

# **Appendix 12**

**Pay Policy**

**Statement**

**2020/21**

**Pay**  
**Policy**

# PAY POLICY STATEMENT 2020/21

## 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; and
  - 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 practical following any amendment and approval. For 2020/21 the approval will be at the Budget Council meeting of 26 February 2020.
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 is 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. It should be noted that an updated version of this statement may be published during 2020/21 to allow for any pay award that is agreed at a national level and therefore, other roles across the organisation may be subject to inclusion at a later stage.

## Other Legislation Relevant To Pay And Remuneration

5. In determining the pay and remuneration for 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 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. Most staff at Oldham Council are employed under the National Joint Council (NJC) terms and conditions (Green Book) and salaries for job roles are determined by the points score associated with the 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 by 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 contribute 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 1 April 2020, and rates for employer's contributions can be found in the Actuarial Valuation Reports on the Greater Manchester Pensions Fund (GMPF) website. The employee contribution rates are banded at 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 using a number referencing system and common job titles. Table 1 states 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 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 the 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 must 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 Workforce & Organisational Development (Council & CCG) (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 Workforce and Organisational Design (Council & CCG) 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. The Council has chosen to pay the Living Wage since April 2015 and has recently been accredited as a Living Wage Employer by the Living Wage Foundation. Increases in the Foundation Living Wage are announced each November, in line with the latest research, and the Council implements the rise in its minimum hourly rate (if required) within six months.
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 the Deputy Chief Executive, Strategic and Managing 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, as those employees remain employed by the Council, or to employees who early retire where there is no cost to the Council.



**Table 1 - Senior Management Remuneration**

Senior Management Team							January 2020
No. on Chart	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:	No. of Employees
1	Chief Executive, Oldham Council and Accountable Officer (NHS Oldham CCG)  Note: the Council only funds 50% of this post, with 50% funded by NHS Oldham CCG	Chief Executive	£180,213	Permanent	–	Executive direction for the Council to achieve its co-operative vision through: <ul style="list-style-type: none"> <li>▪ Accountable for the overall performance of the Council and the Council's net revenue budget</li> <li>▪ Head of Paid Service</li> <li>▪ Returning Officer for the Elections</li> </ul>	2,735
2	Deputy Chief Executive	Executive Director	£130,001 - £135,000	Permanent	£150 - Election Payment	Executive direction for the following services: <ul style="list-style-type: none"> <li>▪ Environmental Management</li> <li>▪ Economy</li> <li>▪ Regeneration</li> <li>▪ Interim Managing Director for Unity Partnership Ltd</li> </ul>	1,057
3	Strategic Director of Communities & Reform	Chief Officer	£120,001 - £125,000	Permanent	£150 - Election Payment	Executive direction for the following services: <ul style="list-style-type: none"> <li>▪ Transformation, Human Resources &amp; Organisational Development</li> <li>▪ Public Health</li> <li>▪ Communities, Youth &amp; Leisure Services</li> <li>▪ Libraries, Heritage &amp; Arts</li> <li>▪ Strategy, Communications &amp; Performance</li> </ul>	377
4	Managing Director for Children and Young People (DCS)	Chief Officer	£120,001 - £125,000	Permanent	–	Executive direction for the following services: <ul style="list-style-type: none"> <li>▪ Statutory officer for Children's Services (DCS)</li> <li>▪ Children's social services &amp; Early Help</li> <li>▪ Education &amp; Early Years, plus Employment &amp; Skills</li> </ul>	835
5	Managing Director for Community Health & Adult Social Care (DASS)	Chief Officer	£105,001 - £110,000	Permanent	£130 - Election Payment	Executive direction for the following services: <ul style="list-style-type: none"> <li>▪ Statutory officer for Adult Social Care (DASS)</li> <li>▪ Community health and social care services including specialist services, i.e. Learning Disabilities &amp; Mental Health</li> <li>▪ Integrated Commissioning of Adult Social Care (Joint responsibility)</li> <li>▪ Community Business Services</li> </ul>	251
6	Director of Legal Services	Director	£95,001 - £100,000	Permanent	£300 - Election Payment	Executive direction for the following services: <ul style="list-style-type: none"> <li>▪ Legal Service</li> <li>▪ Statutory Monitoring Officer</li> <li>▪ Constitutional &amp; Democratic Services</li> <li>▪ Registrars</li> <li>▪ Elections &amp; Member Services</li> </ul>	53
7	Strategic Director Joint Commissioning / Chief Operating Officer (CCG)  Note: the Council only funds 50% of this post, with 50% funded by NHS Oldham CCG	NHS	£112,000	Permanent	–	Executive direction for the following services: <ul style="list-style-type: none"> <li>▪ Corporate Finance, Corporate Financial Planning &amp; Corporate Financial Management</li> <li>▪ Corporate Governance &amp; Procurement</li> <li>▪ Integrated Commissioning of Adult Social Care (Joint responsibility)</li> </ul>	108

# Senior Management Team January 2020

No. on Chart	Directorate	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:	No. of Employees
8	People & Place	Director of Environmental Management	Director	£90,001 - £95,000 Actual Salary £72,733	Permanent	£150 - Election Payment	Strategic direction for the following services: <ul style="list-style-type: none"> <li>Waste, Fleet &amp; Highways Operation</li> <li>Street Scene &amp; Parks</li> <li>Strategic Transportation, Highways (Unity Client) &amp; Street Lighting (Client)</li> <li>Public Protection &amp; Building Control</li> </ul>	445
9	People & Place	Director of Economy	Director	£85,001 - £90,000	Permanent	£150 - Election Payment	Strategic direction for the following services: <ul style="list-style-type: none"> <li>Physical regeneration development (including Joint Ventures &amp; Education Capital Programme)</li> <li>Asset management (Client)</li> <li>Corporate Landlord (including Facilities Management) &amp; Car Parking</li> <li>Catering &amp; Cleaning</li> <li>Strategic Housing, Development &amp; Homelessness</li> <li>Strategic Planning &amp; Development Control</li> </ul>	602
10	Communities and Reform	Director of Public Health	Director	£85,001 - £90,000	Permanent	-	Holds the Statutory role for the Director of Public Health, plus: <ul style="list-style-type: none"> <li>Youth, Leisure, Sports Development &amp; Communities</li> <li>Heritage, Libraries &amp; Arts</li> </ul>	235
11	Communities and Reform	Director of Workforce & Organisational Design (Council & CCG)	Director	£95,001 - £100,000	Permanent	-	Strategic direction for the following services: <ul style="list-style-type: none"> <li>Workforce Strategy</li> <li>Transformation and Reserve</li> <li>Unity Client for Human Resource Services</li> <li>Organisational Development and Design</li> </ul>	56
12	Children and Young People	Director of Education, Skills & Early Years	Director	£90,001 - £95,000	Permanent	-	Strategic direction for the following services: <ul style="list-style-type: none"> <li>Education Improvement</li> <li>Inclusion</li> <li>SEND &amp; SEN Support</li> <li>Employment &amp; Skills</li> <li>Education Provision - Post 16</li> <li>Post 16 &amp; Business Development</li> </ul>	425
13	Children and Young People	Director of Children's Social Care	Director	£90,001 - £95,000	Permanent	-	Strategic direction for the following services: <ul style="list-style-type: none"> <li>Early Help &amp; Family Connect</li> <li>Children's Social Care Management</li> <li>Children's Commissioning</li> <li>Children's Safeguarding</li> </ul>	335
14	Commissioning	Director of Finance	Director	£95,001 - £100,000	Permanent	£120 - Election Payment	Holds the Statutory role for the Chief Finance and Section 151 Officer and Strategic direction for the following services: <ul style="list-style-type: none"> <li>Financial Planning &amp; Financial Management</li> <li>Traded service for Schools Budget Support</li> <li>Internal Audit, Fraud, Risk Management &amp; Insurance</li> <li>Corporate Complaints</li> <li>Information Governance</li> <li>Client function for Unity Exchequer Services</li> <li>Welfare Rights</li> </ul>	96

# Senior Managers

January 2020

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 £3,000 - Standby	Management direction for the following services: <ul style="list-style-type: none"> <li>Environmental Health</li> <li>Health &amp; Safety</li> <li>Trading Standards</li> <li>Licencing</li> <li>Building Control</li> </ul>
16	People & Place	Environmental Management	Head of Environmental Services	SM1	£60,001 - £65,000	Permanent	£500 - Car Allowance £450 - Standby	Management direction for the following services: <ul style="list-style-type: none"> <li>Parks and open spaces</li> <li>Street Cleansing</li> <li>Countryside Service</li> <li>Cemeteries and crematorium</li> </ul>
17	People & Place	Environmental Management	Head of Operational Services	SM1	£60,001 - £65,000	Permanent	£500 - Car Allowance £450 - Standby	Management direction for the following services: <ul style="list-style-type: none"> <li>Waste management services including trade waste &amp; recycling</li> <li>Highways operations</li> <li>Fleet management</li> <li>Delivery of contracts for the Greater Manchester Waste Disposal Authority</li> </ul>
18	People & Place	Environmental Management	Environmental Health Manager	SM2	£50,001 - £55,000	Permanent	£500 - Car Allowance £1,425 - Standby £2,560 - Plain Time	Operational direction for the following services: <ul style="list-style-type: none"> <li>Environmental Health</li> <li>Health &amp; Safety</li> </ul>
19	People & Place	Economy	Head of Planning & Development Control	SM1	£60,001 - £65,000	Interim	£500 - Car Allowance	Management direction for the following services: <ul style="list-style-type: none"> <li>Planning applications &amp; development control</li> <li>Enforce planning contraventions</li> <li>Strategic Planning</li> <li>Policy &amp; Transport strategy</li> </ul>
20	People & Place	Economy	Head of Strategic Regeneration & Development	SM1	£60,001 - £65,000	Permanent	£500 - Car Allowance	Management direction for the following services: <ul style="list-style-type: none"> <li>Delivery of key projects identified within the Council's capital programme</li> <li>Delivery of major high quality regeneration projects, covering both the Town Centre and the Borough of Oldham</li> </ul>
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"> <li>Delivery of successful private sector development &amp; other physical investment in the Borough</li> <li>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</li> </ul>
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"> <li>Leading on "One Public Estate" work on behalf of the Council</li> <li>Client Manager for Unity Partnership Ltd function including Corporate Landlord</li> <li>Facilities Management, Cleaning, Catering &amp; Car Parking</li> </ul>

No. on Chart	Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
23	People & Place	Economy	Team Leader: Capital Projects	SM2	£50,001 - £55,000	Permanent	£500 - Car Allowance	Operational direction for the following services: <ul style="list-style-type: none"> <li>Managing the Capital Projects team</li> <li>Assisting in the development of the Council's regeneration strategies and managing their implementation through the delivery of a programme of physical regeneration projects</li> </ul>
24	People & Place	Economy	Team Leader: Town Centre Masterplan	SM2	£50,001 - £55,000	Vacant	£500 - Car Allowance	Operational direction for the following services: <ul style="list-style-type: none"> <li>Managing the Town Centre Regeneration team</li> <li>Assisting in the development of the Council's regeneration strategies and managing their implementation through the delivery of a programme of physical regeneration projects</li> </ul>
25	People & Place	Economy	Team Leader: Housing Strategy	SM2	£50,001 - £55,000	Permanent	£500 - Car Allowance	Operational direction for the following services: <ul style="list-style-type: none"> <li>Managing the Strategic Housing team</li> <li>Assisting to development the Council's housing strategies and managing their implementation through the delivery of a variety of programmes, contracts and initiatives</li> </ul>
26	Communities and Reform	Public Health	Consultant in Public Health	Asst. Director	£75,001 - £80,000	Fixed Term	-	Management direction for the following services: <ul style="list-style-type: none"> <li>Providing expert public health advice and leadership</li> <li>Developing and utilising information and intelligence systems to underpin public health action across Oldham</li> <li>Development and delivery of national, regional and local policies, and interdisciplinary strategic plans and programmes</li> </ul>
27	Communities and 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"> <li>Providing expert public health advice and leadership</li> <li>Developing and utilising information and intelligence systems to underpin public health action across Oldham</li> <li>Development and delivery of national, regional and local policies, and interdisciplinary strategic plans and programmes</li> </ul>
28	Communities and Reform	Public Health	Consultant in Public Health (Health & Wellbeing)	Asst. Director	£70,001 - £75,000	Vacant	-	Management direction for the following services: <ul style="list-style-type: none"> <li>Providing expert public health advice and leadership</li> <li>Developing and utilising information and intelligence systems to underpin public health action across Oldham</li> <li>Development and delivery of national, regional and local policies, and interdisciplinary strategic plans and programmes</li> </ul>

No. on Chart	Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
29	Communities and 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"> <li>Plan, design and lead the development and delivery of public health programmes of work</li> <li>Public health promotion</li> <li>Manage a significant portfolio of commissioned services, setting budgets and ensuring value for public money</li> </ul>
30	Communities and Reform	Public Health	Public Health Specialist - Vascular	SM2	£50,001 - £55,000* Actual salary £47,930	Permanent	-	Management of the following areas: <ul style="list-style-type: none"> <li>Plan, design and lead the development and delivery of public health programmes of work</li> <li>Public health promotion</li> <li>Manage a significant portfolio of commissioned services, setting budgets and ensuring value for public money</li> </ul>
31	Communities and Reform	Public Health	Senior Nurse - Health Protection	SM2	£50,001 - £55,000	Permanent	£500 - Car Allowance	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
32	Communities and 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"> <li>Plan, design and lead the development and delivery of public health programmes of work</li> <li>Public health promotion</li> <li>Manage a significant portfolio of commissioned services, setting budgets and ensuring value for public money</li> </ul>
33	Communities and Reform	Public Health	Assistant Director for Youth, Leisure & Communities	Asst. Director	£70,001 - £75,000	Permanent	-	Management direction for the following services: <ul style="list-style-type: none"> <li>Youth Services</li> <li>Sports Development and Coaching</li> <li>Outdoor Education</li> <li>Study Support</li> <li>Stronger Communities &amp; Community Cohesion</li> <li>Community Safety</li> <li>District Partnerships</li> </ul>
34	Communities and Reform	Public Health	Service Manager: Outdoor Education	Soulbury	£55,001 - £60,000 Actual Salary £46,426	Permanent	-	Management direction for the following services: <ul style="list-style-type: none"> <li>Castleshaw Centre - The Council's outdoor education centre</li> <li>Act as Outdoor Education Advisor for Oldham Schools, Youth Service and other settings, including Looked After Children</li> </ul>
35	Communities and Reform	Public Health	Study Support Manager	Soulbury	£50,001 - £55,000	Permanent	-	Management direction for creative, innovative and bespoke outreach education programmes at Laticzone. Contributing to raising aspirations and standards in both attainment and personal/social achievement

No. on Chart	Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
36	Communities and Reform	Public Health	Head of Libraries, Heritage & Arts	SM1	£60,001 - £65,000	Permanent	-	Management direction for the following services: <ul style="list-style-type: none"> <li>Library &amp; Lending Services</li> <li>Local Studies &amp; Archives</li> <li>Gallery Oldham</li> <li>Arts development &amp; delivery</li> </ul>
37	Communities and Reform	Public Health	Head of Music Service	Soulbury	£60,001 - £65,000	Permanent	£500 - Car Allowance	Management direction for the following services: <ul style="list-style-type: none"> <li>Music in Schools</li> <li>Music services delivered at the Lyceum Music Centre</li> </ul>
38	Communities and Reform	Public Health	Arts & Heritage Manager	SM2	£50,001 - £55,000 Actual Salary £30,510	Permanent	-	Management direction for the following services: <ul style="list-style-type: none"> <li>Strategic management of Arts &amp; Heritage teams</li> <li>Seek external funding and identify income generating/efficiency opportunities</li> <li>Build effective public, private and voluntary sector partnerships</li> </ul>
39	Communities and Reform	Public Health	Libraries & Information Manager	SM2	£50,001 - £55,000	Permanent	-	Management direction for the following services: <ul style="list-style-type: none"> <li>Strategic management of Library Services</li> <li>Management of the central and district libraries</li> <li>Management of specialist library services, e.g. Home Library service and Children's Library</li> </ul>
40	Communities and Reform	Transformation & Reform	Assistant Director for Transformation & Reform	Asst. Director	£70,001 - £75,000	Interim	-	Management direction for the following services: <ul style="list-style-type: none"> <li>Communications &amp; Marketing</li> <li>Strategy &amp; Policy</li> <li>Executive Support</li> </ul>
41	Communities and Reform	Transformation & Reform	Transformation Programme Manager	SM2	£50,001 - £55,000	Permanent	£2,877 - Pay Protection £125 - Election Payment	Responsible for both designing and delivering transformational change projects within a designated area of responsibility to ensure benefits realisation for the communities of Oldham and achieve value for money
42	Communities and Reform	Transformation & Reform	Transformation Programme Manager	SM2	£50,001 - £55,000	Permanent	-	Responsible for both designing and delivering transformational change projects within a designated area of responsibility to ensure benefits realisation for the communities of Oldham and achieve value for money
43	Communities and Reform	Transformation & Reform	Transformation Programme Manager	SM2	£50,001 - £55,000	Permanent	-	Responsible for both designing and delivering transformational change projects within a designated area of responsibility to ensure benefits realisation for the communities of Oldham and achieve value for money
44	Communities and Reform	Transformation & Reform	Head of Reform	SM2	£50,001 - £55,000	Permanent	-	Lead and manage the Council's Public Service Reform programme including the development and delivery of Oldham's integrated, place-based delivery approach
45	Communities and Reform	People Services	Head of Shared & Collaborative Services	SM1	£60,001 - £65,000	Permanent	-	Operational Management for the following services: <ul style="list-style-type: none"> <li>People Contract Management</li> <li>People Metrics</li> </ul>
46	Communities and Reform	People Services	Head of Organisational Development	SM1	£60,001 - £65,000	Vacant	-	Management direction for the following services: <ul style="list-style-type: none"> <li>People Change</li> <li>Organisational Development</li> <li>Development Academy delivery team</li> </ul>

No. on Chart	Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
47	Communities and Reform	People Services	Head of People Services	SM1	£60,001 - £65,000	Permanent	£2,009 - Honorarium	Management direction for the following services: <ul style="list-style-type: none"> <li>▪ People Relations</li> <li>▪ Business Partners</li> <li>▪ Pay &amp; Reward</li> </ul>
48	Communities and Reform	Communications, Strategy & Performance	Assistant Director for Communications, Strategy & Performance	Asst. Director	£75,001 - £80,000	Permanent	-	Management direction for the following services: <ul style="list-style-type: none"> <li>▪ Communications &amp; Marketing</li> <li>▪ Strategy &amp; Policy</li> <li>▪ Executive Support</li> </ul>
49	Communities and Reform	Communications, Strategy & Performance	Head of Communications & Research	SM2	£50,001 - £55,000	Vacant	-	Management direction for the following services: <ul style="list-style-type: none"> <li>▪ Corporate communications, research, marketing and media management</li> </ul>
50	Communities and Reform	Communications, Strategy & Performance	Head of Strategy & Performance	SM1	£60,001 - £65,000	Permanent	-	Management direction for the following services: <ul style="list-style-type: none"> <li>▪ Business intelligence relating to the Borough of Oldham</li> <li>▪ Performance monitoring of services &amp; service improvement</li> <li>▪ Support for external inspections &amp; assessment</li> <li>▪ Strategic policy and business planning</li> </ul>
51	Communities and Reform	Communications, Strategy & Performance	Thriving Communities Hub Lead	SM2	£50,001 - £55,000	Fixed Term	-	Responsible for developing and leading the strategic development of the Thriving Communities Hub, and the development and implementation of it's priorities and plans, in conjunction with, and co-production with, the Voluntary, Community, Faith and Social Enterprise (VCFSE) and public sector partners
52	Children and Young People	Education, Skills & Early Years	Education Partnership Lead	Soulbury	£70,001 - £75,000	Fixed Term	£500 - Car Allowance	Working in conjunction with the Oldham Education Partnership (OEP) to improve outcomes for children and young people by leading school improvement functions, developing a central intelligence base and championing high standards of attainment in all Oldham schools
53	Children and Young People	Education, Skills & Early Years	Challenge & Support Officer	Soulbury	£50,001 - £55,000	Permanent	-	Operational management for the following services: <ul style="list-style-type: none"> <li>▪ Key Local Authority link and support for primary schools before and during OFSTED inspections</li> <li>▪ Leading on raising standards, attainment and quality in Oldham's schools</li> <li>▪ Provide advice, support and challenge to schools to raise standards of achievement and improve the quality of education they provide</li> </ul>
54	Children and Young People	Education, Skills & Early Years	Education Improvement Manager - Primary	Soulbury	£55,001 - £60,000	Permanent	-	Championing high standards of attainment, progression in schools and academies to improve outcomes for primary-aged children and young people in Oldham. The role supports the Oldham Educational Partnership (OEP) with meeting their targets
55	Children and Young People	Education, Skills & Early Years	Head of Schools & Learning	Soulbury	£70,001 - £75,000	Permanent	£500 - Car Allowance	Management direction for the following services: <ul style="list-style-type: none"> <li>▪ Early Years Improvement</li> <li>▪ School Improvement</li> <li>▪ Virtual School for Looked After Children</li> </ul>

No. on Chart	Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
56	Children and Young People	Education, Skills & Early Years	Head of Inclusion & Post 16 Service	SM2	£50,001 - £55,000	Permanent	-	Operational management for the following services: <ul style="list-style-type: none"> <li>▪ Championing inclusive practices in schools</li> <li>▪ Leading on policy, practice and funding for post 16 - 25 agenda for SEND</li> <li>• Oversight of the Careers Education, Information, Advice and Guidance agenda</li> </ul>
57	Children and Young People	Education, Skills & 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"> <li>▪ Education information and advice</li> <li>▪ Academy Conversions</li> <li>▪ Governor support services</li> </ul>
58	Children and Young People	Education, Skills & Early Years	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"> <li>▪ Get Oldham Working</li> <li>▪ Strategies on reducing unemployment</li> <li>▪ Support for Business Growth</li> <li>▪ LifeLong Learning service development &amp; delivery</li> </ul>
59	Children and Young People	Education, Skills & Early Years	Education Improvement Manager	Soulbury	£60,001 - £65,000	Permanent	-	Management of the following areas: <ul style="list-style-type: none"> <li>▪ Challenging schools &amp; Early Years/Childcare settings to improve results at Early Years Foundation Stage</li> <li>▪ Developing plans to improve school readiness</li> <li>▪ Leading the development/delivery of Oldham's Early Years Foundation Stage Profile Moderation programme</li> <li>▪ Monitoring and evaluating the performance of schools and early years/childcare settings</li> </ul>
60	Children and Young People	Education, Skills & Early Years	Challenge & Intervention Officer - Early Years & Primary	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
61	Children and Young People	Education, Skills & Early Years	Challenge & Intervention Officer - Early Years & Primary	Soulbury	£50,001 - £55,000* Actual Salary £25,892	Fixed Term	-	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
62	Children and Young People	Education, Skills & Early Years	SEMHS Team Manager	Asst. Head-teacher	£55,001 - £60,000	Permanent	-	Management of the following areas: <ul style="list-style-type: none"> <li>▪ Supporting schools to build on their capacity to support children presenting behaviour challenges so that they can access learning and make appropriate progress</li> <li>▪ Reducing levels of poor behaviour, fixed term or permanent exclusions in targeted schools</li> <li>▪ Promotion of effective education for pupils with special educational needs/social emotional &amp; behavioural difficulties</li> </ul> (SEMHS - Social, Emotiional and Mental Health Support)
63	Children and Young People	Education, Skills & Early Years	Headteacher - Virtual School	Soulbury	£55,001 - £60,000	Permanent	£500 - Car Allowance	Responsible for improving educational attainment and outcomes for Looked After Children



No. on Chart	Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
64	Children and Young People	Education, Skills & Early Years	Deputy Learning & Improvement Manager	Soulbury	£55,001 - £60,000	Fixed Term	-	Management direction for the following services: <ul style="list-style-type: none"> <li>▪ Early Years team</li> <li>▪ Compliance with statutory duties in respect of Early Years</li> </ul>
65	Children and Young People	Education, Skills & Early Years	Assistant Director for SEND	Asst. Director	£70,001 - £75,000	Vacant	-	Management direction for the following services: <ul style="list-style-type: none"> <li>▪ Special Educational Needs &amp; Disabilities (SEND)</li> <li>▪ Inclusion</li> <li>▪ SEN support</li> </ul>
66	Children and Young People	Education, Skills & Early Years	Principal Educational Psychologist & Preventative Lead	Soulbury	£60,001 - £65,000	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
67	Children and Young People	Education, Skills & 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
68	Children and Young People	Education, Skills & Early Years	Educational Psychologist	Soulbury	£50,001 - £55,000 Actual Salary £37,438	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
69	Children and Young People	Education, Skills & Early Years	Educational Psychologist	Soulbury	£50,001 - £55,000 Actual Salary £21,389	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
70	Children and Young People	Education, Skills & Early Years	Educational Psychologist	Soulbury	£50,001 - £55,000 Actual Salary £26,744	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
71	Children and Young People	Education, Skills & Early Years	Educational Psychologist	Soulbury	£50,001 - £55,000 Actual Salary £27,520	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
72	Children and Young People	Education, Skills & Early Years	Educational Psychologist	Soulbury	£50,001 - £55,000 Actual Salary £48,148	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
73	Children and Young People	Education, Skills & Early Years	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:
74	Children and Young People	Education, Skills & Early Years	Educational Psychologist	Soulbury	£55,001 - £60,000	Permanent	£500 - Car Allowance £628 - 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
75	Children and Young People	Education, Skills & Early Years	Educational Psychologist	Soulbury	£55,001 - £60,000	Permanent	£500 - Car Allowance £512 - 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
76	Children and Young People	Education, Skills & Early Years	SEND Service Manager	SM2	£50,001 - £55,000	Permanent	-	Management direction for the following services: <ul style="list-style-type: none"> <li>▪ SEN Assessment</li> <li>▪ SEN Transport</li> <li>▪ Visual Impairment, Hearing Impairment, Physical Impairment &amp; QEST teams</li> </ul>
77	Children and Young People	Children's Social Care	Assistant Director for Safeguarding	Asst. Director	£70,001 - £75,000	Vacant	-	Management direction for the following services: <ul style="list-style-type: none"> <li>▪ Independent Reviewing Officers</li> <li>▪ Safeguarding Partnerships</li> <li>▪ Practice Hub - Including the Principal Social Worker</li> </ul>
78	Children and Young People	Children's Social Care	Assistant Director for Children's Services Integration	Asst. Director	£70,001 - £75,000	Vacant	-	Leading the transformation to reshape services being delivered in the community and embedding services around designated community assets for service delivery. To lead the enablers programme and deliver agile teams that can work flexibly across Oldham
79	Children and Young People	Children's Social Care	Assistant Director for Commissioning	Asst. Director	£75,001 - £80,000	Permanent	-	Management direction for the following services: <ul style="list-style-type: none"> <li>▪ Placements &amp; Sufficiency Lead</li> <li>▪ Development &amp; Performance</li> <li>▪ Planning &amp; Commissioning</li> </ul>
80	Children and Young People	Children's Social Care	Assistant Director for Children in Care	Asst. Director	£70,001 - £75,000	Vacant	-	Management direction for the following services: <ul style="list-style-type: none"> <li>▪ Fostering</li> <li>▪ Adoption</li> <li>▪ Care Leavers</li> <li>▪ Residential Children's Services</li> </ul>
81	Children and Young People	Children's Social Care	Assistant Director for Social Work Services	Asst. Director	£70,001 - £75,000	Vacant	-	Management direction for the following services: <ul style="list-style-type: none"> <li>▪ Children's Social Work Assessment</li> <li>▪ Children's Social Work Fieldwork</li> <li>▪ Multi-Agency Safeguarding Hub</li> <li>▪ Children with Disabilities</li> </ul>
82	Children and Young People	Children's Social Care & Early Help	Assistant Director for Family Connect	Asst. Director	£75,001 - £80,000	Permanent	£200 - Election Payment	"Oldham Family Connect" is the pre-statutory family support that contributes to the wider Early Help offer across Oldham, which is a placed based approach that strengthens the co-ordination and integration of service delivery with schools, partnerships and community assets

No. on Chart	Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
83	Children and Young People	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"> <li>▪ Fostering</li> <li>▪ Adoption</li> <li>▪ Care Leavers</li> <li>▪ Residential Children's Services</li> </ul>
84	Children and Young People	Children's Social Care	Head of Assessment	SM2	£50,001 - £55,000	Permanent	£500 - Car Allowance £1,275 - Standby	Operational direction for the following services: <ul style="list-style-type: none"> <li>▪ Service provision for children subject to assessment (including Section 47), Children in Need and children subject to a Child Protection Plan</li> </ul>
85	Children and Young People	Children's Social Care	Head of Fieldwork	SM2	£50,001 - £55,000	Permanent	-	Operational direction for the following services: <ul style="list-style-type: none"> <li>▪ Service provision for children subject to assessment (including Section 47), Children in Need and children subject to a Child Protection Plan</li> </ul>
86	Children and Young People	Children's Social Care	Head of MASH, Phoenix & EDT	SM2	£50,001 - £55,000	Vacant	-	Operational direction for the following services: <ul style="list-style-type: none"> <li>▪ Multi Agency Safeguarding Hub (MASH)</li> <li>▪ Phoenix team</li> <li>▪ Emergency Duty Team (EDT)</li> </ul>
87	Community Health & Adult Social Care	Adult Social Care	Head of Community Business Services	SM1	£60,001 - £65,000	Permanent	£3,610 - Honorarium £500 - Standby	Management direction for the following services: <ul style="list-style-type: none"> <li>▪ Client Support Service</li> <li>▪ Maximisation of income from social care and other related charges</li> </ul>
88	Community Health & Adult Social Care	Adult Social Care	Deputy Managing Director - Community Health & Adult Social Care	Asst. Director	£75,001 - £80,000	Permanent	-	Strategic direction for the following services: <ul style="list-style-type: none"> <li>▪ Adult Social Care</li> <li>▪ Learning Disabilities &amp; Mental Health</li> <li>▪ Strategic Safeguarding</li> </ul>
89	Community Health & Adult Social Care	Adult Social Care	Head of Community Health & Adult Social Care	SM1	£60,001 - £65,000	Permanent	£500 - Car Allowance £375 - Standby	Management direction for the following services: <ul style="list-style-type: none"> <li>▪ Mental Health</li> <li>▪ Integrated Community Services</li> </ul>
90	Community Health & Adult Social Care	Adult Social Care	Head of Learning Disabilities & Autism	SM1	£60,001 - £65,000	Permanent	£500 - Car Allowance	Management direction for the following services: <ul style="list-style-type: none"> <li>▪ Learning Disabilities and Autism</li> <li>▪ Hospital team</li> </ul>
91	Community Health & Adult Social Care	Adult Social Care	Head of Strategic Safeguarding	SM1	£60,001 - £65,000	Vacant	-	Management direction for the following services: <ul style="list-style-type: none"> <li>▪ Adults Safeguarding function across Adults Community Health &amp; Social Care Services</li> <li>▪ Overseeing the Local Safeguarding Adults Board</li> <li>▪ Responsibility for Deprivation of Liberty safeguards</li> </ul>
92	Community Health & Adult Social Care	Adult Social Care	Interim Assistant Director for Joint Commissioning	Asst. Director	£75,001 - £80,000	Acting	-	Management direction for the following services: <ul style="list-style-type: none"> <li>▪ Joint commissioning</li> <li>▪ Develop comprehensive range of evidence based services commissioned with available resource</li> </ul>

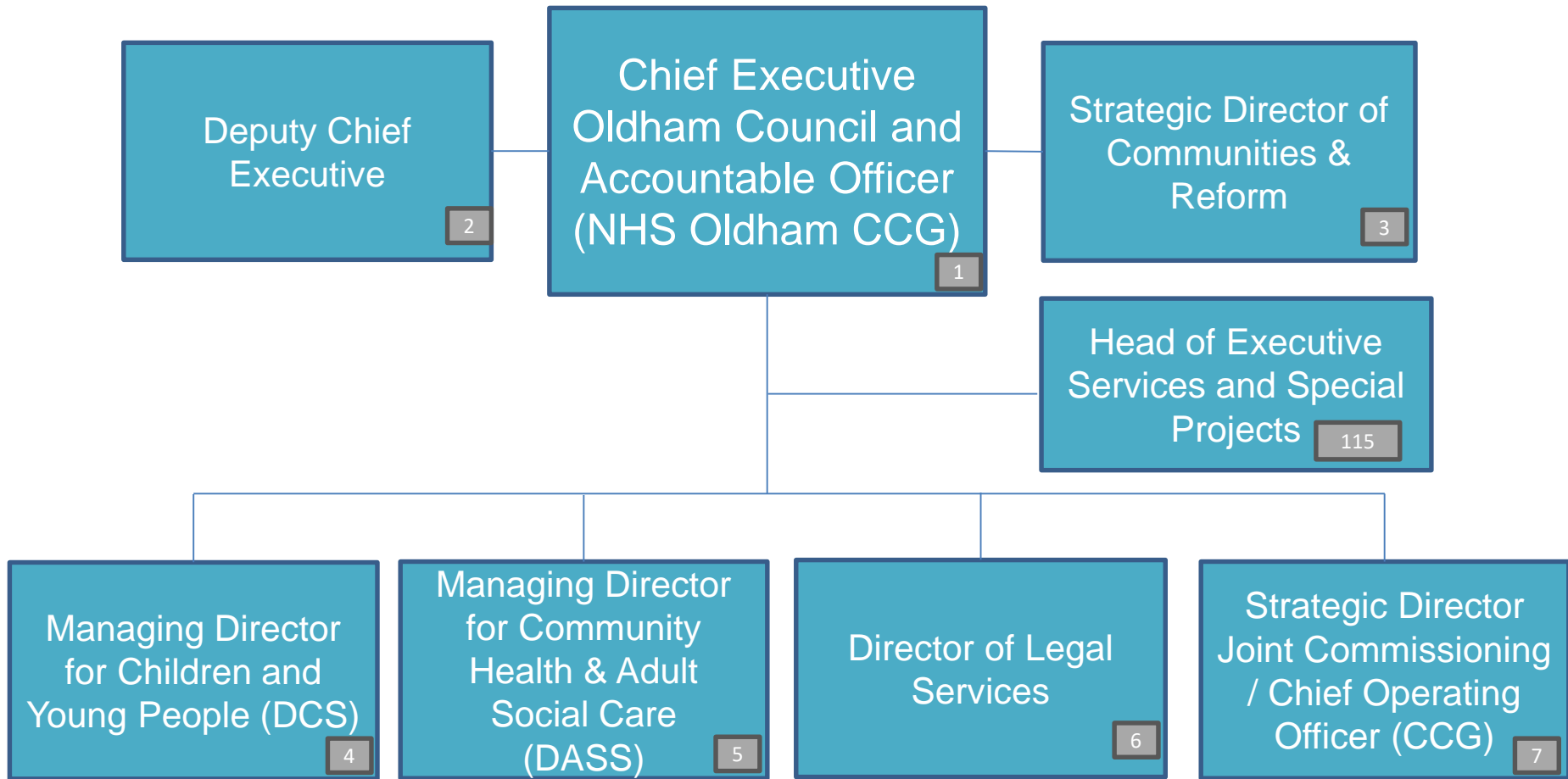
No. on Chart	Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
93	Community Health & Adult Social Care	Adult Social Care	Head of Special Projects - Adult Social Care	SM1	£60,001 - £65,000	Permanent	-	Management of the following areas: <ul style="list-style-type: none"> <li>Implementation of the Supported Housing &amp; Learning Disability Programme</li> <li>Management of the iBCF</li> <li>Adult Social Care link to Thriving Communities</li> <li>MioCare review and oversight of action plan</li> <li>Change management &amp; general transformation programmes, i.e. Community enablement</li> </ul>
94	Legal Services	Legal Services	Head of Democratic Services	SM2	£50,001 - £55,000	Permanent	£420 - Election Payment	Management direction for the following services: <ul style="list-style-type: none"> <li>Constitutional Services</li> <li>Member Support</li> <li>Mayoral Support</li> </ul>
95	Legal Services	Legal Services	Assistant Borough Solicitor	Asst. Director	£75,001 - £80,000	Permanent	£5,000 Honorarium for Company Secretarial Duties £420 - Election Payment	Management direction for the following services: <ul style="list-style-type: none"> <li>Policy Legal team</li> <li>Community Legal team</li> <li>Environment Legal team</li> <li>Family Legal team</li> </ul>
96	Legal Services	Legal Services	Group Solicitor (Corporate)	SM2	£50,001 - £55,000	Permanent	£120 - Election Payment	Management of the following team: <ul style="list-style-type: none"> <li>Corporate Legal team</li> </ul>
97	Legal Services	Legal Services	Group Solicitor (Environment)	SM2	£50,001 - £55,000	Permanent	£320 - Election Payment	Management of the following team: <ul style="list-style-type: none"> <li>Environment Legal team</li> </ul>
98	Legal Services	Legal Services	Group Solicitor (Family)	SM2	£50,001 - £55,000	Permanent	£500 - Car Allowance	Management of the following team: <ul style="list-style-type: none"> <li>Family Legal team</li> </ul>
99	Legal Services	Legal Services	Group Solicitor (Policy)	SM2	£50,001 - £55,000	Permanent	£320 - Election Payment	Management of the following team: <ul style="list-style-type: none"> <li>Policy Legal team</li> </ul>
100	Commissioning	Procurement	Senior Sourcing Manager	SM2	£50,001 - £55,000	Vacant	-	Management support for the following services: <ul style="list-style-type: none"> <li>Development of procurement practice compliant with associated legislation</li> <li>Manage all aspects of the Sourcing Lifecycle</li> <li>Delivery of the Sourcing Strategy</li> </ul>
101	Commissioning	Finance Service	Senior Finance Manager	SM1	£60,001 - £65,000	Permanent	£120 - Election Payment	Management support for the following services: <ul style="list-style-type: none"> <li>Facilitating the effective use of financial resources to meet corporate objectives</li> <li>Ensuring a robust framework is in place to implement, monitor and report the financial implications for decision making</li> <li>Technical advice and guidance to the Council's Senior Leadership Team and Elected Members</li> </ul>
102	Commissioning	Finance Service	Finance Manager	SM2	£50,001 - £55,000	Permanent	£130 - Election Payment	Contribute to: <ul style="list-style-type: none"> <li>Ensuring a robust framework is in place to implement, monitor and report the financial implications for decision making</li> <li>Giving technical advice and guidance to senior managers within the Council</li> <li>Supporting the development of innovative solutions to safeguard the long-term financial position of the Council</li> </ul>

No. on Chart	Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
103	Commissioning	Finance Service	Finance Manager	SM2	£50,001 - £55,000	Permanent	£100 - Election Payment	<p>Contribute to:</p> <ul style="list-style-type: none"> <li>▪ Ensuring a robust framework is in place to implement, monitor and report the financial implications for decision making</li> <li>▪ Giving technical advice and guidance to senior managers within the Council</li> <li>▪ Supporting the development of innovative solutions to safeguard the long-term financial position of the Council</li> </ul>
104	Commissioning	Finance Service	Senior Finance Manager	SM1	£60,001 - £65,000	Permanent	£130 - Election Payment	<p>Management support for the following services:</p> <ul style="list-style-type: none"> <li>▪ Facilitating the effective use of financial resources to meet corporate objectives</li> <li>▪ Ensuring a robust framework is in place to implement, monitor and report the financial implications for decision making</li> <li>▪ Technical advice and guidance to the Council's Senior Leadership Team and Elected Members</li> </ul>
105	Commissioning	Finance Service	Finance Manager - Schools	SM2	£50,001 - £55,000	Permanent	-	<p>Contribute to:</p> <ul style="list-style-type: none"> <li>▪ Ensuring a robust framework is in place to implement, monitor and report the financial implications for decision making</li> <li>▪ Giving technical advice and guidance to senior managers within the Council</li> <li>▪ Supporting the development of innovative solutions to safeguard the long-term financial position of the Council</li> </ul>
106	Commissioning	Finance Service	Finance Manager	SM2	£50,001 - £55,000	Permanent	£100 - Election Payment	<p>Contribute to:</p> <ul style="list-style-type: none"> <li>▪ Ensuring a robust framework is in place to implement, monitor and report the financial implications for decision making</li> <li>▪ Giving technical advice and guidance to senior managers within the Council</li> <li>▪ Supporting the development of innovative solutions to safeguard the long-term financial position of the Council</li> </ul>
107	Commissioning	Finance Service	Finance Manager	SM2	£50,001 - £55,000	Permanent	-	<p>Contribute to:</p> <ul style="list-style-type: none"> <li>▪ Ensuring a robust framework is in place to implement, monitor and report the financial implications for decision making</li> <li>▪ Giving technical advice and guidance to senior managers within the Council</li> <li>▪ Supporting the development of innovative solutions to safeguard the long-term financial position of the Council</li> </ul>

No. on Chart	Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
108	Commissioning	Finance Service	Assistant Director - Corporate Finance	Asst. Director	£75,001 - £80,000	Permanent	£120 - Election Payment	Management direction for the following services: <ul style="list-style-type: none"> <li>Development of the Council's Medium Term Financial Strategy</li> <li>Capital &amp; Treasury team</li> <li>Corporate Control team</li> <li>Technical/Systems Finance team</li> </ul>
109	Commissioning	Finance Service	Finance Manager	SM2	£50,001 - £55,000	Permanent	£100 - Election Payment	Contribute to: <ul style="list-style-type: none"> <li>Ensuring a robust framework is in place to implement, monitor and report the financial implications for decision making</li> <li>Giving technical advice and guidance to senior managers within the Council</li> <li>Supporting the development of innovative solutions to safeguard the long-term financial position of the Council</li> </ul>
110	Commissioning	Finance Service	Finance Manager	SM2	£50,001 - £55,000	Permanent	£250 - Election Payment	Contribute to: <ul style="list-style-type: none"> <li>Ensuring a robust framework is in place to implement, monitor and report the financial implications for decision making</li> <li>Giving technical advice and guidance to senior managers within the Council</li> <li>Supporting the development of innovative solutions to safeguard the long-term financial position of the Council</li> </ul>
111	Commissioning	Finance Service	Finance Manager	SM2	£50,001 - £55,000	Permanent	-	Contribute to: <ul style="list-style-type: none"> <li>Ensuring a robust framework is in place to implement, monitor and report the financial implications for decision making</li> <li>Giving technical advice and guidance to senior managers within the Council</li> <li>Supporting the development of innovative solutions to safeguard the long-term financial position of the Council</li> </ul>
112	Commissioning	Finance Service	Head of Revenues & Benefits	SM1	£60,001 - £65,000	Permanent	£100 - Election Payment	Management direction for the following services: <ul style="list-style-type: none"> <li>Client function for Unity Partnership Ltd for Revenue &amp; Benefits</li> <li>Corporate Complaints</li> <li>Welfare Rights service</li> </ul>
113	Commissioning	Finance Service	Head of Corporate Governance	SM1	£60,001 - £65,000	Permanent	£5,000 Honorarium for Greater Manchester Waste Disposal Authority responsibilities £120 - Election Payment	Management direction for the following services: <ul style="list-style-type: none"> <li>Audit team</li> <li>Counter Fraud team</li> <li>Risk &amp; Insurance</li> <li>Information Governance</li> <li>Financial advice and guidance for the Greater Manchester Waste Authority</li> </ul>
114	Commissioning	Finance Service	Audit & Counter Fraud Manager	SM1	£60,001 - £65,000	Permanent	£130 - Election Payment	Operational management for the following services: <ul style="list-style-type: none"> <li>Audit team</li> <li>Counter Fraud team</li> </ul>

No. on Chart	Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
115	Chief Executive	Executive Office	Head of Executive Services and Special Projects (Council and NHS Oldham CCG)	SM1	£60,001 - £65,000	Permanent	-	Management direction of: - Executive Office / Executive Support - Corporate Affairs and support (CCG)

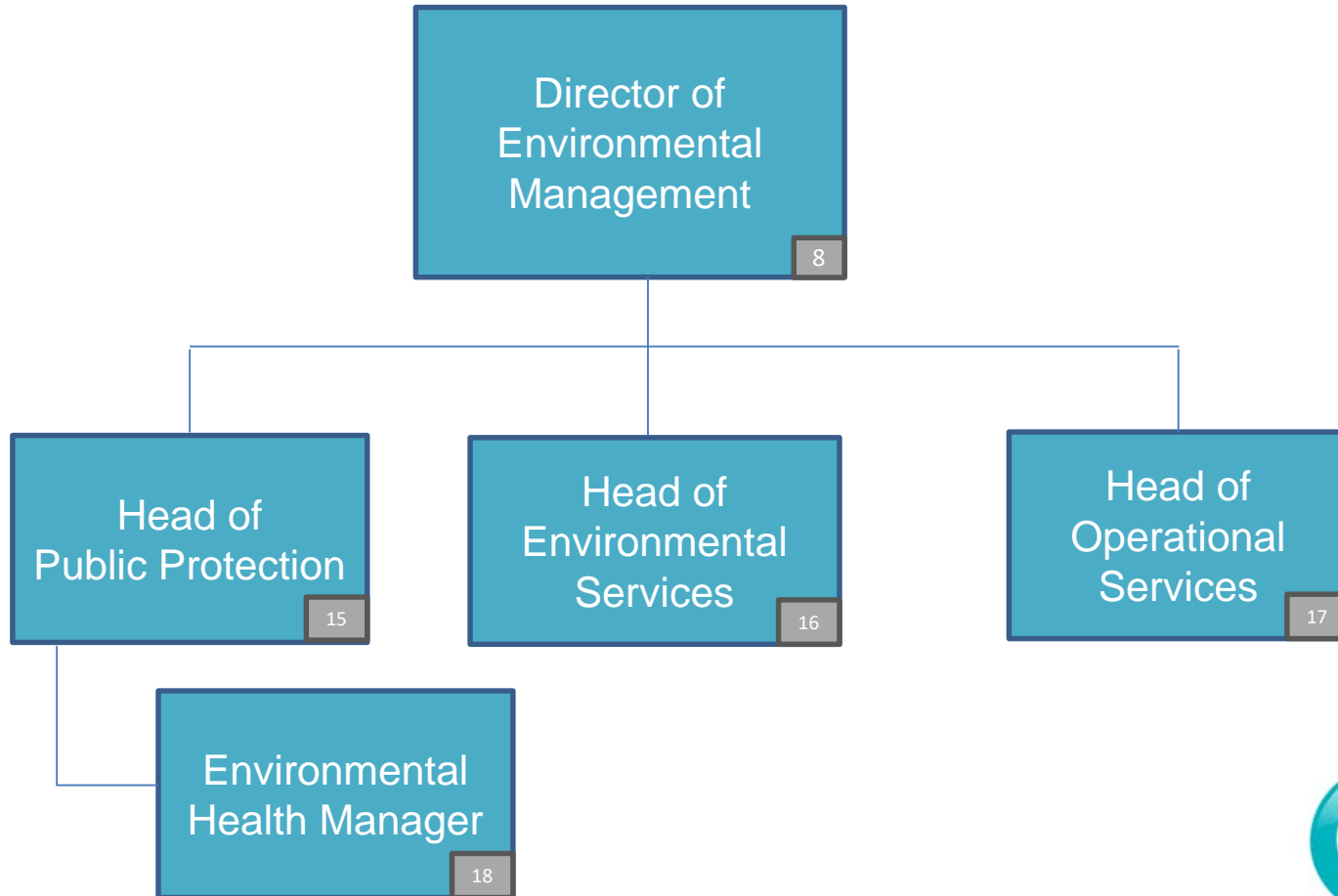
# Appendix 12b - Chart 1 – Family Tree of Officers Earning over £50,000 Chief Executive's



Last update: January 2020

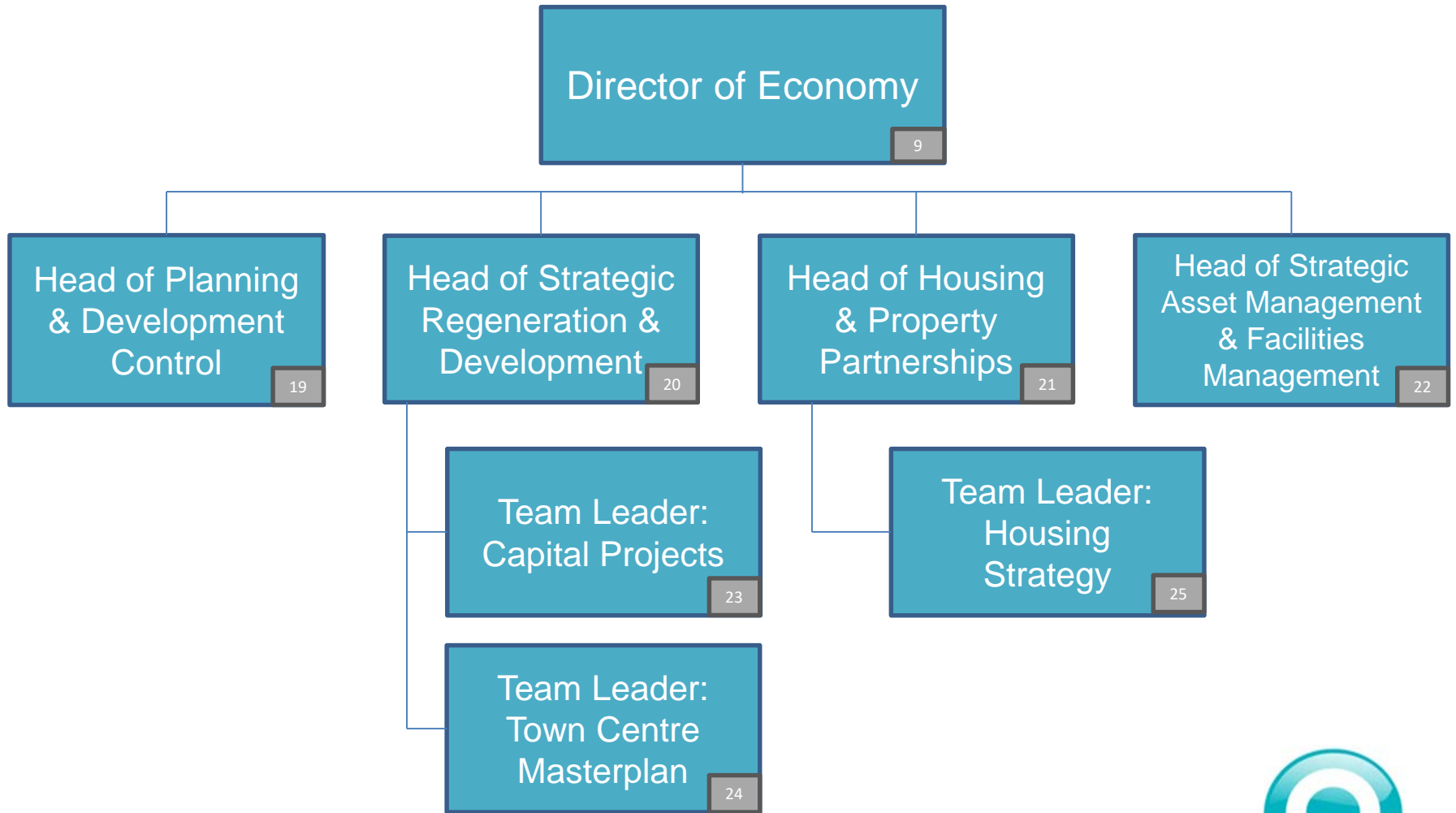


# Roles within the People & Place Directorate earning £50,000+ (Page 1 of 2)



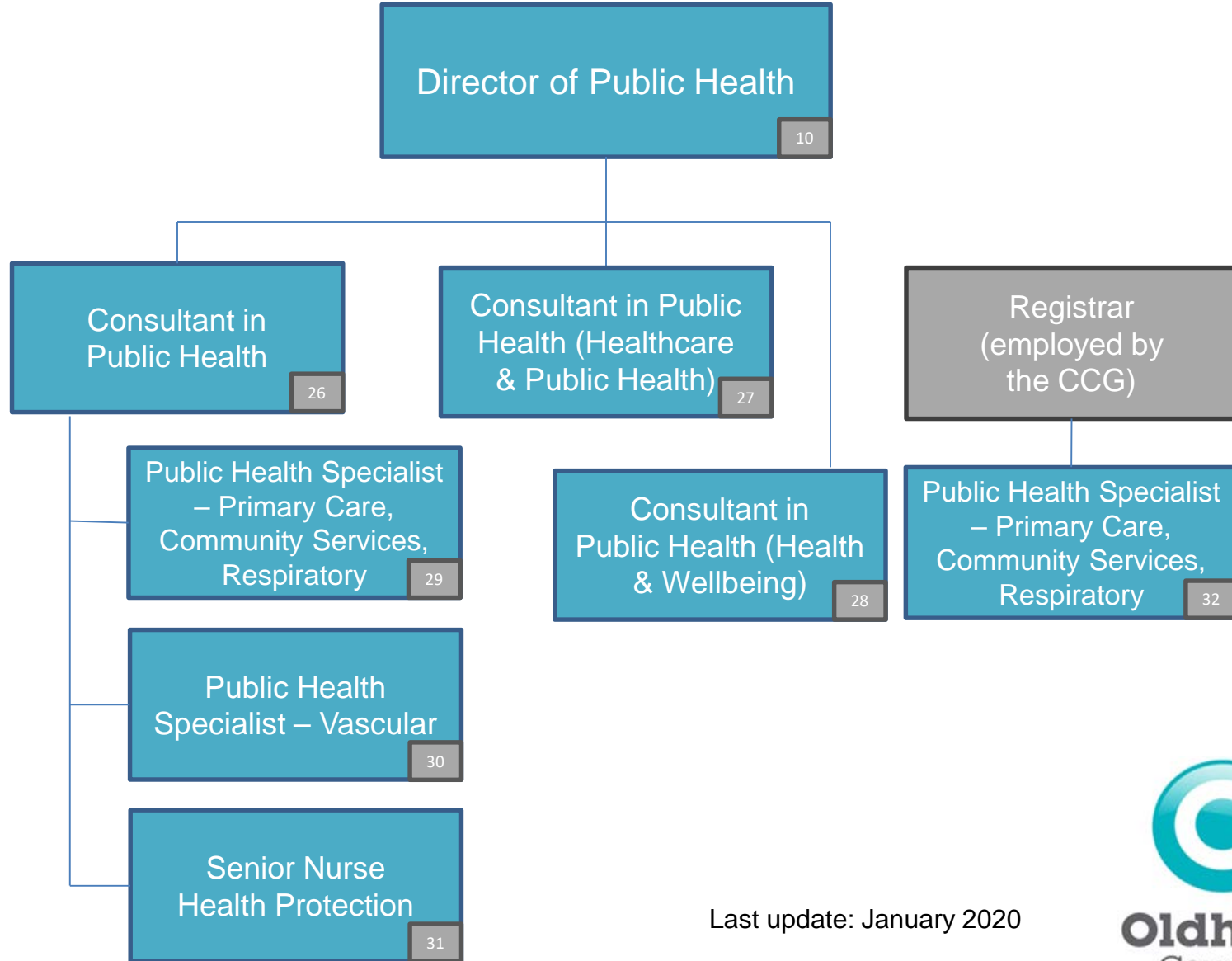
Last update: January 2020

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



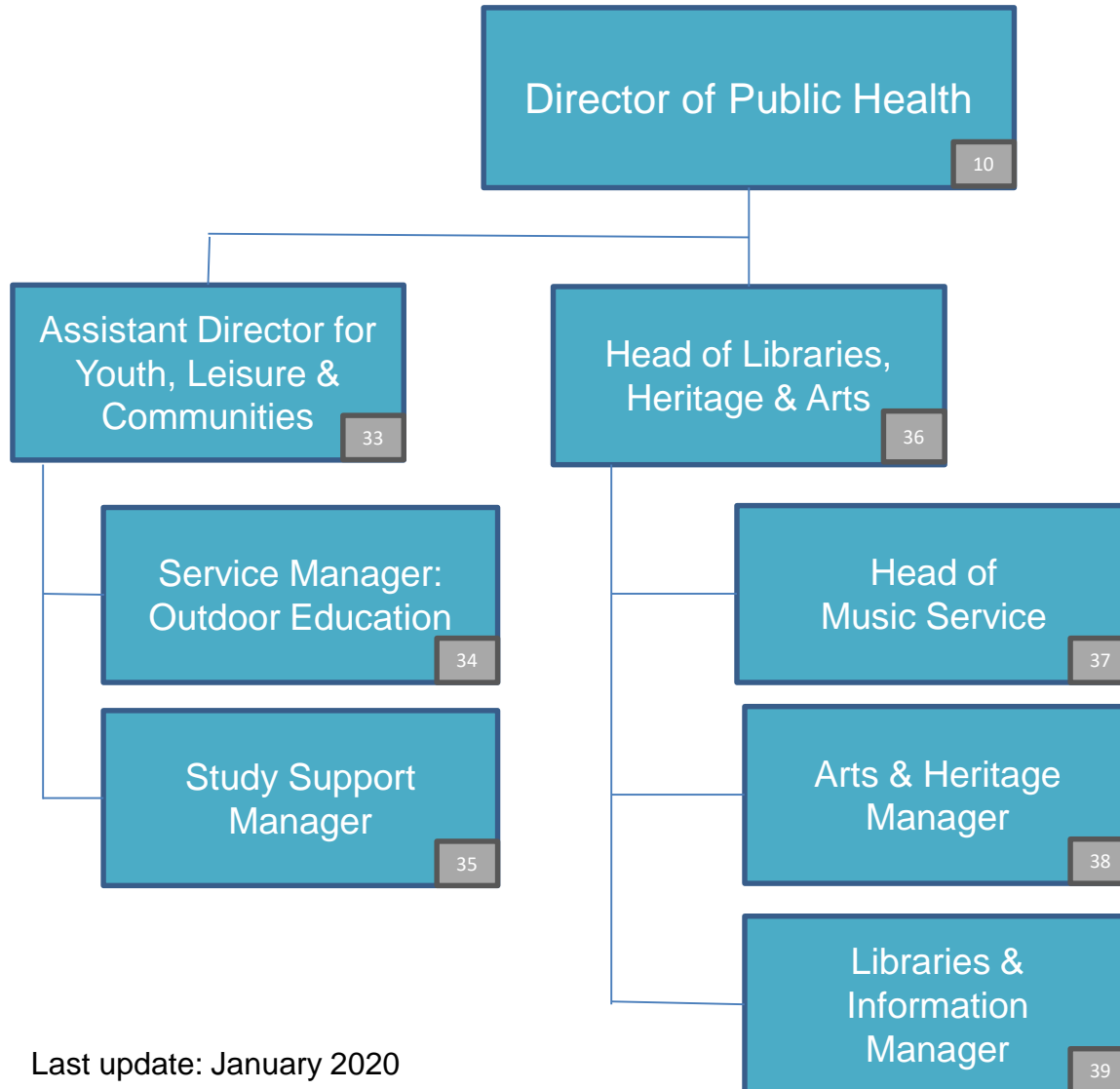
Last update: January 2020

# Roles within the Communities and Reform Directorate earning £50,000 + (Page 1 of 4)



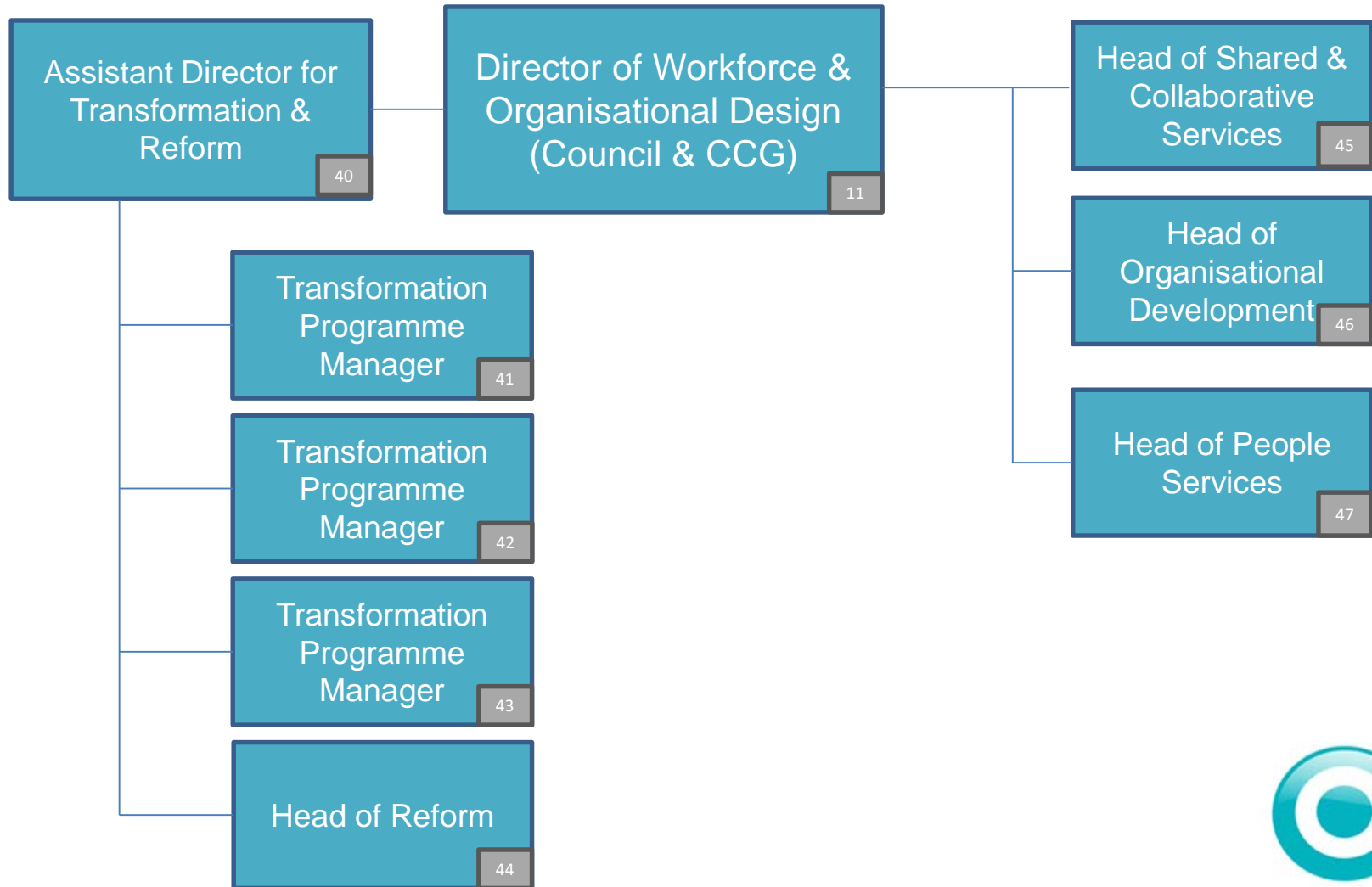
Last update: January 2020

# Roles within the Communities and Reform Directorate earning £50,000 + (Page 2 of 4)



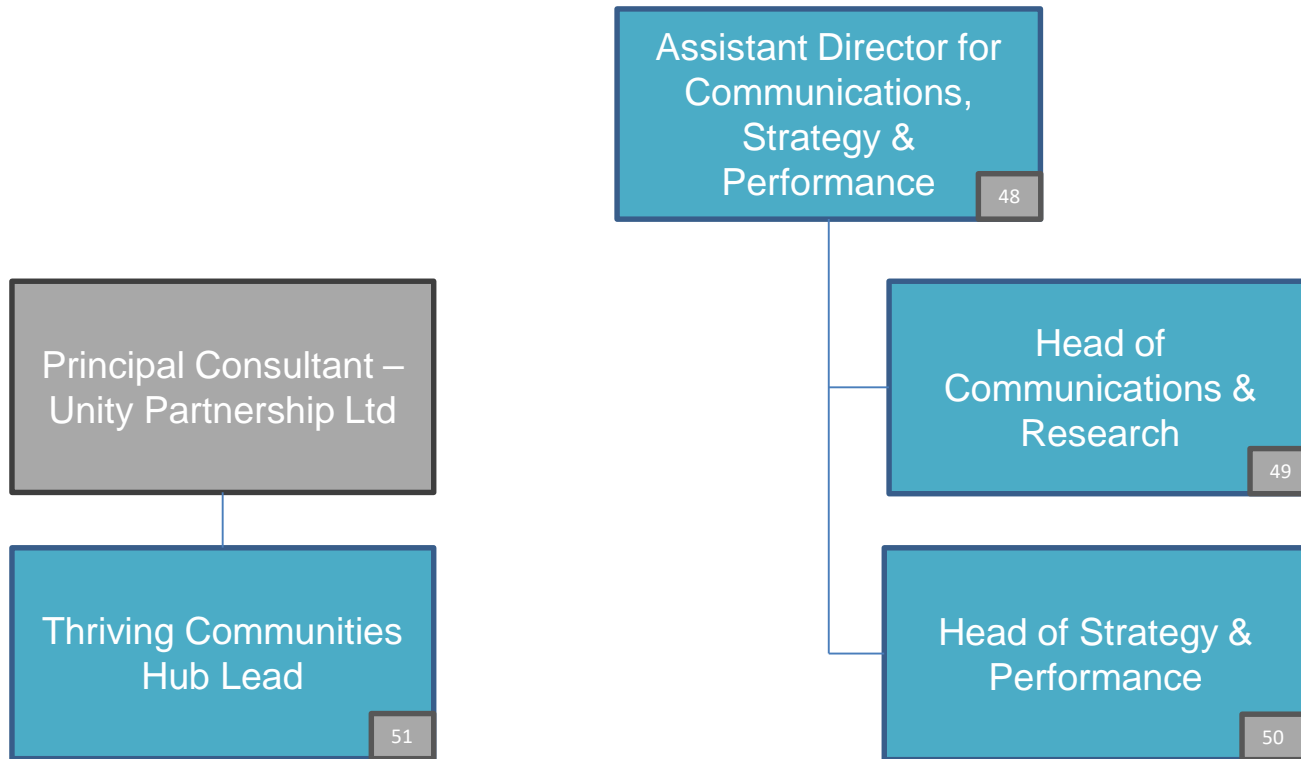
Last update: January 2020

# Roles in the Communities and Reform Directorate earning £50,000+ (Page 3 of 4)



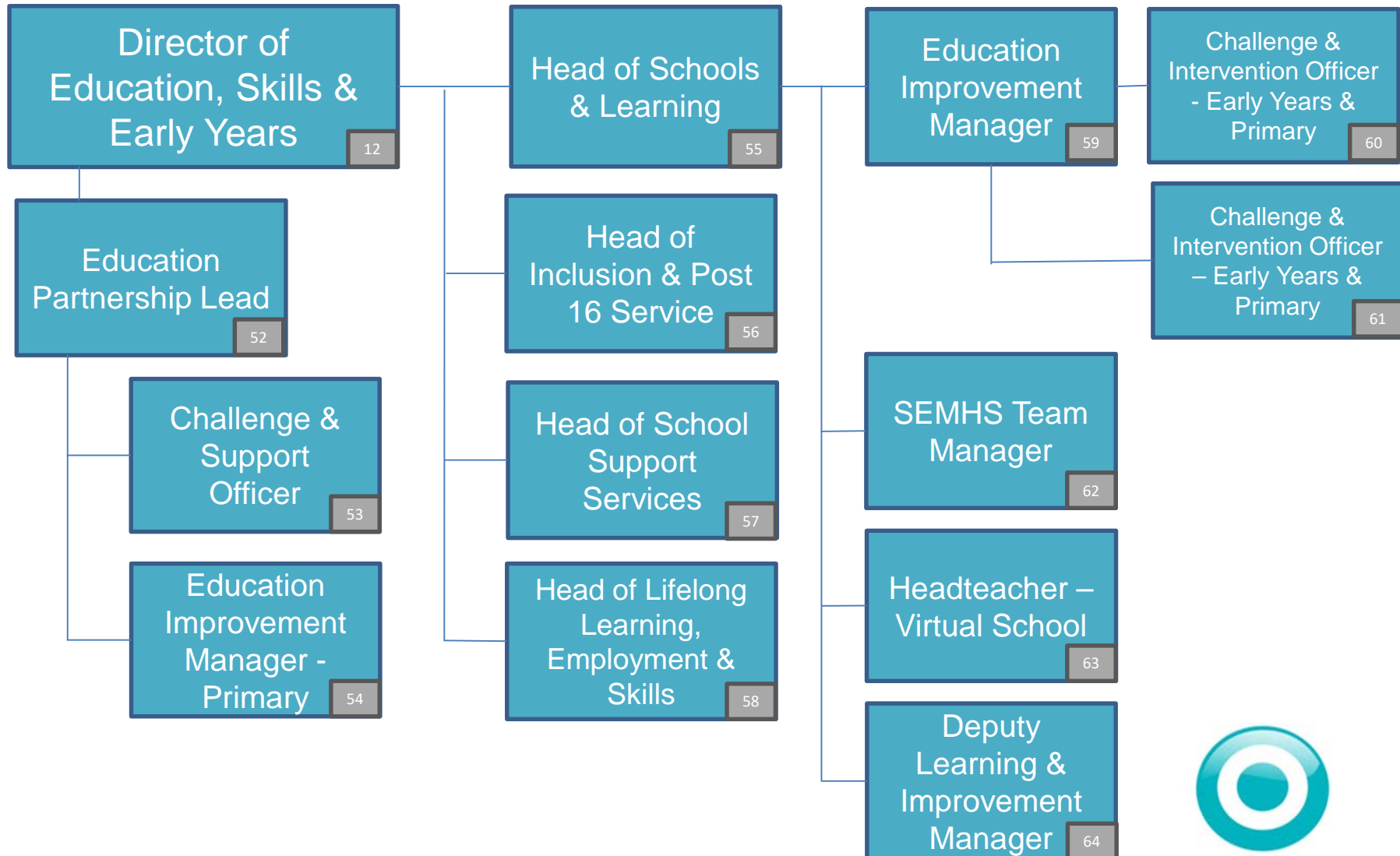
Last update: January 2020

# Roles in the Communities and Reform Directorate earning £50,000+ (Page 4 of 4)



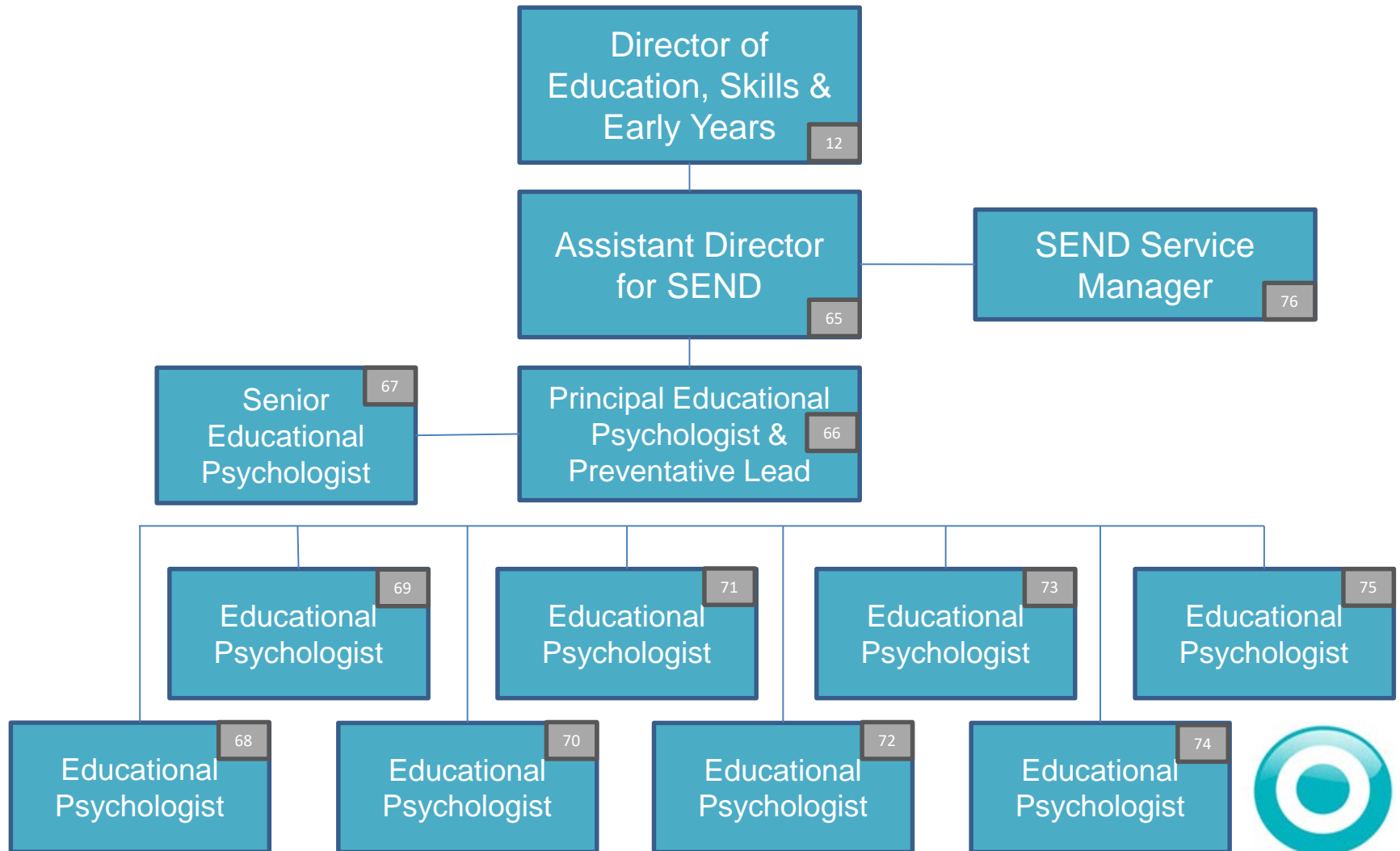
Last update: January 2020

# Roles within the Children and Young People Directorate earning £50,000+ (Page 1 of 3)



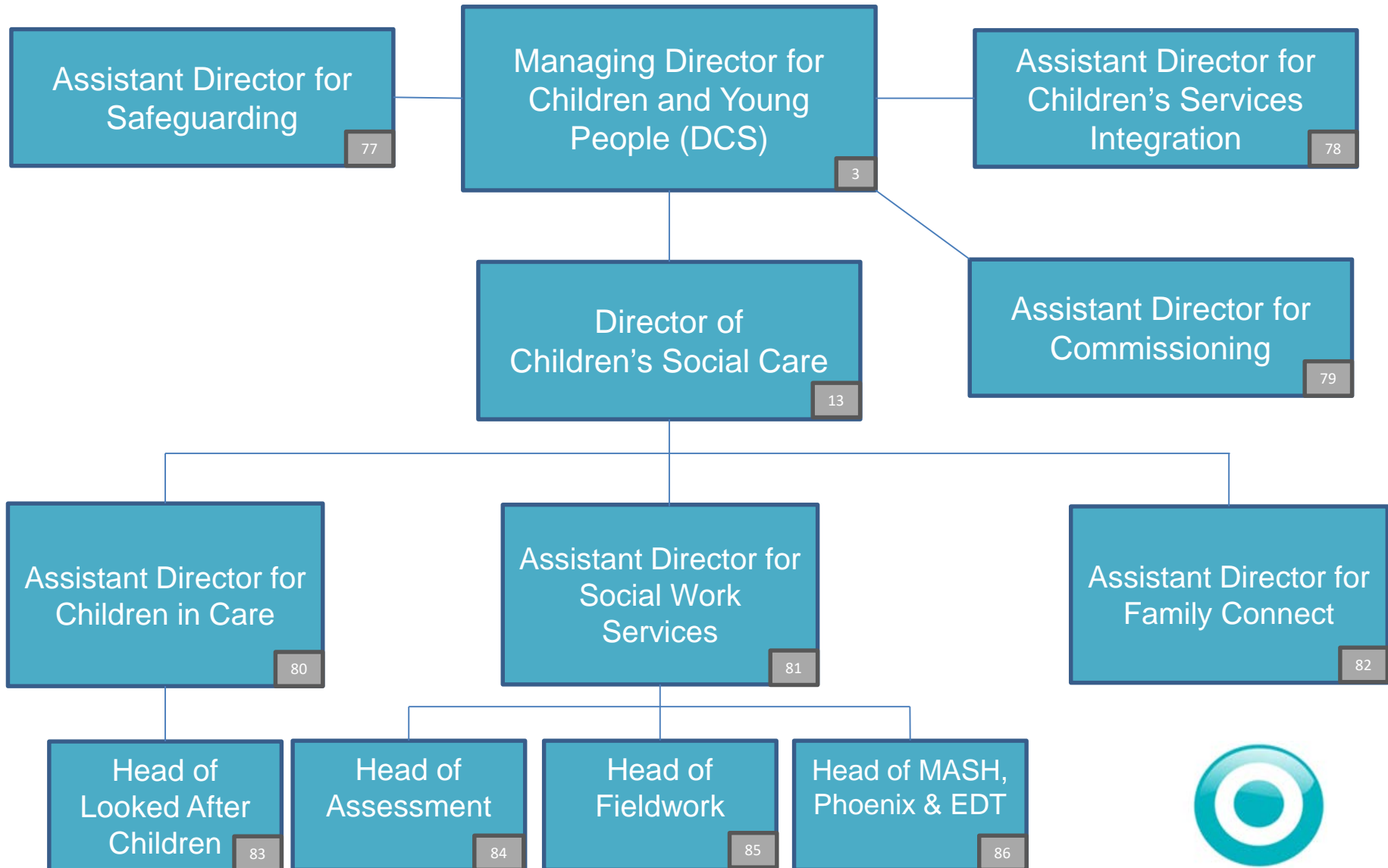
Last update: January 2020

# Roles within the Children and Young People Directorate earning £50,000+ (Page 2 of 3)



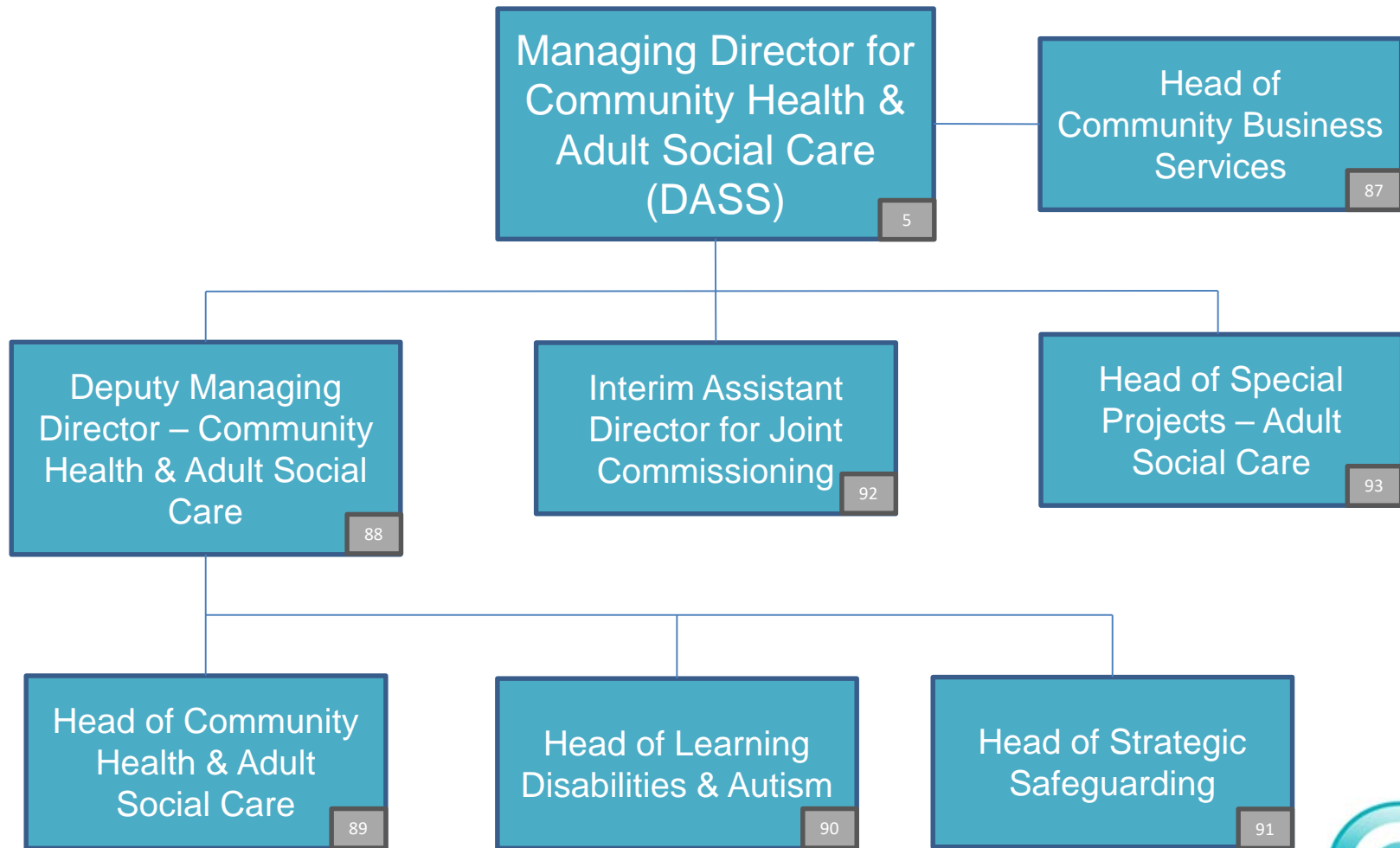


# Roles within the Children and Young People Directorate earning £50,000+ (Page 3 of 3)



Last update: January 2020

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

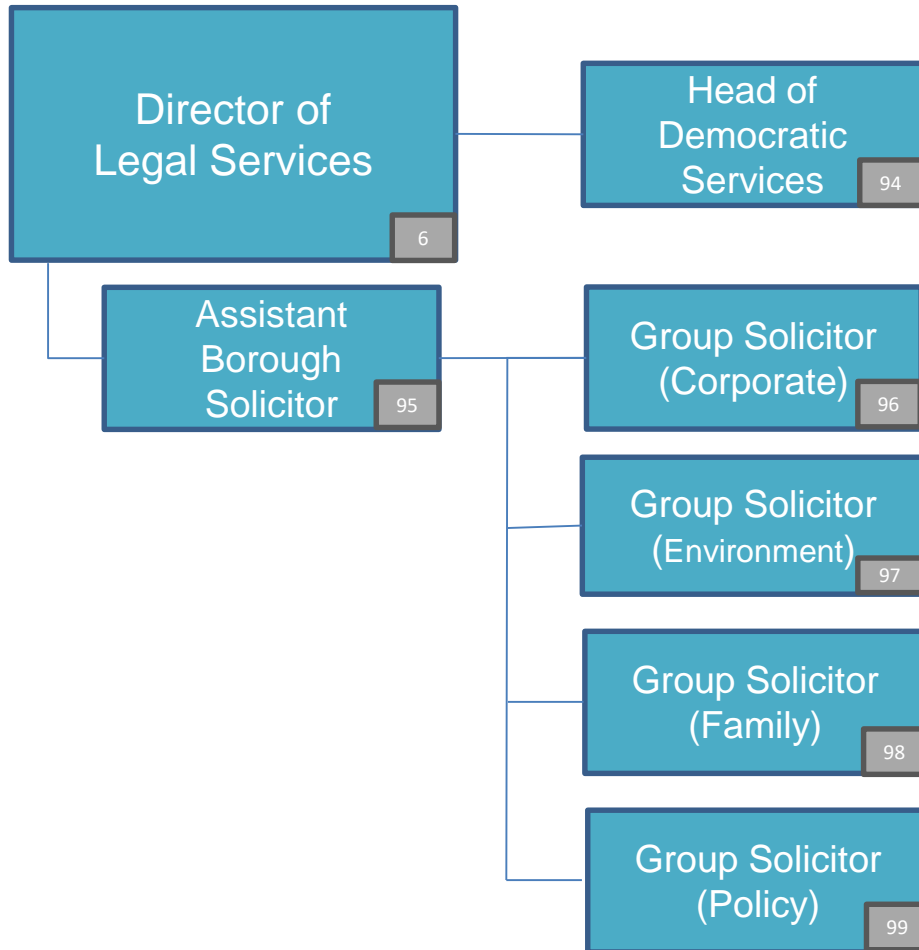


Last update: January 2020



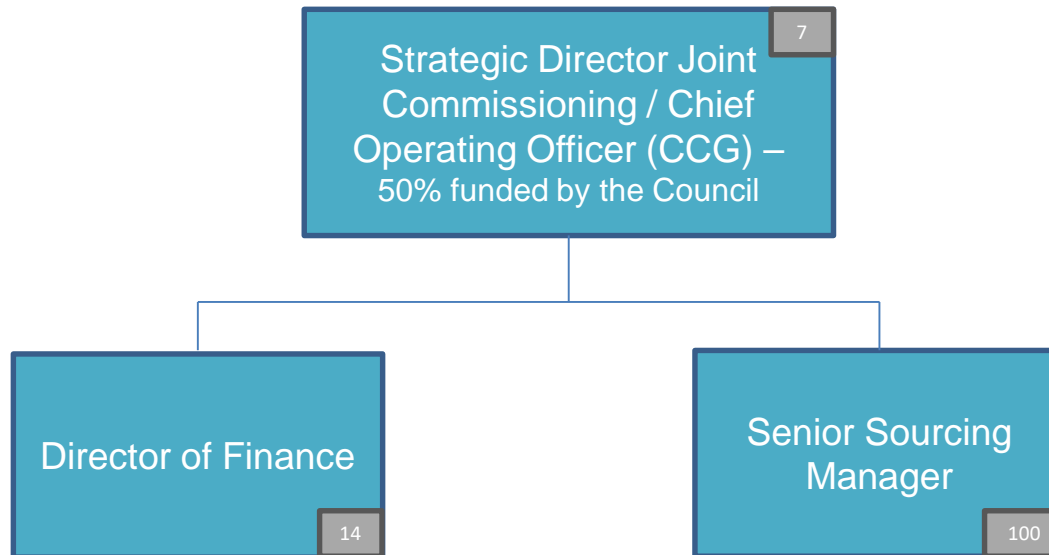
**Oldham**  
Council

# Roles within Legal Directorate earning £50,000+

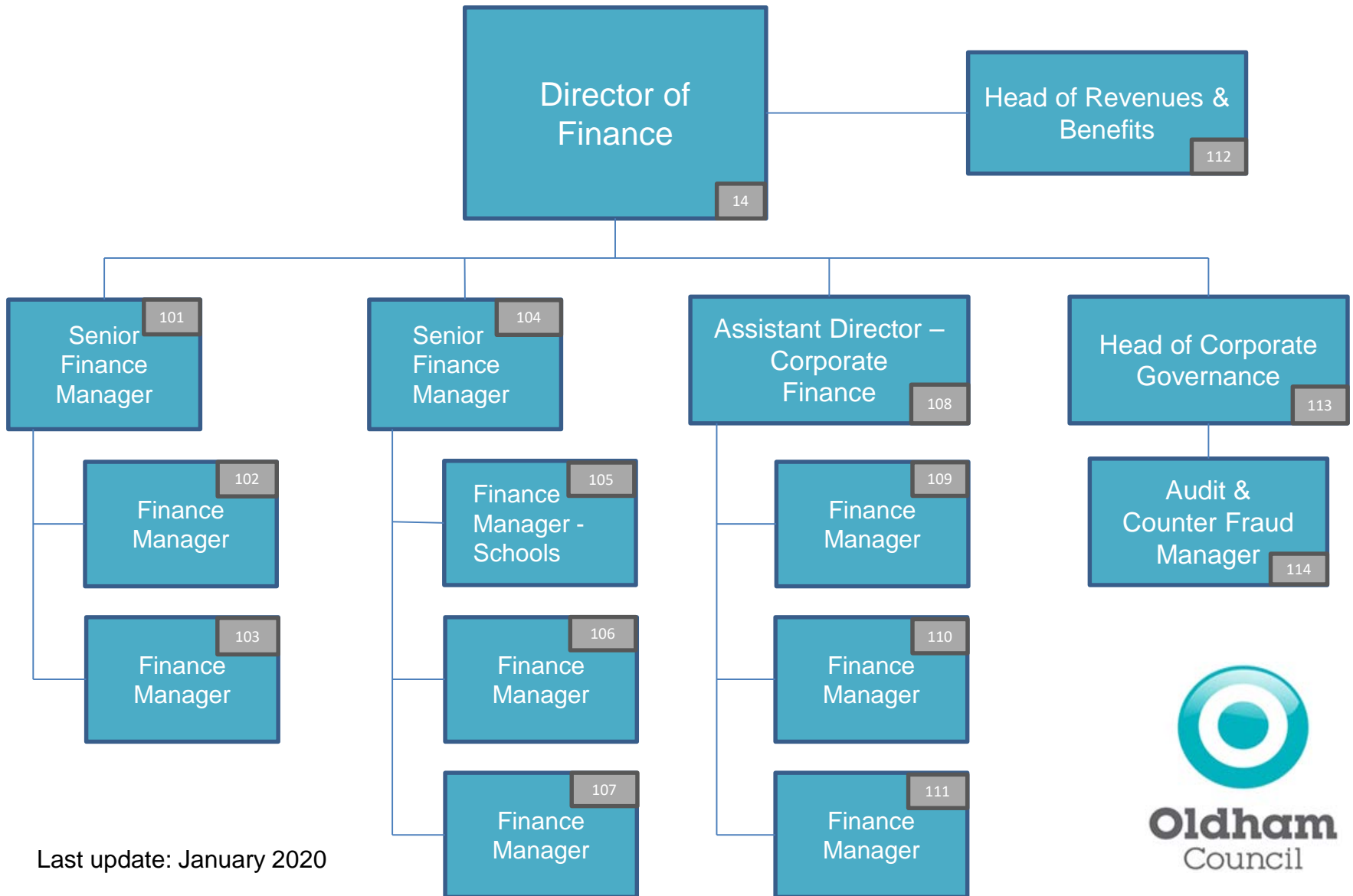


Last update: January 2020

# Roles within Commissioning Directorate earning £50,000+ (Page 1 of 2)



# Roles within the Commissioning Directorate earning £50,000+ (Page 2 of 2)



Last update: January 2020

# Pay Policy Statement Table Two: Salaries expressed as a ratio of the Chief Executive



**Table Two**

**SALARIES EXPRESSED AS A RATIO OF THE CHIEF EXECUTIVE**

	£	RATIO
CHIEF EXECUTIVE OLDHAM COUNCIL & ACCOUNTABLE OFFICER (NHS OLDHAM CCG)	£180,213	-
MEDIAN SALARY	£23,836	1 : 7.56
MEAN SALARY	£27,522	1 : 6.55
LOWEST SALARY	£17,364	1 : 10.38

Figures are based on full time equivalent salaries and last updated 1 December 2019