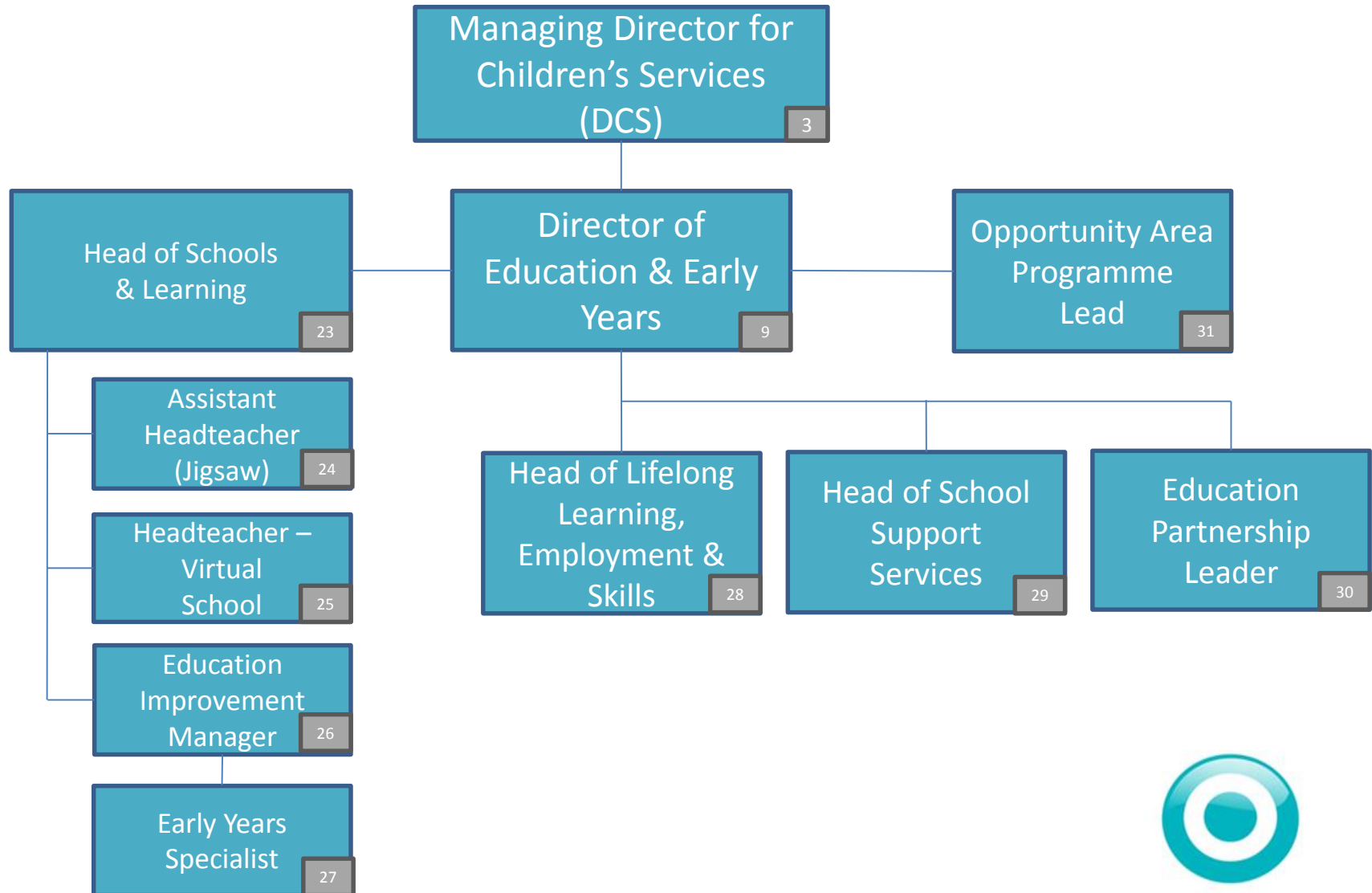
Roles within the People & Place Directorate earning £50,000+ (Page 1 of 2)



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

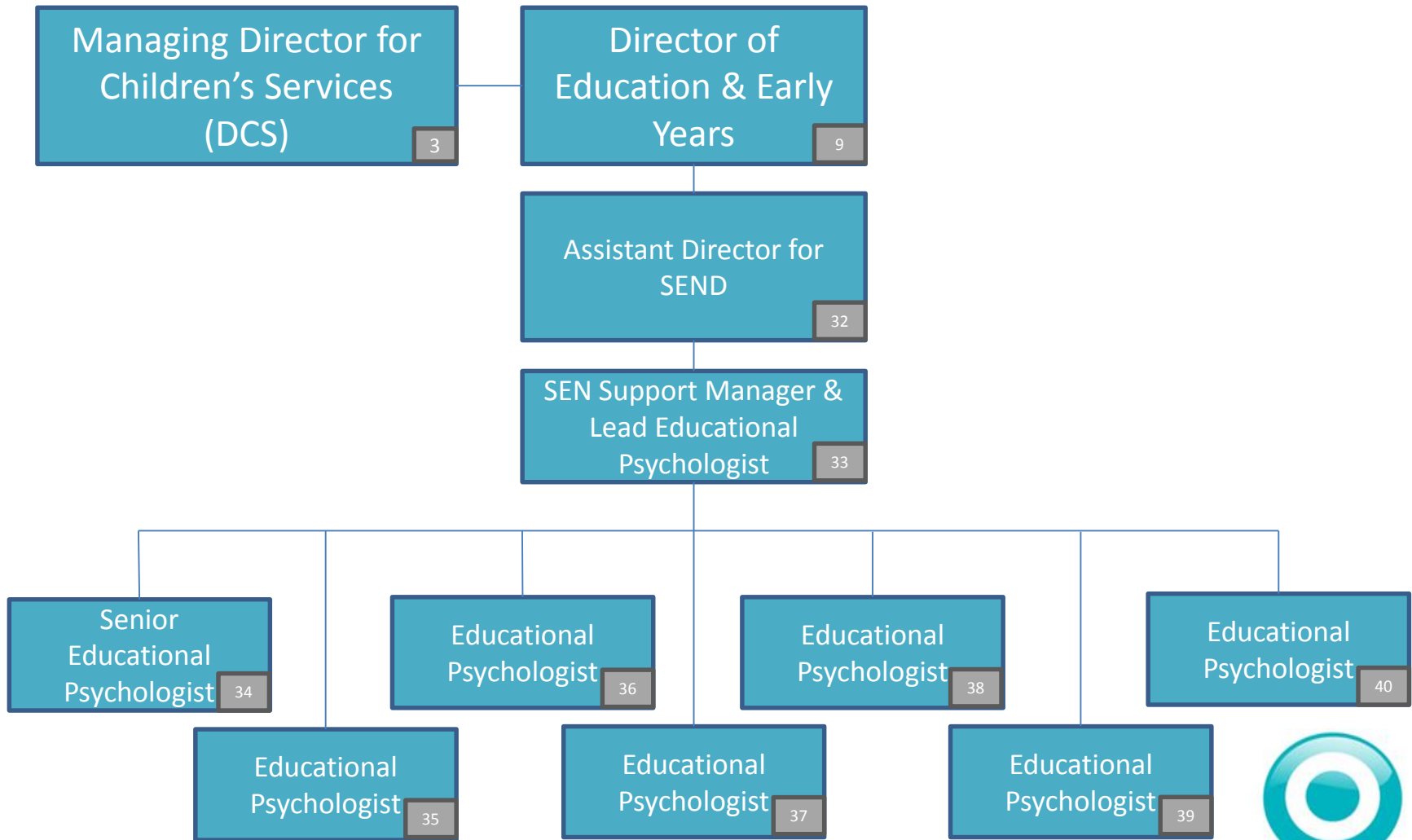


Roles within the Children's Services Directorate earning £50,000+ (Page 1 of 3)

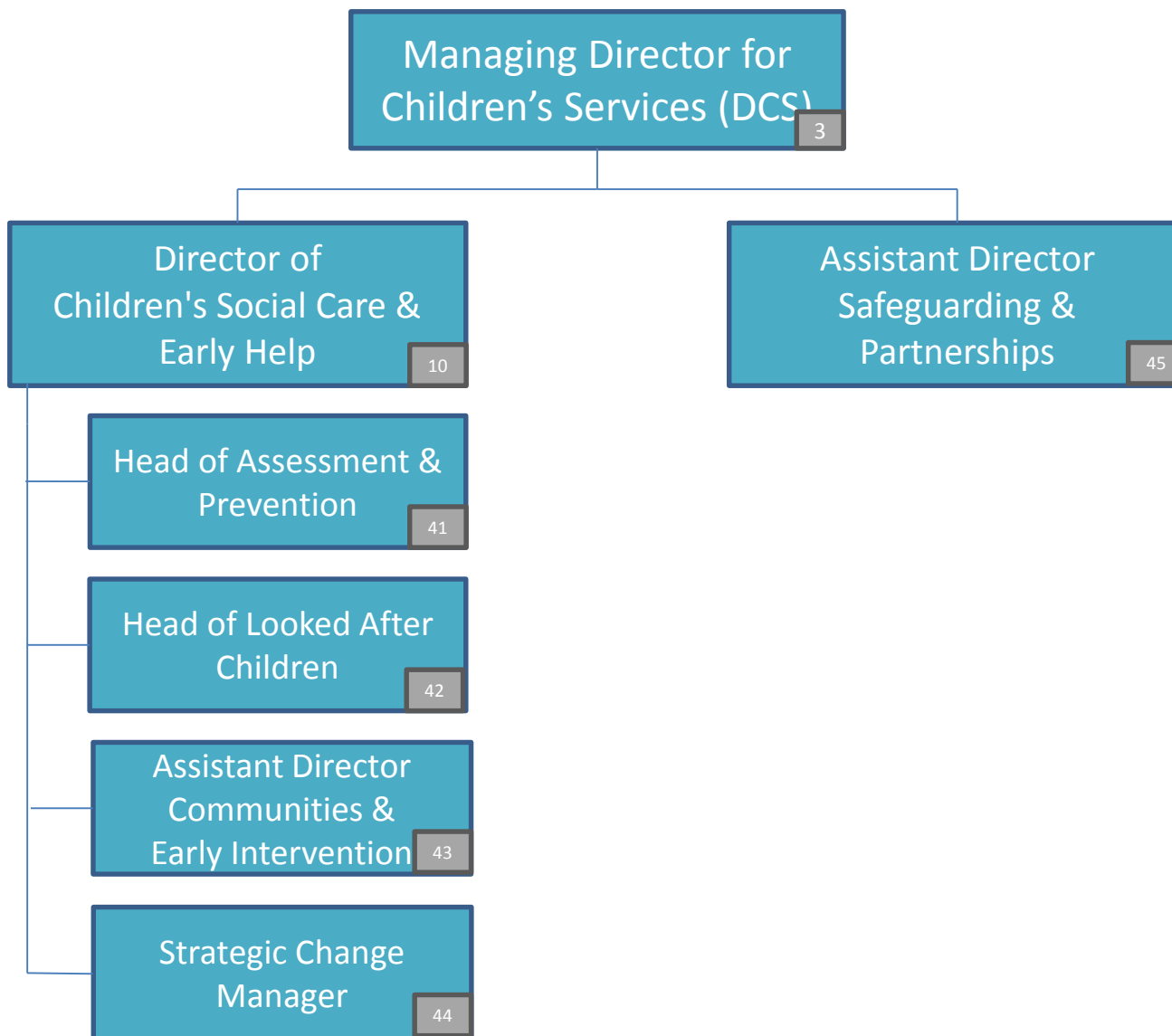


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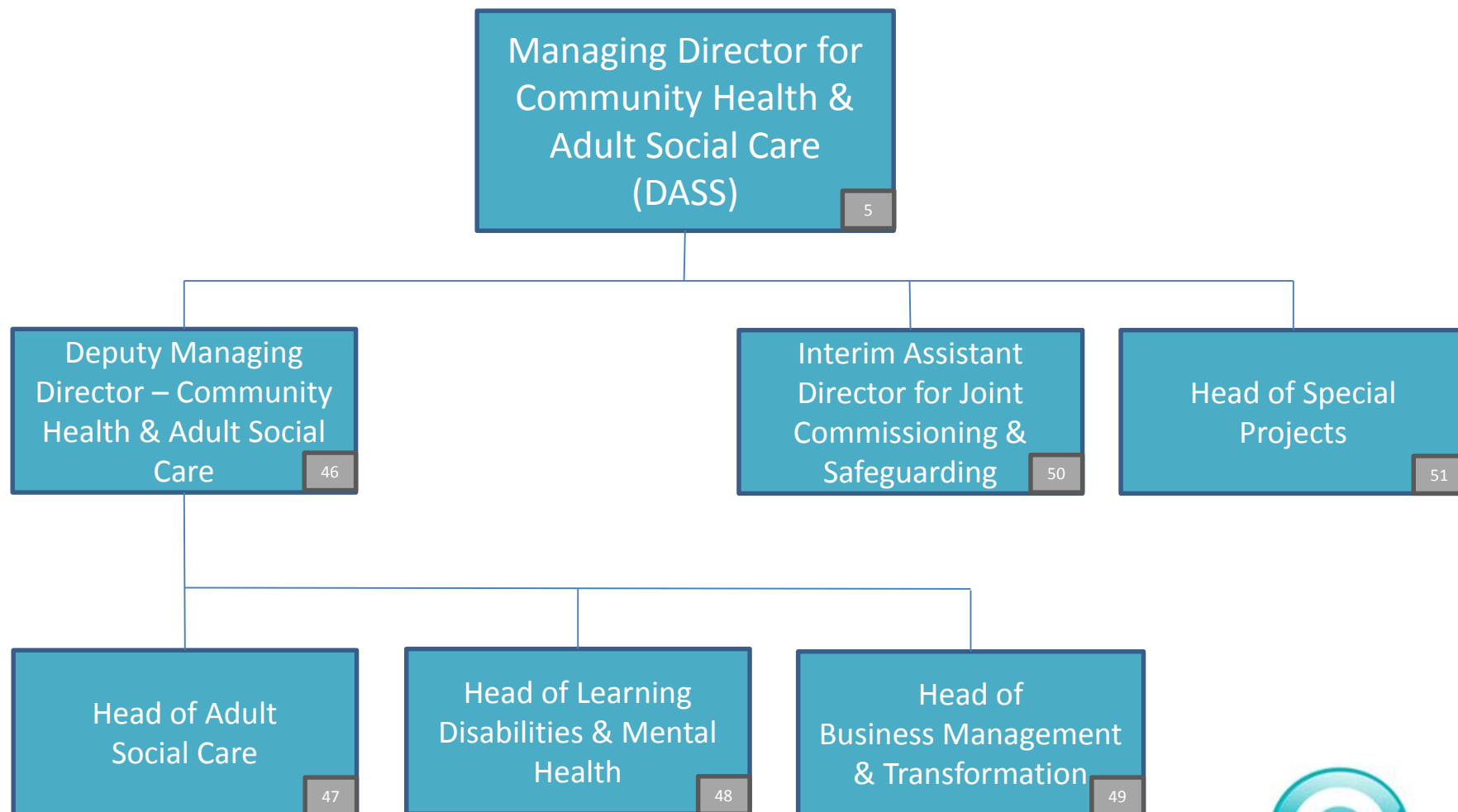
Roles within the Children's Services Division earning £50,000+ (Page 2 of 3)



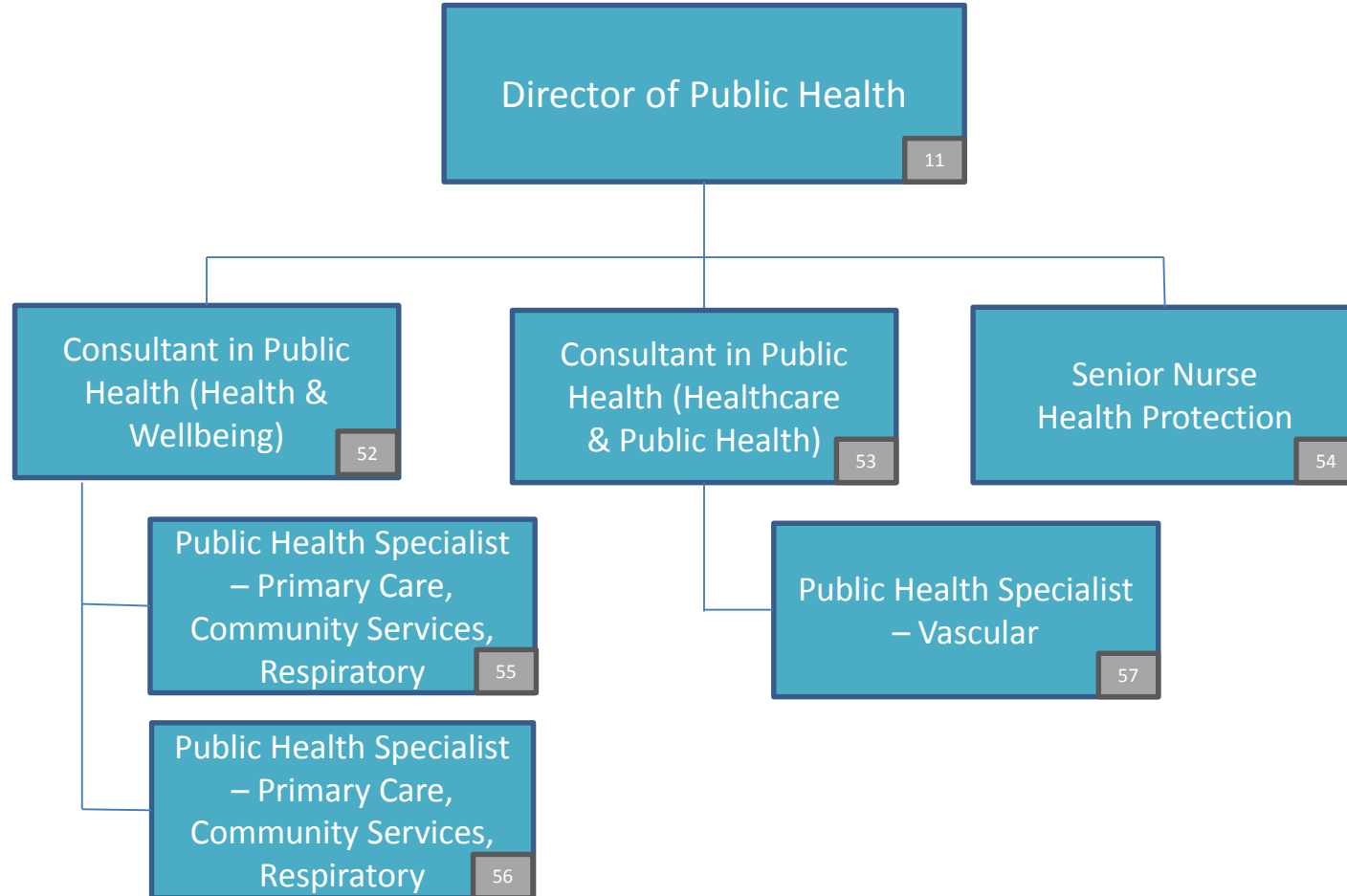
Roles within the Children's Services Division earning £50,000+
(Page 3 of 3)



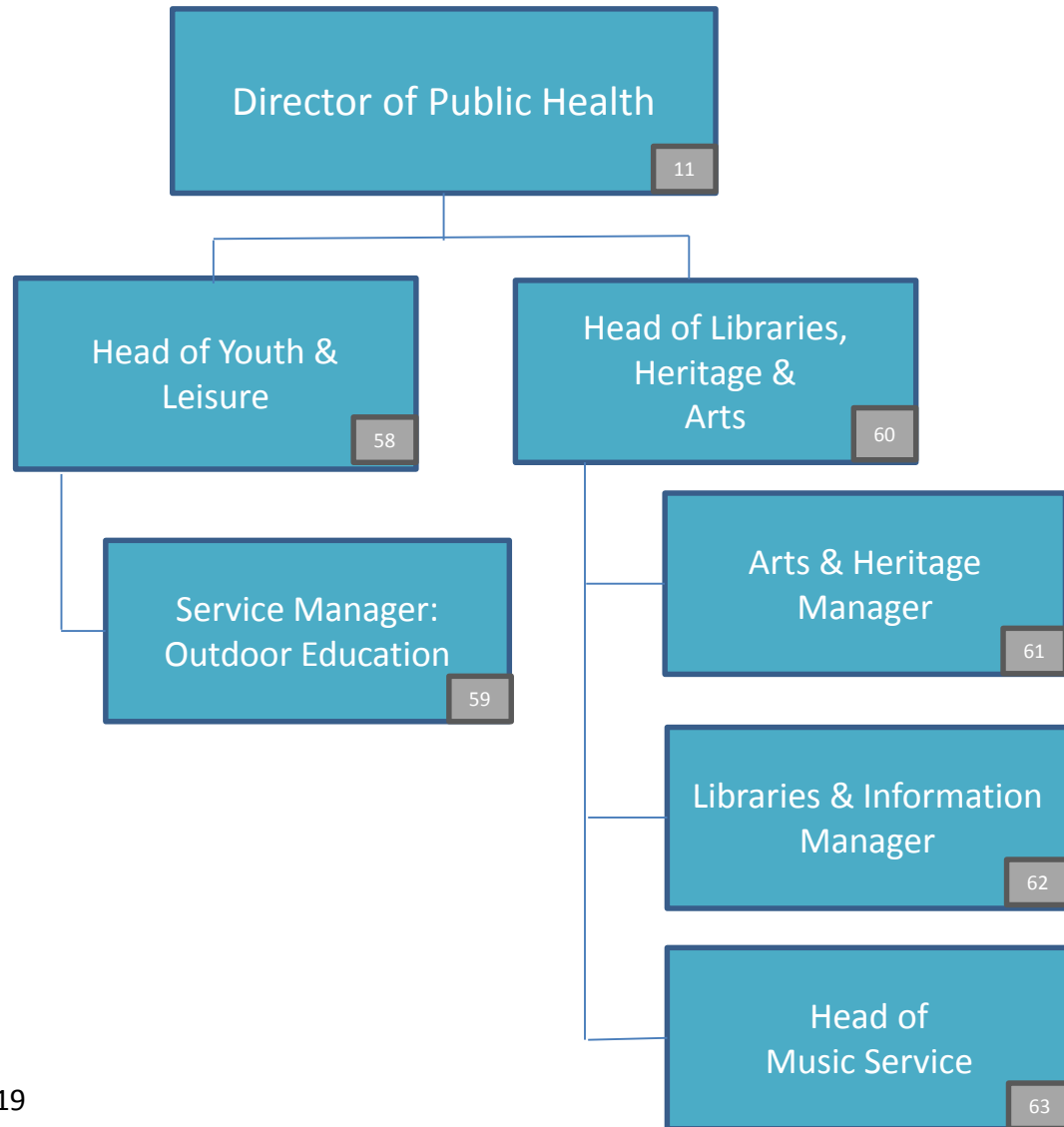
Roles within Community Health & Social Care Services earning £50,000+



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



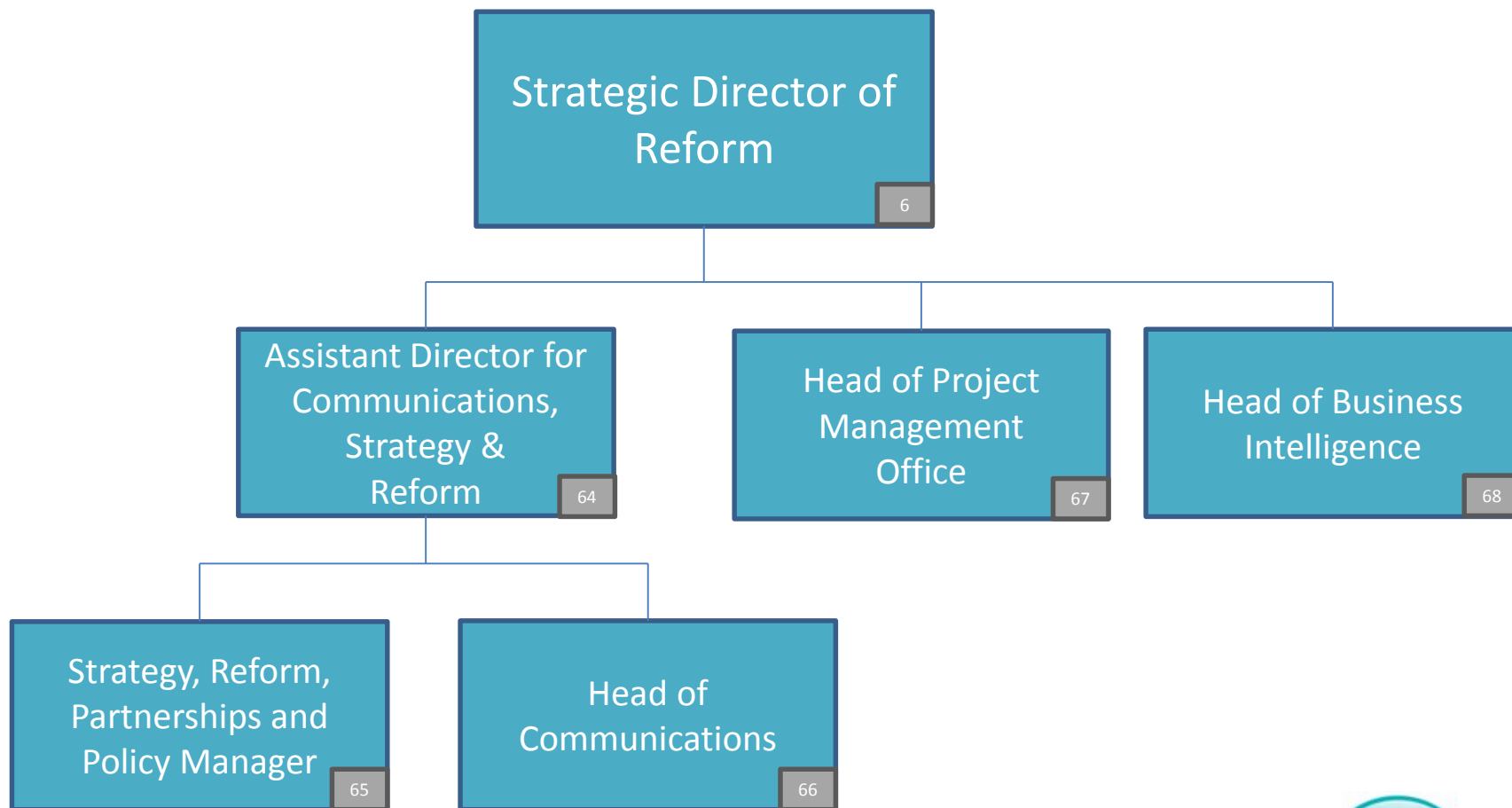
Roles within Reform Directorate earning £50,000 + (Page 2 of 3)



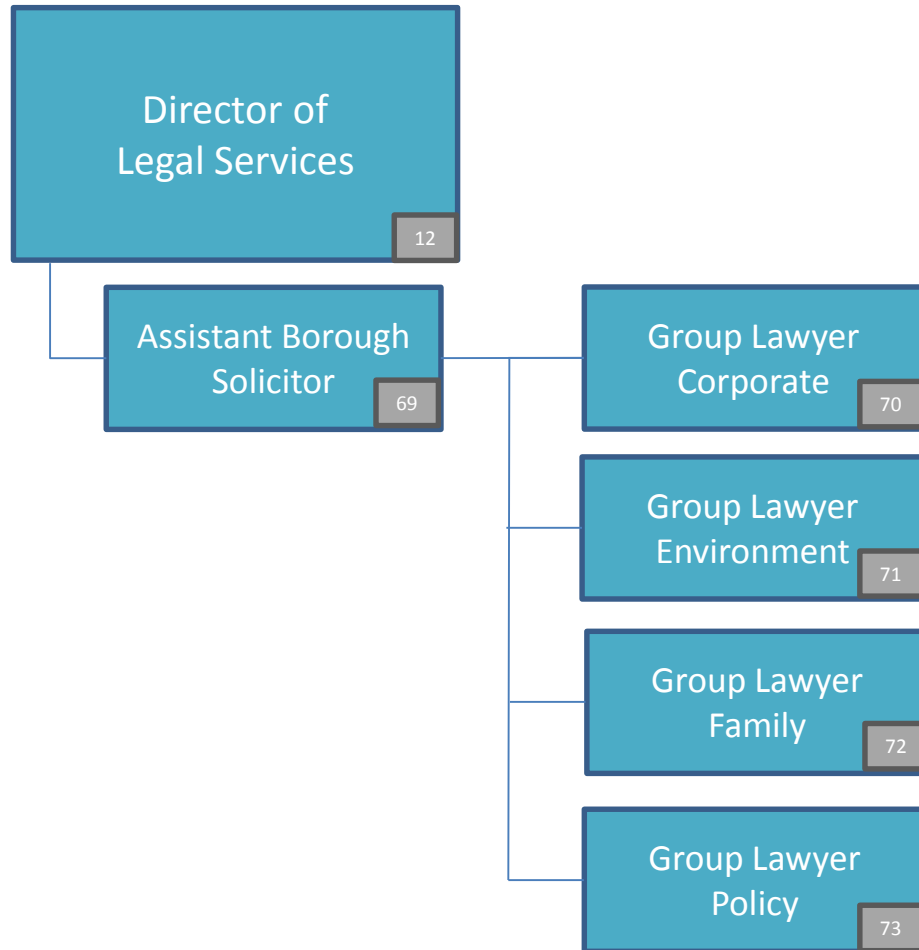
Last update: 10 January 2019

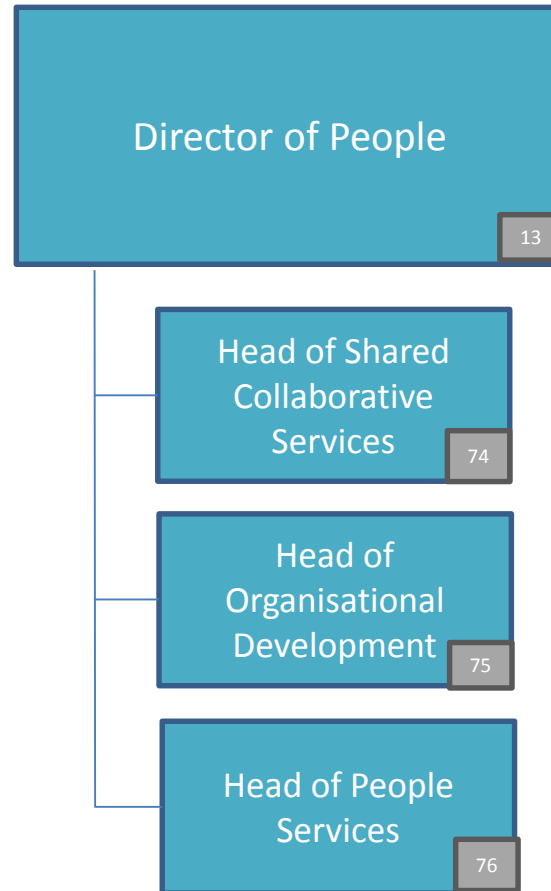


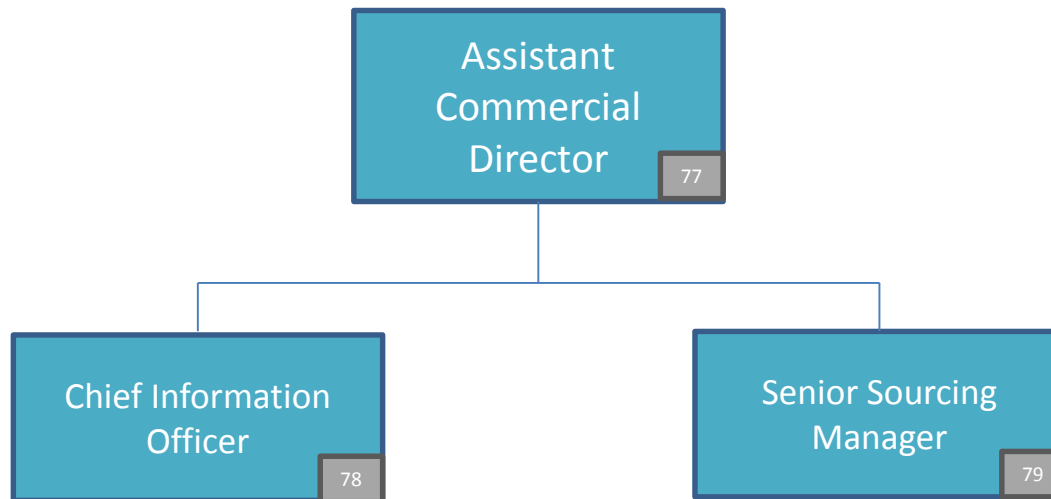
Roles in the Reform Directorate earning £50,000+ (Page 3 of 3)



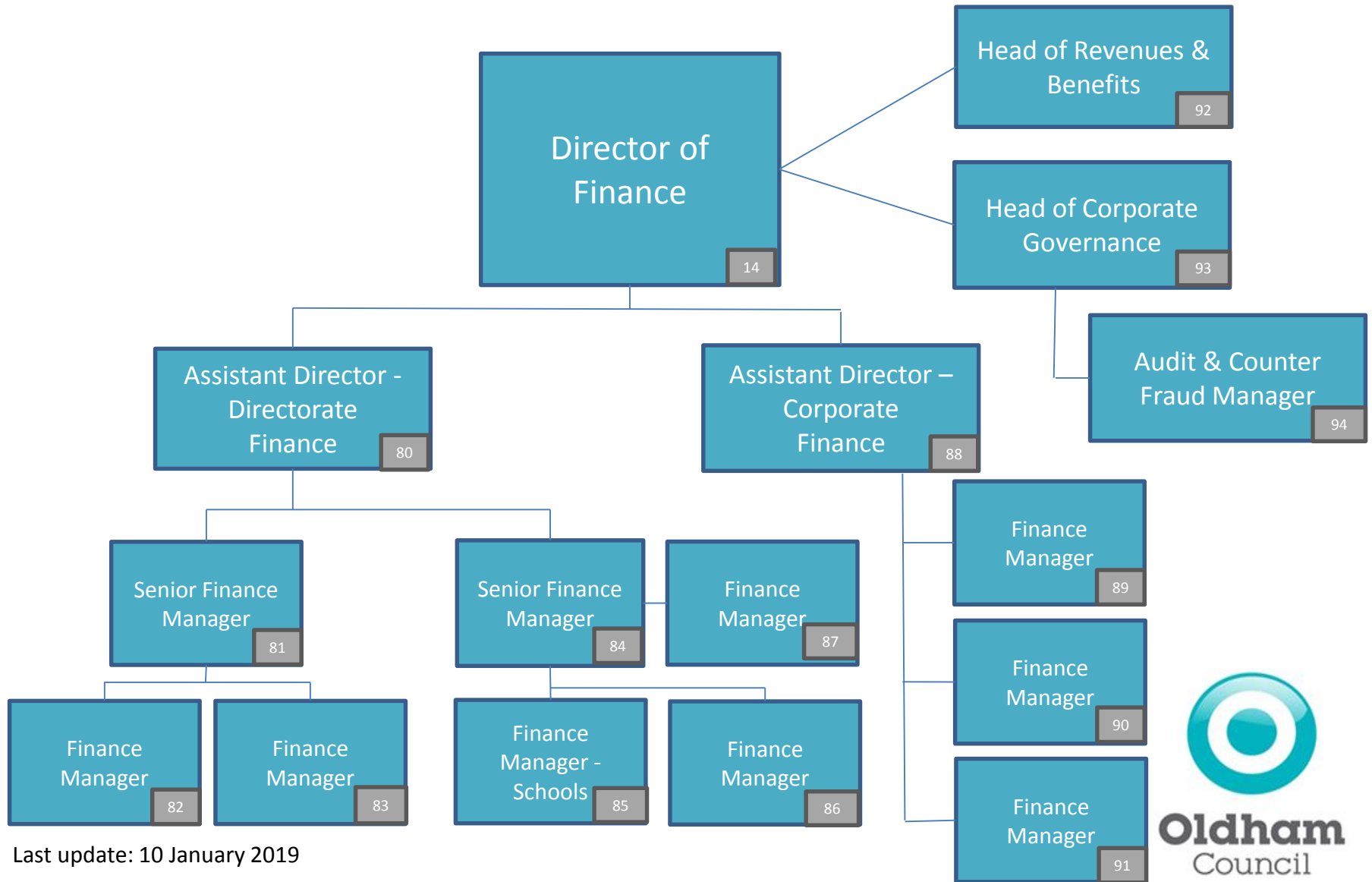
Roles within Corporate & Commercial Directorate earning £50,000+ (Page 1 of 4)







Roles within the Corporate & Commercial Directorate earning £50,000+
(Page 4 of 4)



Last update: 10 January 2019



Pay Policy Statement table two: Chief Executive's salary expressed as a ratio of other salaries



Table Two

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

	£	RATIO
CHIEF EXECUTIVE	£176,680	-
MEDIAN SALARY	£23,111	1 : 7.64
MEAN SALARY	£25,918	1 : 6.82
LOWEST SALARY	£16,727	1 : 10.56

Figures are based on full time equivalent salaries and last updated 1st December 2018