

PAY POLICY STATEMENT 2021/22

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 2021/22 the approval will be at the Budget Council meeting of 04 March 2021.
4. Alongside this statement will be full details of all senior employees of 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. This 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 the appendices attached to this Statement may be published during 2021/20 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 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 employees, and to ensure consistency and fairness within its pay structures. Differentials in grades can be objectively justified using analytical 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 current triennial period began on 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 Salaries

16. Under the Accounts and Audit Regulations 2015 (Statutory Instrument 2015/234), the Council already publishes the number of employees where their remuneration was at least £50,000 over the year, in brackets of £5,000. In line with the Local Government Transparency Code 2015, Table 1 states for Directors and above; their grade, type of contract, salary, allowances, services directed and the approximate number of staff they are responsible for. An overview of budget responsibilities can be found in the Council's 'Budget Book', which is published on its website.

17. For other senior managers covered in the scope of this Pay Policy Statement, Table 1 gives details of their pay in brackets of £5,000, grade, services managed and their contract type. Chart 1 shows the organisational chart of the job roles set out in Table 1, which are linked using common job titles.

Chief Officer Remuneration

18. For the purposes of this statement, senior management means ‘chief officers’ as defined within the Localism Act. This includes the Chief Executive, as Head of Paid Service, the Deputy Chief Executive, statutory chief officers, plus chief officers reporting directly to the Chief Executive.
19. 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.
20. 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. Oldham Council does not pay bonus payments.
21. 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.
22. 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.
23. The Chief Executive’s salary does include payment for local election duties and no additional remuneration is made for those duties. Separate payments are received for any returning officer duties arising from parliamentary elections, regional elections and referendums. It should be noted that payments for such elections are not funded by the Council.
24. The Chief Executive is employed on JNC Chief Executive terms and conditions with the overall salary comprising a contribution from the Oldham NHS CCG in fulfilling the role of Accountable Officer. Other chief officers are employed on JNC Chief Officer terms and conditions, as are other senior management posts within the Council. These conditions of service have national collective bargaining to determine their pay rise for the cost of living, which is applied when awarded.

Recruitment Of Chief Officers

25. 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.
26. 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.
27. 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.
28. The selection of a chief officer is made by a panel of Elected Members operating as the Selection Committee, or other constitutionally approved mechanism, and has 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 by the Director of Workforce & Organisational Design (Council & CCG) as the technical adviser in all matters relating to recruitment.
29. Full Council will consider the case for any salary in excess of £100,000, prior to any appointment to the 'chief officer' posts to which 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.
30. 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.

Payments On Termination

31. 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.
32. 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. Payments on termination in relation to a severance package that would exceed £100,000 are subject to approval of full Council.

Lowest Paid Employees

33. 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.
34. Full time hours at Oldham Council are 36 hours and 40 minutes per week for employees on NJC terms and conditions.
35. 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. The Council runs a successful apprenticeship and paid traineeship programme, offering opportunities in a number of different careers across the Council, and these roles are not considered to be within the definition of the 'lowest paid' employees. 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

36. 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 Chief Executive, Deputy Chief Executive, Strategic and Managing Directors and Director of Workforce and Organisational Design as set out in the Council's Scheme of Delegation.

Re-Employment / Re-Engagement Of Former Employees

37. 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.
38. 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

Executive Management Team						2020/21
Job Title	Grade	Salary Range	Contract Type	Additional Payments	Responsibilities:	No. of Employees
Chief Executive, Oldham Council and Accountable Officer (NHS Oldham CCG) <i>Note: 50% of this post is funded by NHS Oldham CCG</i>	Chief Executive	£185,169	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 	2,637
Deputy Chief Executive <i>Note: 20% of this post is funded by Unity Partnership Ltd</i>	Deputy Chief Executive	£130,000 - £140,000	Permanent	–	Executive direction for the following services: <ul style="list-style-type: none"> ▪ Environmental Management ▪ Economy ▪ Regeneration ▪ Interim Managing Director for Unity Partnership Ltd 	1,079
Strategic Director of Communities & Reform	Chief Officer	£122,000 - £130,000	Permanent	–	Executive direction for the following services: <ul style="list-style-type: none"> ▪ Transformation, Human Resources & Organisational Development ▪ Public Health ▪ Communities, Youth & Leisure Services ▪ Libraries, Heritage & Arts ▪ Strategy, Communications, Policy & Performance 	382
Managing Director for Children and Young People (DCS)	Chief Officer	£120,000 - £130,000	Permanent	–	Executive direction for the following services: <ul style="list-style-type: none"> ▪ Statutory Officer for Children's Services (DCS) ▪ Children's social services & Early Help ▪ Education & Early Years, plus Employment & Skills 	772
Managing Director for Community Health & Adult Social Care (DASS) <i>Note: 50% of this post is funded by the Northern Care Alliance NHS Group</i>	Chief Officer	£110,000 - £130,000	Permanent	–	Executive direction for the following services: <ul style="list-style-type: none"> ▪ Statutory Officer for Adult Social Care (DASS) ▪ Community health and social care services including specialist services, i.e. Learning Disabilities & Mental Health ▪ Integrated Commissioning of Adult Social Care (Joint responsibility) ▪ Community Business Services 	241

Executive Management Team

2020/21

Job Title	Grade	Salary Range	Contract Type	Additional Payments	Responsibilities:	No. of Employees
Strategic Director Joint Commissioning / Chief Operating Officer (CCG) <i>Note: 50% of this post is funded by NHS Oldham CCG</i>	NHS	£127,500	Permanent	–	Executive direction for the following services: <ul style="list-style-type: none"> ▪ Corporate Finance, Corporate Financial Planning & Corporate Financial Management ▪ Corporate Governance & Procurement ▪ Integrated Commissioning of Adult Social Care (Joint responsibility) 	100

Senior Managers							2020/21
Directorate	Job Title	Grade	Salary Range	Contract Type	Additional Payments	Responsibilities:	No. of Employees
Chief Executive	Director of Legal Services	Director	£101,205	Permanent	-	Executive direction for the following services: <ul style="list-style-type: none"> Legal Service Statutory Monitoring Officer Constitutional & Democratic Services Registrars Elections & Member Services 	51
People & Place	Director of Environmental Management	Director	£84,658 - £93,411	Permanent & Part-time	£4,129 Additional Hours	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 	439
People & Place	Director of Economy	Director	£84,658 - £93,411	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 	637
Communities and Reform	Director of Public Health	Director	£84,658 - £94,235	Permanent	-	Holds the Statutory role for the Director of Public Health, plus: <ul style="list-style-type: none"> Youth, Leisure, Sports Development & Communities Heritage, Libraries & Arts 	266
Communities and Reform	Director of Workforce & Organisational Design (Council & CCG)	Director	£102,750	Permanent	-	Strategic direction for the following services: <ul style="list-style-type: none"> Workforce Strategy Transformation and Reserve Unity Client for Human Resource Services Organisational Development and Design 	64
Communities and Reform	Assistant Director for Communications, Strategy & Performance	Asst. Director	£72,983 - £81,738	Permanent	-	Management direction for the following services: <ul style="list-style-type: none"> Communications & Research Strategy and Performance 	52

Senior Managers							2020/21
Directorate	Job Title	Grade	Salary Range	Contract Type	Additional Payments	Responsibilities:	No. of Employees
Children and Young People	Director of Education, Skills & Early Years	Director	£84,658 - £93,411	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 	344
Children and Young People	Director of Children's Social Care	Director	£96,585	Permanent	-	Strategic direction for the following services: <ul style="list-style-type: none"> Early Help & Family Connect Children's Social Care Management Children's Commissioning Children's Safeguarding 	428
Community Health & Adult Social Care	Deputy Managing Director - Community Health & Adult Social Care	Asst. Director	£72,983 - £81,738	Permanent	-	Strategic direction for the following services: <ul style="list-style-type: none"> Adult Social Care Learning Disabilities & Mental Health Strategic Safeguarding 	158
Community Health & Adult Social Care	Interim Assistant Director for Joint Commissioning	Asst. Director	£72,983 - £81,738	Acting	-	Management direction for the following services: <ul style="list-style-type: none"> Joint commissioning Develop comprehensive range of evidence based services commissioned with available resource 	16
Legal Services	Assistant Borough Solicitor	Asst. Director	£72,983 - £81,738	Permanent	£5,000 Honorarium for Greater Manchester Combined Authority responsibilities	Management direction for the following services: <ul style="list-style-type: none"> Policy Legal team Community Legal team Environment Legal team Family Legal team 	33
Commissioning	Director of Finance	Director	£101,205	Permanent	-	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"> 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 	94

Senior Managers

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Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
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) - Special Projects and Corporate Priorities
People & Place	Environmental Management	Head of Public Protection	SM1	£65,001 - £70,000	Permanent	£500 - Car Allowance £1,313 - Standby	Management direction for the following services: ▪ Environmental Health ▪ Health & Safety ▪ Trading Standards ▪ Licencing ▪ Building Control
People & Place	Environmental Management	Environmental Health Manager	SM2	£50,001 - £55,000	Permanent	£500 - Car Allowance £4,913 - Standby £3,898 - Additional Hours	Operational direction for the following services: ▪ Environmental Health ▪ Health & Safety
People & Place	Environmental Management	Trading Standards & Licencing Manager	SM3	£50,001 - £55,000	Permanent	£500 - Car Allowance £2,539 - Unsocial Hours Banding £750 - Standby	Operational direction for the following services: ▪ Trading Standards ▪ Licencing ▪ Animal welfare
People & Place	Environmental Management	Response Services Manager	SM3	£50,001 - £55,000	Permanent	£500 - Car Allowance £3,025 - Standby £80 - Plain time	Operational direction for the following services: ▪ First Response Security Services & CCTV ▪ Emergency Planning ▪ Pest Control & Dog Wardens ▪ Home Improvement Equity Loan Scheme
People & Place	Environmental Management	Principal Building Control Manager	SM3	£50,001 - £55,000	Permanent	£500 - Car Allowance	Operational direction for the following services: ▪ Building Regulations ▪ Dangerous Buildings

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Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
People & Place	Environmental Management	Head of Operational Services	SM1	£65,001 - £70,000	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 Strategic Transport Policy Delivery of contracts for the Greater Manchester Combined Authority
People & Place	Environmental Management	Principal Transport & Highways Policy Officer	SM3	£50,001 - £55,000	Permanent	-	Operational direction for the following services: <ul style="list-style-type: none"> Highways and Transport policy and strategy, including public transport Manage the highways client function
People & Place	Environmental Management	Joint Authority Streetlighting PFI Project Manager	SM3	£50,001 - £55,000	Permanent	£500 - Car Allowance	Operational direction for the following services: <ul style="list-style-type: none"> Project management of the streetlighting PFI contract for both Oldham and Rochdale local authorities
People & Place	Environmental Management	Head of Environmental Services	SM1	£65,001 - £70,000	Permanent	£500 - Car Allowance £300 - Standby	Management direction for the following services: <ul style="list-style-type: none"> Parks and open spaces Street Cleansing Countryside Service Cemeteries and crematorium
People & Place	Economy	Head of Planning & Development Control	SM1	£60,001 - £65,000	Interim	-	Management direction for the following services: <ul style="list-style-type: none"> Planning applications & development control Enforce planning contraventions Strategic Planning
People & Place	Economy	Principal Highways Engineer (Planning)	SM3	£50,001 - £55,000	Permanent	£500 - Car Allowance	Assesses highways implications of planning applications and provides appropriate comments, plus co-ordinates highways engineering input into the preparation of planning briefs.
People & Place	Economy	Development Management Team Leader	SM3	£50,001 - £55,000	Permanent	£500 - Car Allowance	Operational direction for the following services: <ul style="list-style-type: none"> Provision of technical input and advice to support the council's planning and development control obligations

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Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
People & Place	Economy	Principal Planning Officer (Strategy)	SM3	£50,001 - £55,000	Permanent	-	Operational direction for the following services: <ul style="list-style-type: none"> Provision of technical input and advice to support the council's strategic planning obligations
People & Place	Economy	Head of Strategic Asset Management & Facilities Management	SM1	£65,001 - £70,000	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 Ltd function including Corporate Landlord Facilities Management, Cleaning, Catering & Car Parking
People & Place	Economy	Catering Manager	SM3	£50,001 - £55,000	Permanent	£500 - Car Allowance	Operational direction for the following services: <ul style="list-style-type: none"> The traded service of School Meals across the Borough as a viable, commercial business
People & Place	Economy	Head of Strategic Regeneration & Development	SM1	£65,001 - £70,000	Permanent	£500 - Car Allowance	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
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"> Managing the Capital Projects team Assisting in the development of the Council's regeneration strategies and managing their implementation through the delivery of a programme of physical regeneration projects
People & Place	Economy	Team Leader: Town Centre Masterplan	SM2	£50,001 - £55,000	Permanent	-	Operational direction for the following services: <ul style="list-style-type: none"> Managing the Town Centre Regeneration team Assisting in the development of the Council's regeneration strategies and managing their implementation through the delivery of a programme of physical regeneration projects

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Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
People & Place	Economy	Principal Regeneration Surveyor	SM3	£50,001 - £55,000	Permanent	-	Provision of specialist property and valuation advice, plus undertake detailed valuations of land and property for development projects, acquisitions and disposals, in addition to managing regeneration projects.
People & Place	Economy	Principal Regeneration Officer	SM3	£50,001 - £55,000	Permanent	£500 - Car Allowance	Implementing the council's regeneration strategy through delivering a programme of physical regeneration projects, undertaking end to end programme management, including project plans, consultation and budget management.
People & Place	Economy	Capital Programmes & Special Projects Manager	SM3	£50,001 - £55,000	Permanent	-	Responsibility for project management of the council's capital investment programme; monitoring milestones, management of budgets and risk, and that outputs are being delivered effectively, plus giving advice to the Capital Investment Partnership Board.
People & Place	Economy	Town Centre & Markets Manager	SM3	£50,001 - £55,000	Permanent	£2,539 - Unsocial Hours Banding	Develop and deliver the strategy for the town centre and Oldham markets from both an operational and commercial excellence perspective to contribute towards the economic prosperity of the Borough.
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
People & Place	Economy	Team Leader: Housing Strategy	SM2	£50,001 - £55,000	Permanent	-	Operational direction for the following services: <ul style="list-style-type: none"> ▪ Managing the Strategic Housing team ▪ Assisting to development the Council's housing strategies and managing their implementation through the delivery of a variety of programmes, contracts and initiatives

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Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
People & Place	Economy	Principal Surveyor - Regeneration	SM3	£50,001 - £55,000	Permanent	£500 - Car Allowance	Provision of specialist property and valuation advice, plus undertake detailed valuations of land and property for development projects, acquisitions and disposals, in addition to managing regeneration projects.
People & Place	Economy	Principal Regeneration Officer	SM3	£50,001 - £55,000	Permanent	£500 - Car Allowance	Implementing the council's regeneration strategy through delivering a programme of physical regeneration projects, undertaking end to end programme management, including project plans, consultation and budget management.
Communities and Reform	Public Health	Head of Covid-19 Test & Trace	SM1	£60,001 - £65,000	Fixed Term	-	Responsible for the design and implementation of the local testing strategy for Covid-19 and the Borough's contact tracing arrangements. Managing the consequences of local outbreaks in complex settings and amongst vulnerable populations, linking in with the national track and trace programme
Communities and Reform	Public Health	Consultant in Public Health	Asst. Director	£80,001 - £85,000 Actual Salary £40,869	Fixed Term	-	Management direction for the following services: <ul style="list-style-type: none"> Provision of 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
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"> 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

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Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
Communities and Reform	Public Health	Public Health Specialist - Vascular	SM2	£50,001 - £55,000 Actual salary £49,247	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
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
Communities and Reform	Public Health	Consultant in Public Health (Healthcare & Public Health)	Asst. Director	£80,001 - £85,000	Permanent	-	Management direction for the following services: <ul style="list-style-type: none"> Provision of 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
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"> Provision of 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

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Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
Communities and 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
Communities and Reform	Public Health	Assistant Director for Youth, Leisure & Communities	Asst. Director	£75,001 - £80,000	Permanent	-	<p>Management direction for the following services:</p> <ul style="list-style-type: none"> ▪ Youth Services ▪ Sports Development and Coaching ▪ Outdoor Education ▪ Study Support ▪ Stronger Communities & Community Cohesion ▪ Community Safety ▪ District Partnerships
Communities and Reform	Public Health	Study Support Manager	Soulbury	£50,001 - £55,000	Permanent	£500 - Car Allowance	<p>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</p>
Communities and Reform	Public Health	Head of Violence Reduction	SM2	£50,001 - £55,000	Seconded	£500 - Car Allowance £650 - Standby	<p>Leading on the development and introduction of a strategic model for partnership responses to serious violence and the community safety element of complex and contextual safeguarding</p>
Communities and Reform	Public Health	Assistant Head of Youth and Leisure	SM3	£50,001 - £55,000	Permanent	£500 - Car Allowance	<p>Operational direction for the following services:</p> <ul style="list-style-type: none"> ▪ Sports development service ▪ Running programmes for schools to encourage healthy lifestyles and provide positive opportunities for young people to be more physically active in their everyday life

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Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
Communities and Reform	Public Health	Youth Service Manager	SM3	£50,001 - £55,000	Permanent	-	Operational direction for the following services: <ul style="list-style-type: none"> ▪ Youth service ▪ Providing opportunities for young people to be actively engaged in decision making through forums such as the Oldham Youth Council, Children in Care Council and Barrier Breakers Group
Communities and Reform	Public Health	Stronger Communities Manager	SM3	£50,001 - £55,000	Permanent	£800 - Standby	Operational direction for the following services: <ul style="list-style-type: none"> ▪ Stronger Communities team ▪ Leading on workstreams relating to community cohesion, working with emerging communities, commissioning third sector infrastructure support and maintaining strong working relationships with key third sector organisations.
Communities and Reform	Public Health	District Co-ordinator	SM3	£50,001 - £55,000	Permanent	£450 - Standby	Operational direction for the following services: <ul style="list-style-type: none"> ▪ Support for Elected Members in their role to be effective local leaders ▪ Services that have been devolved to the district level ▪ Collaboration and partnership development with public and private sector providers including Parish Councils, local businesses, social enterprises, community and voluntary sector organisations
Communities and Reform	Public Health	District Co-ordinator	SM3	£50,001 - £55,000	Permanent	£450 - Standby	Operational direction for the following services: <ul style="list-style-type: none"> ▪ Support for Elected Members in their role to be effective local leaders ▪ Services that have been devolved to the district level ▪ Collaboration and partnership development with public and private sector providers including Parish Councils, local businesses, social enterprises, community and voluntary sector organisations

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Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
Communities and Reform	Public Health	District Co-ordinator	SM3	£50,001 - £55,000	Permanent	-	Operational direction for the following services: <ul style="list-style-type: none"> ▪ Support for Elected Members in their role to be effective local leaders ▪ Services that have been devolved to the district level ▪ Collaboration and partnership development with public and private sector providers including Parish Councils, local businesses, social enterprises, community and voluntary sector organisations
Communities and Reform	Public Health	District Co-ordinator	SM3	£50,001 - £55,000	Permanent	£450 - Standby	Operational direction for the following services: <ul style="list-style-type: none"> ▪ Support for Elected Members in their role to be effective local leaders ▪ Services that have been devolved to the district level ▪ Collaboration and partnership development with public and private sector providers including Parish Councils, local businesses, social enterprises, community and voluntary sector organisations
Communities and Reform	Public Health	District Co-ordinator	SM3	£50,001 - £55,000	Permanent	£450 - Standby	Operational direction for the following services: <ul style="list-style-type: none"> ▪ Support for Elected Members in their role to be effective local leaders ▪ Services that have been devolved to the district level ▪ Collaboration and partnership development with public and private sector providers including Parish Councils, local businesses, social enterprises, community and voluntary sector organisations
Communities and Reform	Public Health	District Co-ordinator	SM3	£50,001 - £55,000	Permanent	£450 - Standby	Operational direction for the following services: <ul style="list-style-type: none"> ▪ Support for Elected Members in their role to be effective local leaders ▪ Services that have been devolved to the district level ▪ Collaboration and partnership development with public and private sector providers including Parish Councils, local businesses, social enterprises, community and voluntary sector organisations

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Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
Communities and Reform	Public Health	Head of Libraries, Heritage & Arts	SM1	£65,001 - £70,000	Permanent	-	Management direction for the following services: <ul style="list-style-type: none"> ▪ Library & Lending Services ▪ Local Studies & Archives ▪ Gallery Oldham ▪ Arts development & delivery
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"> ▪ Music in Schools ▪ Music services delivered at the Lyceum Music Centre
Communities and Reform	Public Health	Deputy Head of Music Service	Deputy Head Teacher	£50,001 - £55,000	Permanent	-	Operational direction for the following services: <ul style="list-style-type: none"> ▪ Music in Schools ▪ Music services delivered at the Lyceum Music Centre
Communities and Reform	Public Health	Deputy Head of Music Service	Deputy Head Teacher	£50,001 - £55,000	Permanent	-	Operational direction for the following services: <ul style="list-style-type: none"> ▪ Music in Schools ▪ Music services delivered at the Lyceum Music Centre
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"> ▪ 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
Communities and Reform	Transformation & Reform	Assistant Director for Transformation & Reform	Asst. Director	£90,001 - £95,000	Fixed Term	-	Organisational lead for the Council's outcome led transformation and reform programme, acting as the principal advisor on change and transformation and providing visible leadership to promote an outcome focused approach and innovation in service delivery
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

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Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
Communities and Reform	Transformation & Reform	Transformation Programme Manager	SM2	£50,001 - £55,000	Permanent	£5,753 - Pay Protection	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
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
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
Communities and Reform	Transformation & Reform	Policy & Delivery Manager - Green New Deal	SM3	£50,001 - £55,000	Permanent	-	Preparation of a new strategy that will support the council and the borough to become a centre for environmental excellence, business opportunity and carbon neutrality, in consultation with residents, businesses, partners, staff and Elected Members.
Communities and Reform	People Services	Assistant Director of Organisational Development	AD2	£70,001 - £75,000	Vacant	-	Management direction for the following services: <ul style="list-style-type: none"> ▪ Learning & Development - including leadership, management and apprentices ▪ Organisational development and change management ▪ Workforce design & Remuneration ▪ HR strategy
Communities and Reform	People Services	Assistant Director of HR Operations	AD2	£70,001 - £75,000	Permanent	-	Management direction for the following services: <ul style="list-style-type: none"> ▪ Workforce Metrics and Contract Management ▪ Employment policies ▪ HR advice, case work and business partnering ▪ Recruitment

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Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
Communities and Reform	People Services	Senior Strategic HR Business Partner	SM2	£50,001 - £55,000	Permanent	-	Operational direction for the following services: <ul style="list-style-type: none"> ▪ HR Business Partners ▪ HR advice and casework ▪ Schools HR advice and casework
Communities and Reform	People Services	Strategic HR Business Partner	SM3	£50,001 - £55,000	Permanent	-	Key relationship managers with senior leaders within #TeamOldham, ensuring that there is a clear understanding of business strategy and the operational performance of core business functions being supported by HR, and relating this to the Workforce Strategy.
Communities and Reform	People Services	Strategic HR Business Partner	SM3	£50,001 - £55,000	Permanent	-	Key relationship managers with senior leaders within #TeamOldham, ensuring that there is a clear understanding of business strategy and the operational performance of core business functions being supported by HR, and relating this to the Workforce Strategy.
Communities and Reform	People Services	Workforce Analytics Manager	SM3	£50,001 - £55,000	Permanent	-	Design and development workforce analytical capability, plus contract commissioning and management to support the delivery of #TeamOldham's Workforce Strategy.
Communities and Reform	Communications, Strategy & Performance	Head of Communications & Research	SM2	£50,001 - £55,000	Permanent	-	Management direction for the following services: <ul style="list-style-type: none"> ▪ Corporate communications, research, marketing and media management
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"> ▪ Business intelligence relating to the Borough of Oldham ▪ Performance monitoring of services & service improvement ▪ Support for external inspections & assessment ▪ Strategic policy and business planning

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Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
Communities and Reform	Communications, Strategy & Performance	Corporate Policy Lead	SM3	£50,001 - £55,000	Permanent	-	Management direction for the following services: <ul style="list-style-type: none"> Developing the council's core corporate policies and strategies, including the Corporate & Oldham Plan Oversee the delivery of the council's wider policy function
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
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"> Get Oldham Working Strategies on reducing unemployment Support for Business Growth LifeLong Learning service development & delivery
Children and Young People	Education, Skills & Early Years	Principal Regeneration Officer (Skills & Employment)	SM3	£50,001 - £55,000	Permanent	£500 - Car Allowance	Operational direction for the following services: <ul style="list-style-type: none"> Get Oldham Working Strategies on reducing unemployment and supporting opportunities for apprenticeships and traineeships with organisations across the Borough
Children and Young People	Education, Skills & Early Years	Principal Regeneration Officer (Investment)	SM3	£50,001 - £55,000	Permanent	£500 - Car Allowance	Works with a wide range of investors, developers and operators, promoting investment opportunities and infrastructure, working to speed up the development process, minimise risk and ensure delivery of bold, ambitious and high quality developments
Children and Young People	Education, Skills & Early Years	Principal Investment Officer	SM3	£50,001 - £55,000	Permanent	-	Works with a wide range of investors, developers and operators, promoting investment opportunities and infrastructure, working to speed up the development process, minimise risk and ensure delivery of bold, ambitious and high quality developments

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Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
Children and Young People	Education, Skills & Early Years	Head of Schools & Learning	Soulbury	£75,001 - £80,000	Permanent	£500 - Car Allowance £4,114 - Honorarium	Management direction for the following services: <ul style="list-style-type: none"> ▪ Early Years Improvement ▪ School Improvement ▪ Virtual School for Looked After Children
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"> ▪ 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
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
Children and Young People	Education, Skills & Early Years	Challenge & Intervention Officer - Early Years & Primary	Soulbury	£50,001 - £55,000 Actual Salary £42,570	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
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
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"> ▪ Championing inclusive practices in schools ▪ Leading on policy, practice and funding for post 16 - 25 agenda for SEND • Oversight of the Careers Education, Information, Advice and Guidance agenda

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Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
Children and Young People	Education, Skills & Early Years	SEMHS Team Manager	Asst. Head-teacher	£55,001 - £60,000	Permanent	-	<p>Management of the following areas:</p> <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 <p>(SEMHS - Social, Emotional and Mental Health Support)</p>
Children and Young People	Education, Skills & Early Years	Head of School Support Services	SM2	£50,001 - £55,000	Permanent	-	<p>Operational management for the following services:</p> <ul style="list-style-type: none"> ▪ Education information and advice ▪ Academy Conversions ▪ Governor support services
Children and Young People	Education, Skills & Early Years	Chief Executive Officer - Oldham Learning	AD1	£80,001 - £85,000 Actual salary Part Time	Fixed Term	-	<p>Reporting to the Oldham Foundation Learning Board, the role will establish a system-led approach in the Foundation stage of Oldham Learning, providing a strong educational and civic governance. The programme, underpinned by the Government's Opportunity Area Priority 2 initiative, will champion good outcomes for vulnerable children beyond standardised assessments</p>
Children and Young People	Education, Skills & Early Years	Education Improvement Manager - Primary	Soulbury	£60,001 - £65,000	Permanent	-	<p>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</p>

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Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
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"> ▪ Key Local Authority link and support for primary schools before and during OFSTED inspections ▪ Leading on raising standards, attainment and quality in Oldham's schools ▪ Provide advice, support and challenge to schools to raise standards of achievement and improve the quality of education they provide
Children and Young People	Education, Skills & Early Years	Deputy Learning & Improvement Manager	Soulbury	£60,001 - £65,000	Fixed Term	-	Management direction for the following services: <ul style="list-style-type: none"> ▪ Early Years team ▪ Compliance with statutory duties in respect of Early Years
Children and Young People	Education, Skills & Early Years	Assistant Director for SEND	Asst. Director	£70,001 - £75,000	Permanent	-	Management direction for the following services: <ul style="list-style-type: none"> ▪ Special Educational Needs & Disabilities (SEND) ▪ Inclusion ▪ SEN support
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
Children and Young People	Education, Skills & Early Years	Senior Educational Psychologist	Soulbury	£60,001 - £65,000	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
Children and Young People	Education, Skills & Early Years	Educational Psychologist	Soulbury	£55,001 - £60,000 Actual Salary £16,969	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

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Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
Children and Young People	Education, Skills & Early Years	Educational Psychologist	Soulbury	£55,001 - £60,000	Permanent	£500 - Car Allowance £640 - 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
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
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
Children and Young People	Education, Skills & Early Years	Educational Psychologist	Soulbury	£50,001 - £55,000 Actual Salary £43,970	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
Children and Young People	Education, Skills & Early Years	Educational Psychologist	Soulbury	£50,001 - £55,000 Actual Salary £27,450	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
Children and Young People	Education, Skills & Early Years	Educational Psychologist	Soulbury	£50,001 - £55,000 Actual Salary £49,472	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

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Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
Children and Young People	Education, Skills & Early Years	Educational Psychologist	Soulbury	£50,001 - £55,000 Actual Salary £21,978	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
Children and Young People	Education, Skills & Early Years	Educational Psychologist - Looked After Children	Soulbury	£50,001 - £55,000 Actual Salary £30,928	Permanent	-	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
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"> ▪ SEN Assessment ▪ SEN Transport ▪ Visual Impairment, Hearing Impairment, Physical Impairment & QEST teams
Children and Young People	Children's Social Care & Early Help	Assistant Director for Safeguarding	Asst. Director	£70,001 - £75,000	Permanent	-	Management direction for the following services: <ul style="list-style-type: none"> ▪ Independent Reviewing Officers ▪ Safeguarding Partnerships ▪ Practice Hub - Including the Principal Social Worker
Children and Young People	Children's Social Care & Early Help	Head of Independent Review	SM3	£50,001 - £55,000	Permanent	-	Operational direction for the following services: <ul style="list-style-type: none"> ▪ Independent Reviewing Officers
Children and Young People	Children's Social Care & Early Help	Assistant Director for Family Connect	Asst. Director	£80,001 - £85,000	Permanent	-	"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
Children and Young People	Children's Social Care & Early Help	Assistant Director for Quality & Improvement	Asst. Director	£80,001 - £85,000	Fixed Term	-	Responsible for the strategic oversight of improvement across Children's Social Care by leading and reshaping business improvement transformation and contribute towards the continuous improvement of professional practice, standards and service delivery.

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Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
Children and Young People	Children's Social Care & Early Help	Principal Social Worker (Children's)	SM3	£50,001 - £55,000	Permanent	-	Promotes a learning environment where good social work can flourish and standards are maintained to meet the needs of children and their families, through a focus on continuous improvement, reflective practice and continuing professional development.
Children and Young People	Children's Social Care & Early Help	Assistant Director for Children's Services Integration	Asst. Director	£80,001 - £85,000	Fixed Term	-	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
Children and Young People	Children's Social Care & Early Help	Assistant Director for Commissioning	Asst. Director	£80,001 - £85,000	Permanent	-	Management direction for the following services: <ul style="list-style-type: none"> ▪ Placements & Sufficiency Lead ▪ Development & Performance ▪ Planning & Commissioning
Children and Young People	Children's Social Care & Early Help	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"> ▪ Fostering ▪ Adoption ▪ Care Leavers ▪ Residential Children's Services
Children and Young People	Children's Social Care & Early Help	Head of Adoption & Fostering	SM3	£50,001 - £55,000	Permanent	-	Management direction for the following services: <ul style="list-style-type: none"> ▪ Fostering ▪ Adoption
Children and Young People	Children's Social Care & Early Help	Head of Through Care	SM3	£50,001 - £55,000	Permanent	-	Management direction for the following services: <ul style="list-style-type: none"> ▪ Aftercare ▪ Permanence team
Children and Young People	Children's Social Care & Early Help	Assistant Director for Social Work Services	Asst. Director	£80,001 - £85,000	Vacant	-	Management direction for the following services: <ul style="list-style-type: none"> ▪ Children's Social Work Assessment ▪ Children's Social Work Fieldwork ▪ Multi-Agency Safeguarding Hub ▪ Children with Disabilities

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Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
Children and Young People	Children's Social Care & Early Help	Head of Fieldwork	SM2	£50,001 - £55,000	Permanent	-	Operational 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
Children and Young People	Children's Social Care & Early Help	Head of Assessment	SM2	£50,001 - £55,000	Permanent	-	Operational 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
Children and Young People	Children's Social Care & Early Help	Head of MASH, Phoenix & EDT	SM2	£50,001 - £55,000	Vacant	£500 - Car Allowance	Operational direction for the following services: <ul style="list-style-type: none"> Multi Agency Safeguarding Hub (MASH) Phoenix team Emergency Duty Team (EDT)
Children and Young People	Children's Social Care & Early Help	Head of Children with Disabilities	SM3	£50,001 - £55,000	Vacant	-	Operational direction for the following services: <ul style="list-style-type: none"> Children with Disabilities
Community Health & Adult Social Care	Adult Social Care	Head of Community Business Services	SM1	£65,001 - £70,000	Permanent	£500 - Car Allowance £6,824 - Honorarium £1,250 - Standby	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
Community Health & Adult Social Care	Adult Social Care	Head of Mental Health Services	SM1	£60,001 - £65,000	Acting	£500 - Car Allowance £625 - Standby £472 - Bank Holiday	Management direction for the following services: <ul style="list-style-type: none"> Mental Health Integrated Community Services
Community Health & Adult Social Care	Adult Social Care	Head of Adult Social Care	SM1	£60,001 - £65,000	Seconded	-	Management direction for the following services: <ul style="list-style-type: none"> Mental Health Integrated Community Services
Community Health & Adult Social Care	Adult Social Care	Head of Learning Disabilities & Autism	SM1	£60,001 - £65,000	Permanent	£1,175 - Standby £241 - Bank Holiday	Management direction for the following services: <ul style="list-style-type: none"> Learning Disabilities and Autism Hospital team

Senior Managers

2020/21

Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
Community Health & Adult Social Care	Adult Social Care	Head of Strategic Safeguarding	SM1	£60,001 - £65,000	Permanent	£500 - Car Allowance	Management direction for the following services: <ul style="list-style-type: none"> ▪ Adults Safeguarding function across Adults Community Health & Social Care Services ▪ Overseeing the Local Safeguarding Adults Board ▪ Responsibility for Deprivation of Liberty safeguards
Community Health & Adult Social Care	Adult Social Care	Head of Special Projects - Adult Social Care	SM1	£65,001 - £70,000	Permanent	-	Management of the following areas: <ul style="list-style-type: none"> ▪ Implementation of the Supported Housing & Learning Disability Programme ▪ Management of the iBCF ▪ Adult Social Care link to Thriving Communities ▪ MioCare review and oversight of action plan ▪ Change management & general transformation programmes, i.e. Community enablement
Legal Services	Legal Services	Head of Democratic Services	SM2	£50,001 - £55,000	Permanent	-	Management direction for the following services: <ul style="list-style-type: none"> ▪ Constitutional Services ▪ Overview & Scrutiny ▪ Member Support ▪ Mayoral Support
Legal Services	Legal Services	Group Solicitor (Corporate)	SM2	£50,001 - £55,000	Permanent	-	Management of the following team: <ul style="list-style-type: none"> ▪ Corporate Legal team
Legal Services	Legal Services	Group Solicitor (Environment)	SM2	£50,001 - £55,000	Permanent	-	Management of the following team: <ul style="list-style-type: none"> ▪ Environment Legal team
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"> ▪ Family Legal team
Legal Services	Legal Services	Group Solicitor (Civil Litigation)	SM2	£50,001 - £55,000	Permanent	-	Management of the following team: <ul style="list-style-type: none"> ▪ Policy Legal team

Senior Managers

2020/21

Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
Legal Services	Legal Services	Children's Service Lawyer	SM3	£50,001 - £55,000	Permanent	£500 - Car Allowance	Provision of professional advice and legal services in their role as a Solicitor, including advocacy in court, plus preparation and management of cases, drafting and settling legal documentation and conduct of litigation.
Legal Services	Legal Services	Children's Service Lawyer	SM3	£50,001 - £55,000	Permanent	£500 - Car Allowance	Provision of professional advice and legal services in their role as a Solicitor, including advocacy in court, plus preparation and management of cases, drafting and settling legal documentation and conduct of litigation.
Legal Services	Legal Services	Children's Service Lawyer	SM3	£50,001 - £55,000	Permanent	£500 - Car Allowance	Provision of professional advice and legal services in their role as a Solicitor, including advocacy in court, plus preparation and management of cases, drafting and settling legal documentation and conduct of litigation.
Legal Services	Legal Services	Children's Service Lawyer	SM3	£50,001 - £55,000	Permanent	£500 - Car Allowance	Provision of professional advice and legal services in their role as a Solicitor, including advocacy in court, plus preparation and management of cases, drafting and settling legal documentation and conduct of litigation.
Legal Services	Legal Services	Solicitor - Commercial Contracts	SM3	£50,001 - £55,000 Actual Salary £40,630	Permanent	-	Provision of professional advice and legal services in their role as a Solicitor, including advocacy in court, plus preparation and management of cases, drafting and settling legal documentation and conduct of litigation.
Legal Services	Legal Services	Solicitor - Corporate	SM3	£50,001 - £55,000	Permanent	-	Provision of professional advice and legal services in their role as a Solicitor, including advocacy in court, plus preparation and management of cases, drafting and settling legal documentation and conduct of litigation.
Legal Services	Legal Services	Principal Employment Solicitor	SM3	£50,001 - £55,000	Permanent	-	Provision of professional advice and legal services in their role as a Solicitor, including advocacy in court, plus preparation and management of cases, drafting and settling legal documentation and conduct of litigation.

Senior Managers

2020/21

Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
Legal Services	Legal Services	Principal Legal Officer	SM3	£50,001 - £55,000 Actual salary £30,946	Permanent	-	Provision of professional advice and legal services in their role as a Solicitor, including advocacy in court, plus preparation and management of cases, drafting and settling legal documentation and conduct of litigation.
Commissioning	Procurement	Senior Sourcing Manager	SM2	£50,001 - £55,000	Vacant	-	Management support for the following services: <ul style="list-style-type: none"> ▪ Development of procurement practice compliant with associated legislation ▪ Manage all aspects of the Sourcing Lifecycle ▪ Delivery of the Sourcing Strategy
Commissioning	Finance Service	Senior Finance Manager	SM1	£60,001 - £65,000	Vacant	-	Management support for the following services: <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
Commissioning	Finance Service	Finance Manager	SM2	£50,001 - £55,000	Permanent	-	Contribute to: <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
Commissioning	Finance Service	Finance Manager	SM2	£50,001 - £55,000	Permanent	-	Contribute to: <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

Senior Managers

2020/21

Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
Commissioning	Finance Service	Principal Officer - External Funding	SM3	£50,001 - £55,000	Permanent	-	Undertaking searches for external funding to support the aims and ambitions of both the council and of the Borough, ensuring that relevant documentation is submitted to secure and maintain funding throughout the project and undertaking associated programme management activities.
Commissioning	Finance Service	Senior Finance Manager	SM1	£60,001 - £65,000	Permanent	-	Management support for the following services: <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
Commissioning	Finance Service	Finance Manager - Schools	SM2	£50,001 - £55,000	Permanent	-	Contribute to: <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
Commissioning	Finance Service	Finance Manager	SM2	£50,001 - £55,000	Permanent	-	Contribute to: <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

Senior Managers

2020/21

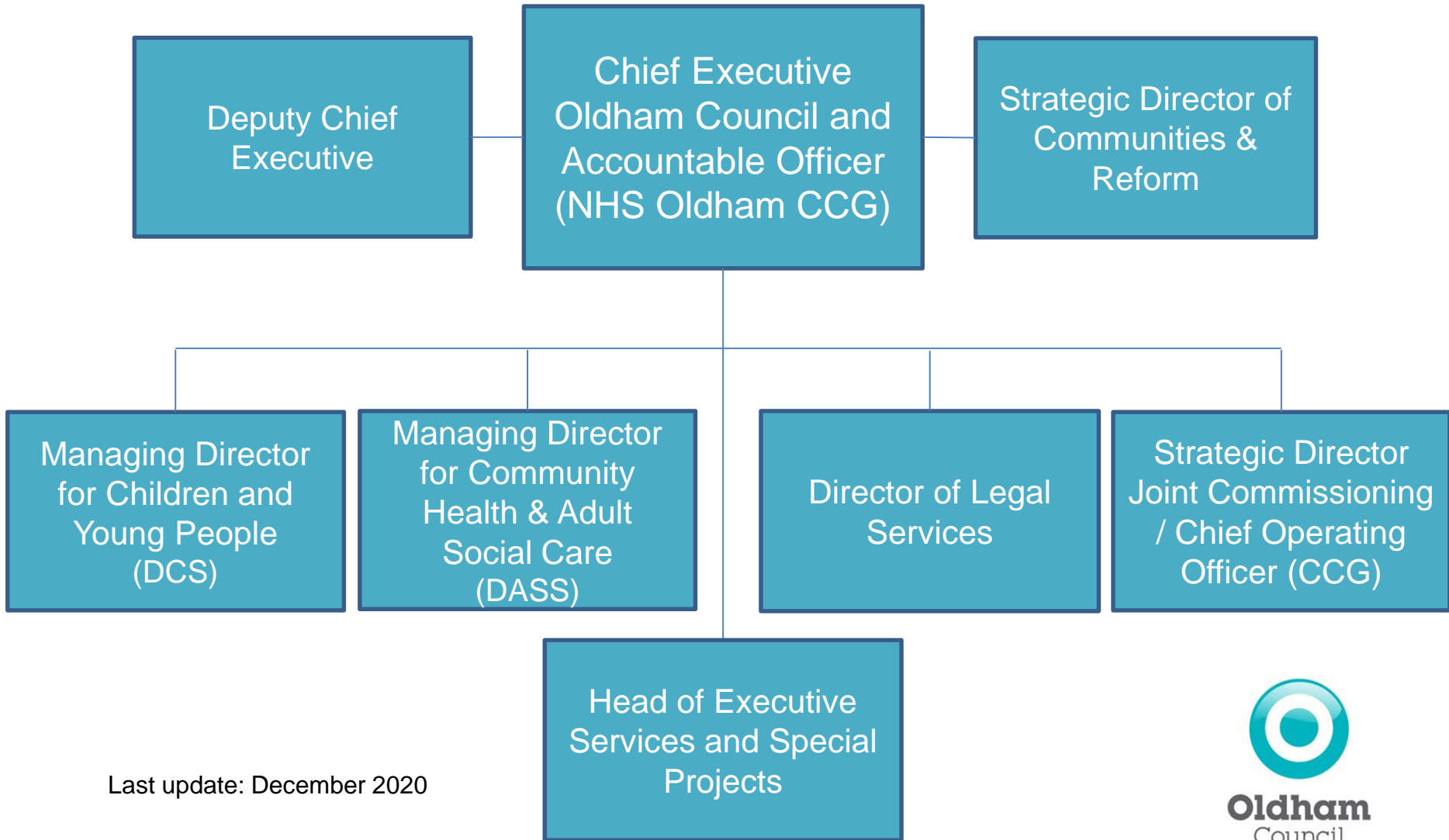
Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
Commissioning	Finance Service	Finance Manager	SM2	£50,001 - £55,000	Permanent	-	Contribute to: <ul style="list-style-type: none"> ▪ Ensuring a robust framework is in place to implement, monitor and 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
Commissioning	Finance Service	Assistant Director - Corporate Finance	Asst. Director	£75,001 - £80,000	Permanent	-	Management direction for the following services: <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
Commissioning	Finance Service	Finance Manager	SM2	£50,001 - £55,000	Permanent	-	Contribute to: <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
Commissioning	Finance Service	Finance Manager	SM2	£50,001 - £55,000	Permanent	-	Contribute to: <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

Senior Managers

2020/21

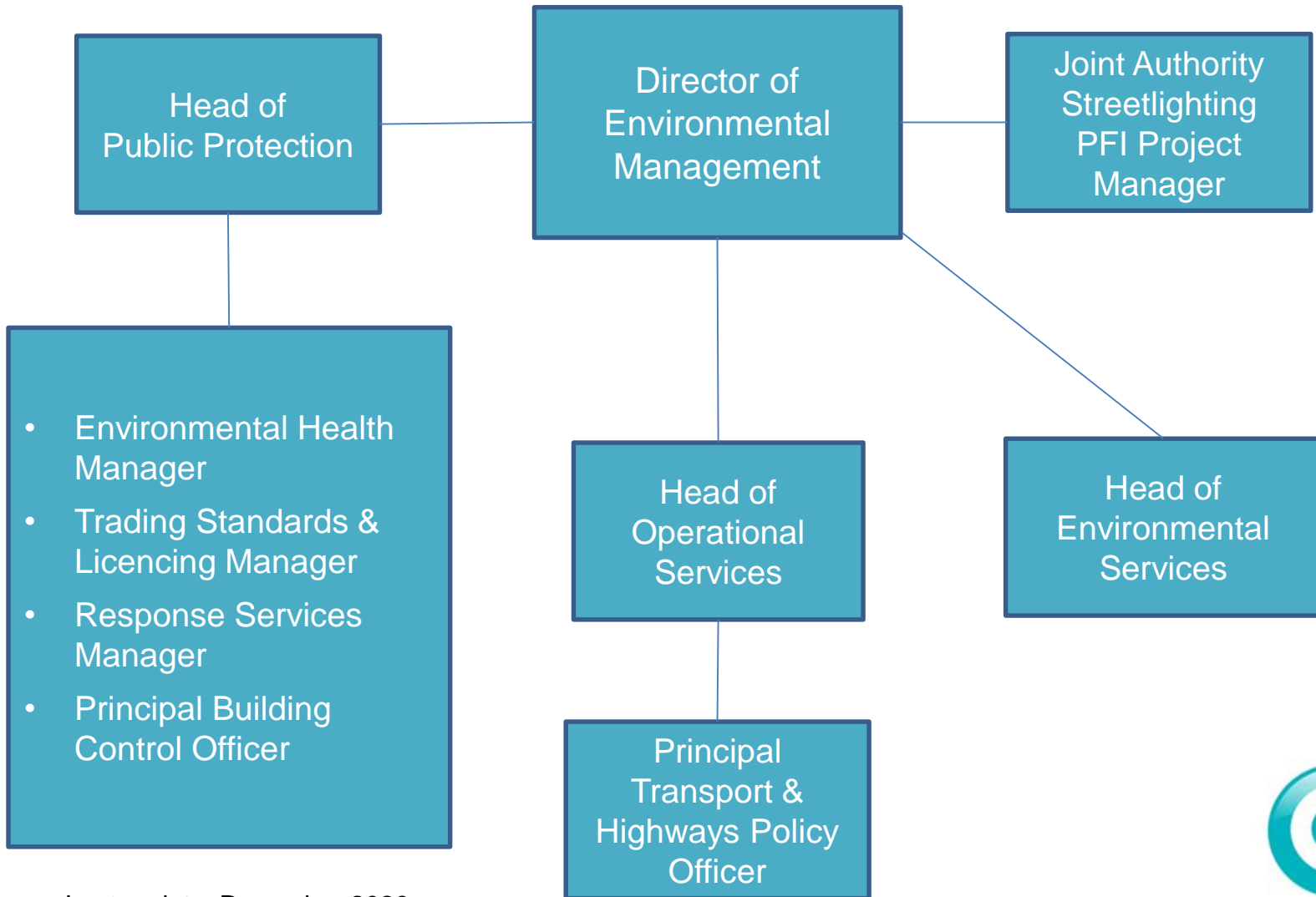
Directorate	Division	Job Title	Grade	Salary Banding	Contract Type	Additional Payments	Responsibilities:
Commissioning	Finance Service	Finance Manager	SM2	£50,001 - £55,000	Permanent	-	Contribute to: <ul style="list-style-type: none"> ▪ Ensuring a robust framework is in place to implement, monitor and 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
Commissioning	Finance Service	Head of Revenues & Benefits	SM1	£60,001 - £65,000	Permanent	-	Management direction for the following services: <ul style="list-style-type: none"> ▪ Client function for Unity Partnership Ltd for Revenue & Benefits ▪ Corporate Complaints ▪ Welfare Rights service
Commissioning	Finance Service	Head of Corporate Governance	SM1	£60,001 - £65,000	Permanent	£5,000 Honorarium for Greater Manchester Combined Authority responsibilities	Management direction for the following services: <ul style="list-style-type: none"> ▪ Audit team ▪ Counter Fraud team ▪ Risk & Insurance ▪ Information Governance ▪ Financial advice and guidance for the Greater Manchester Combined Authority
Commissioning	Finance Service	Audit & Counter Fraud Manager	SM1	£60,001 - £65,000	Vacant	-	Operational management for the following services: <ul style="list-style-type: none"> ▪ Audit team ▪ Counter Fraud team
Commissioning	Finance Service	Insurance Portfolio Manager	SM3	£50,001 - £55,000	Permanent	-	Operational management for the following services: <ul style="list-style-type: none"> ▪ Insurance services - covering a wide range of different policy areas ▪ Corporate risk

Appendix 11b - Chart 1 – Family Tree of Officers salaried over £50,000 Chief Executive's



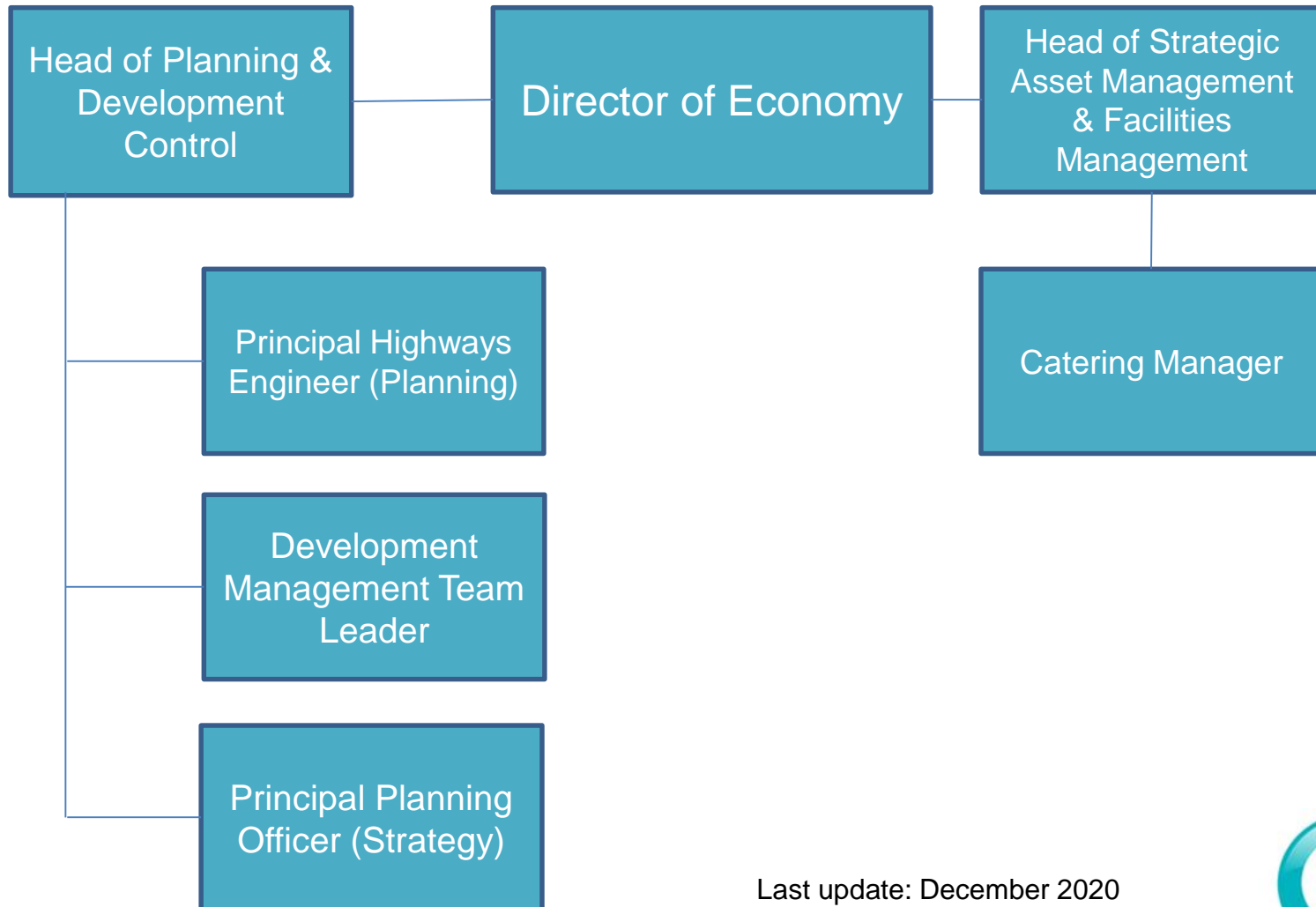
Last update: December 2020

Roles within the People & Place Directorate salaried £50,000+ (Page 1 of 3)



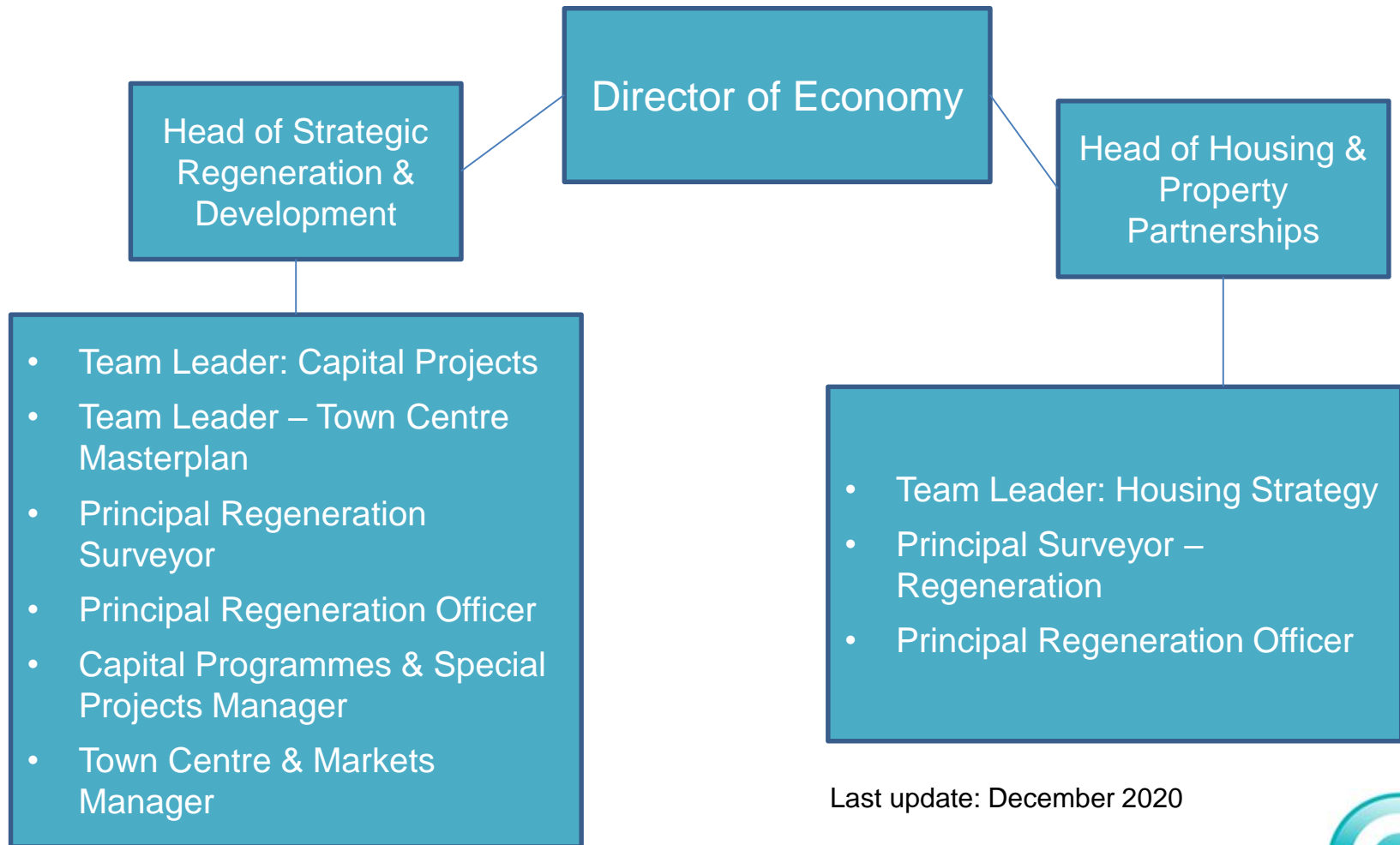
Last update: December 2020

Roles within the People & Place Directorate salaried £50,000+ (Page 2 of 3)



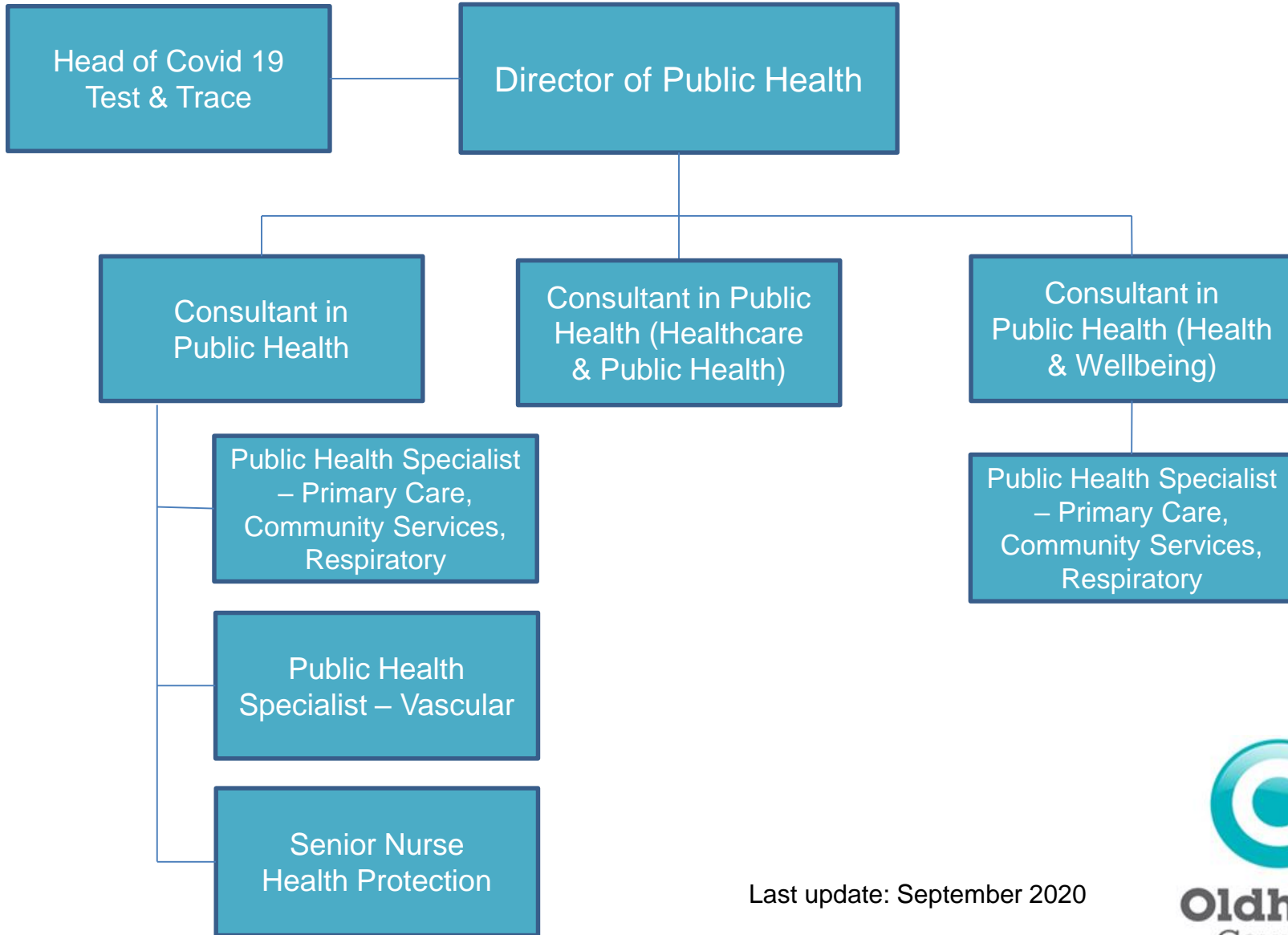
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Roles within the People & Place Directorate salaried £50,000+ (Page 3 of 3)



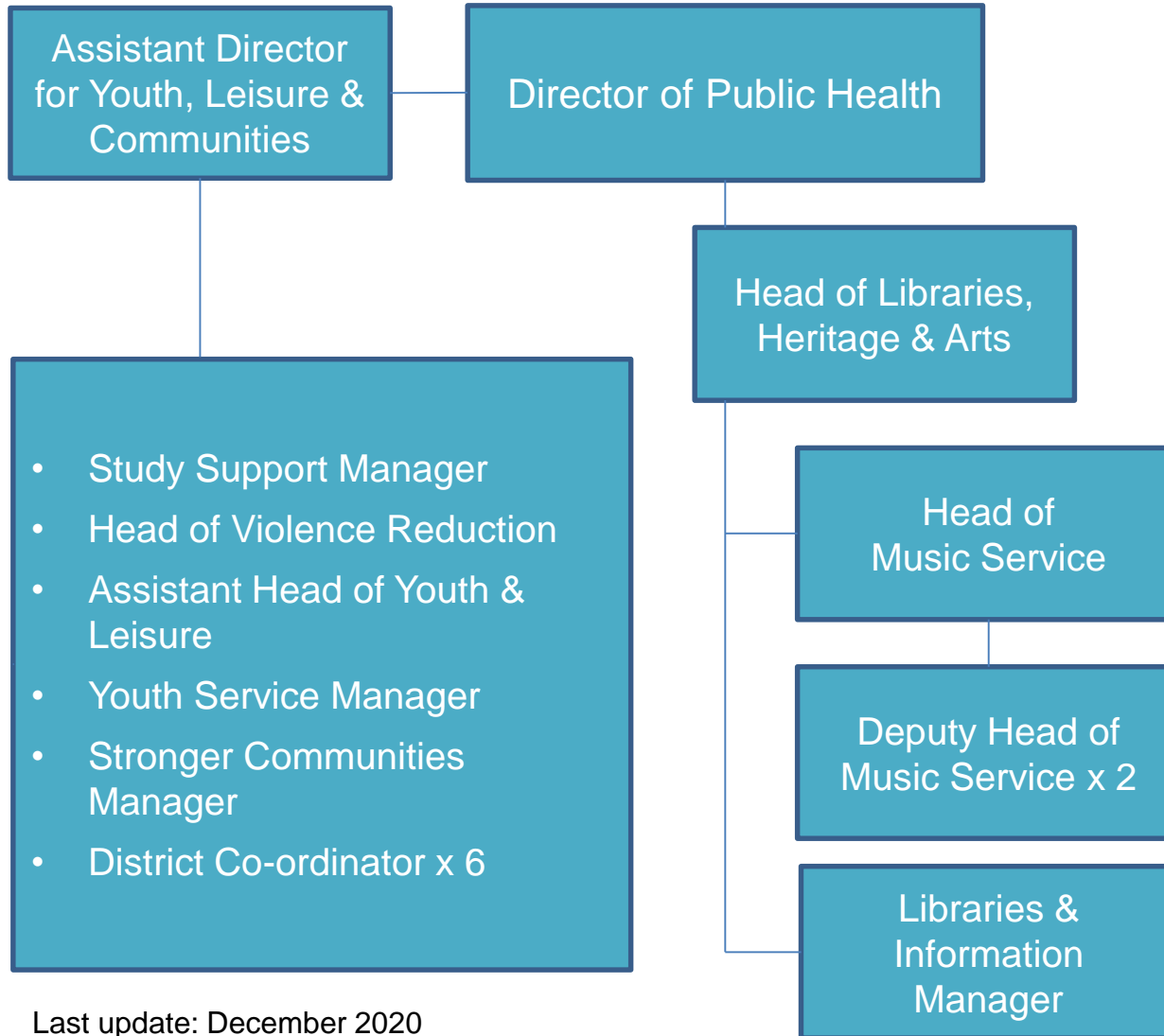
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Roles within the Communities and Reform Directorate salaried £50,000 + (Page 1 of 4)



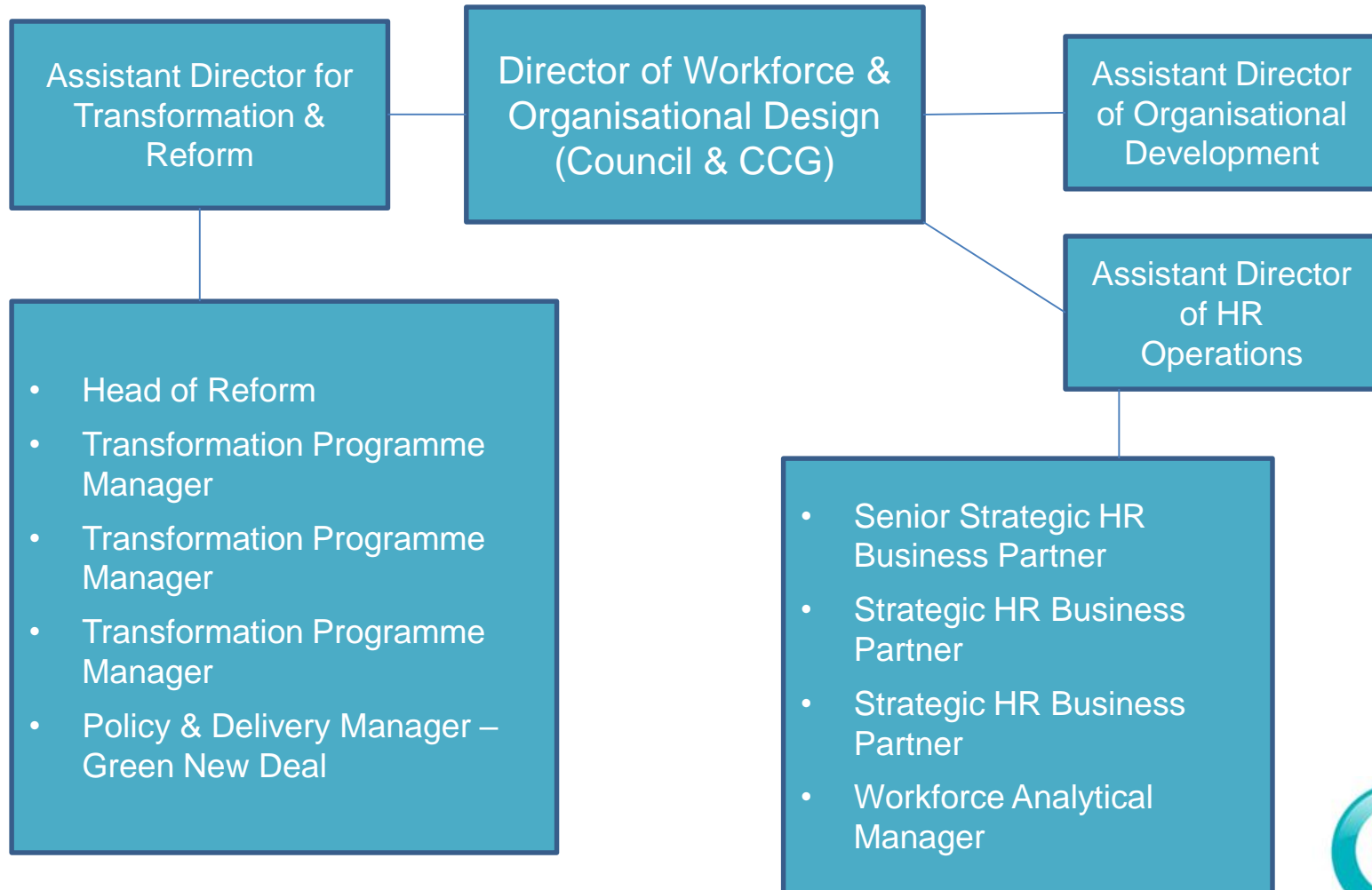
Last update: September 2020

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



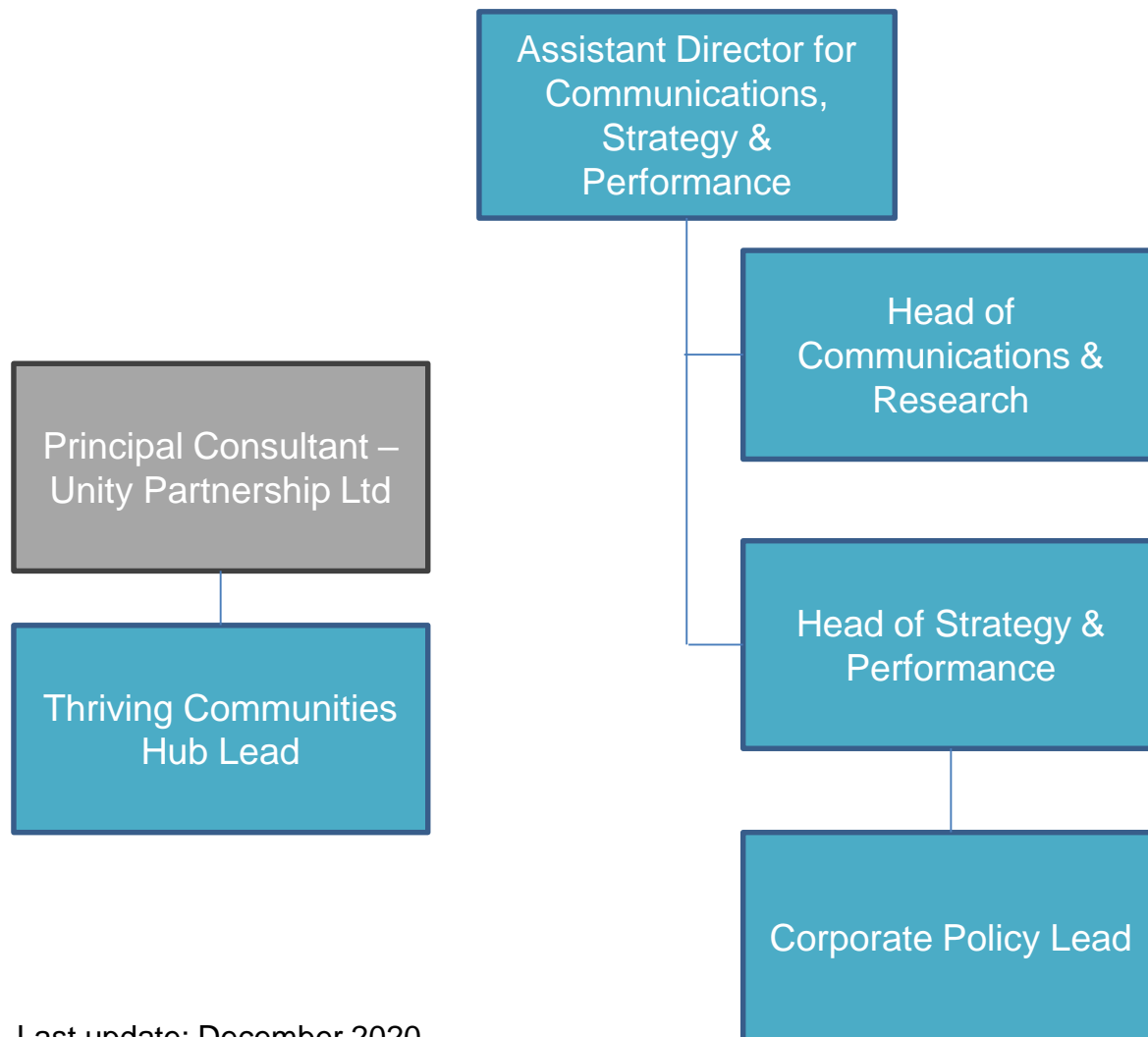
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Roles in the Communities and Reform Directorate salaried £50,000+ (Page 3 of 4)



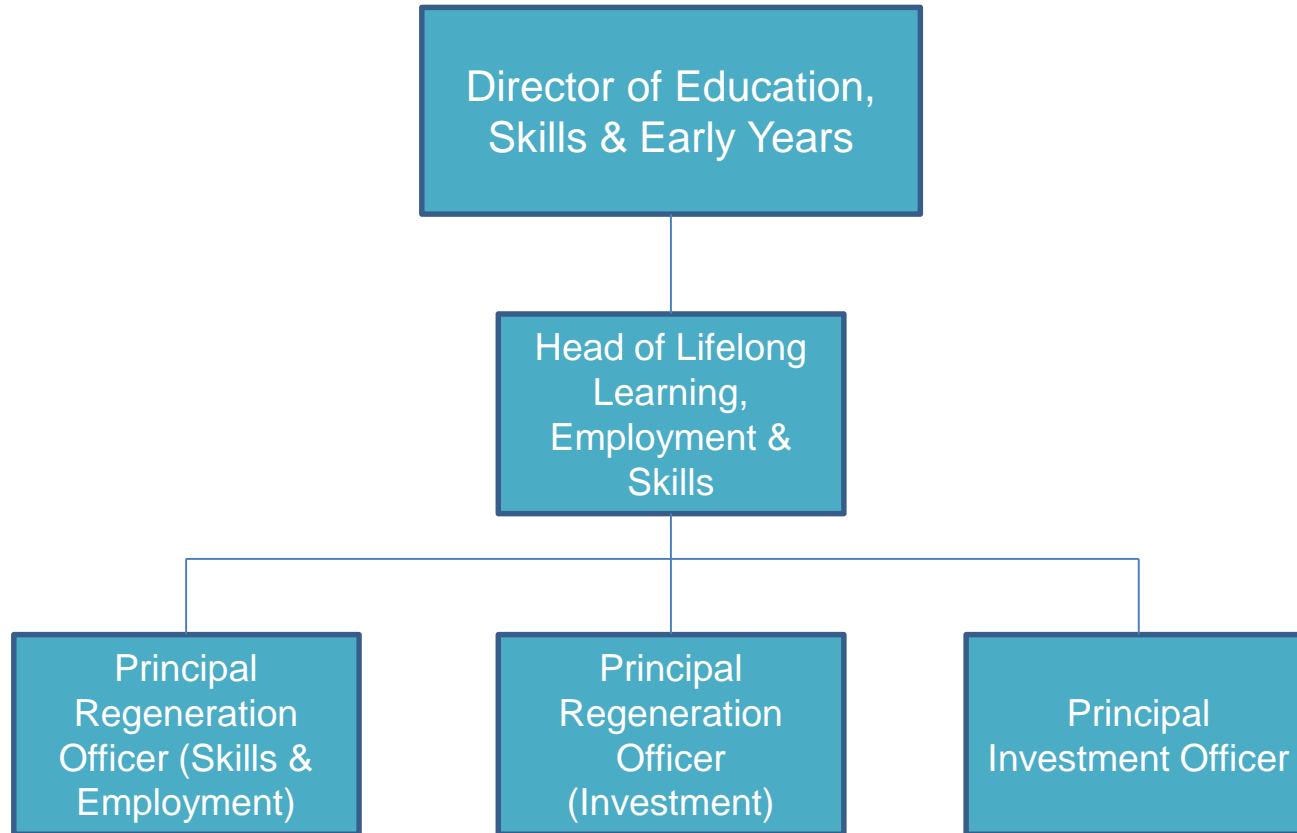
Last update: December 2020

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



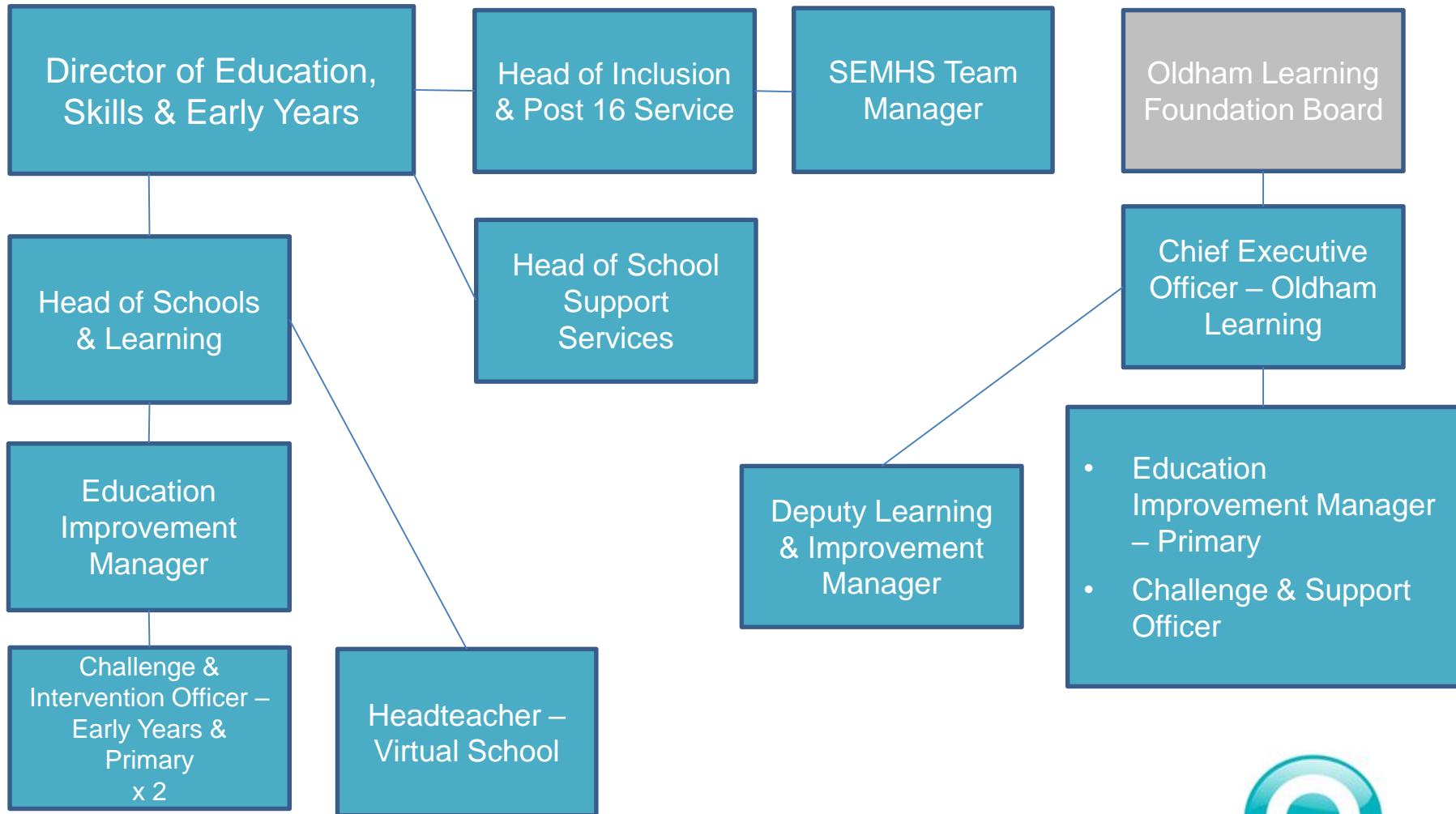
Last update: December 2020

Roles within the Children & Young People Directorate salaried £50,000+ (Page 1 of 5)



Last update: December 2020

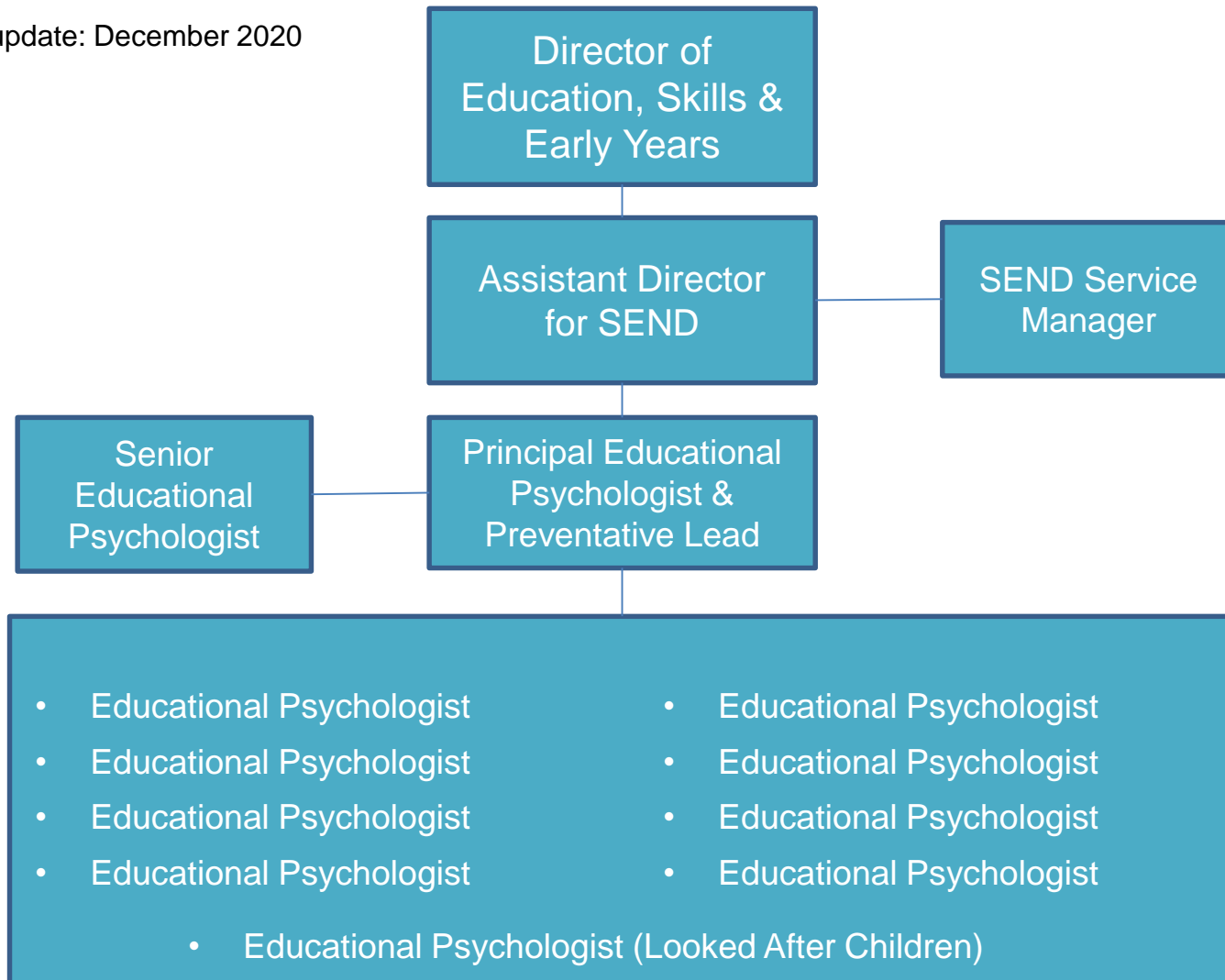
Roles within the Children & Young People Directorate salaried £50,000+ (Page 2 of 5)



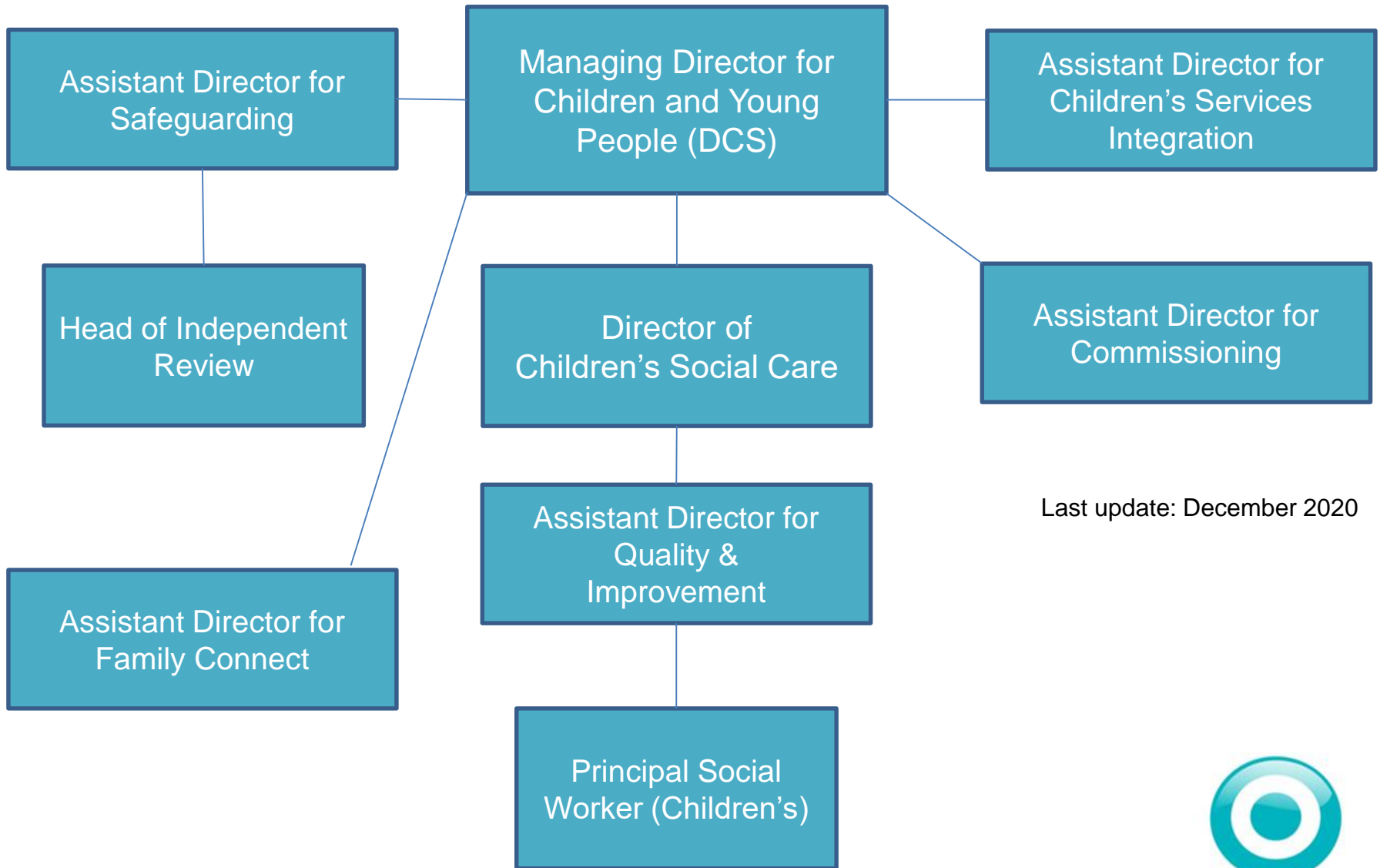
Last update: December 2020

Roles within the Children & Young People Directorate salaried £50,000+ (Page 3 of 5)

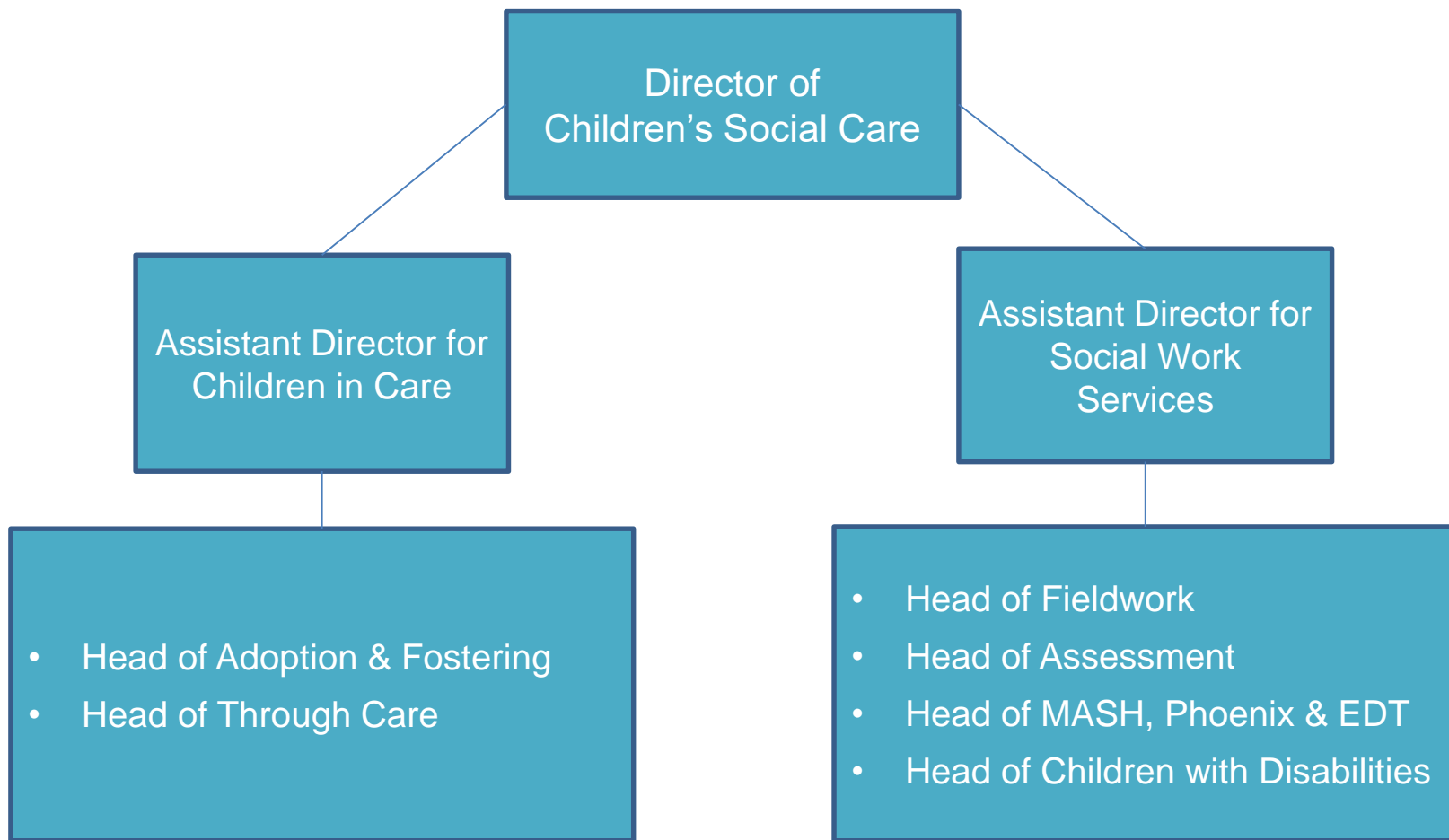
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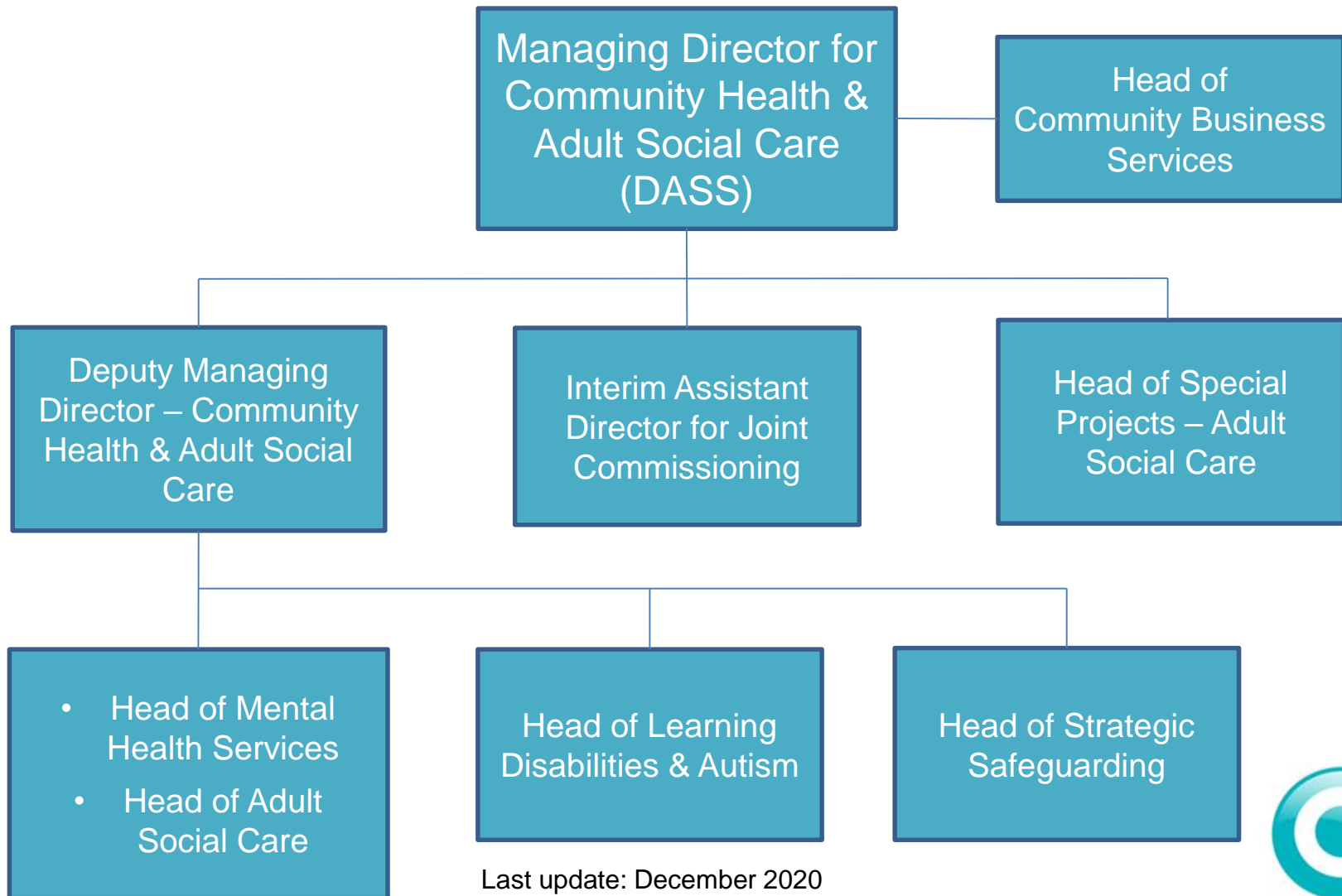
Roles within the Children & Young People Directorate salaried £50,000+ (Page 4 of 5)



Last update: December 2020



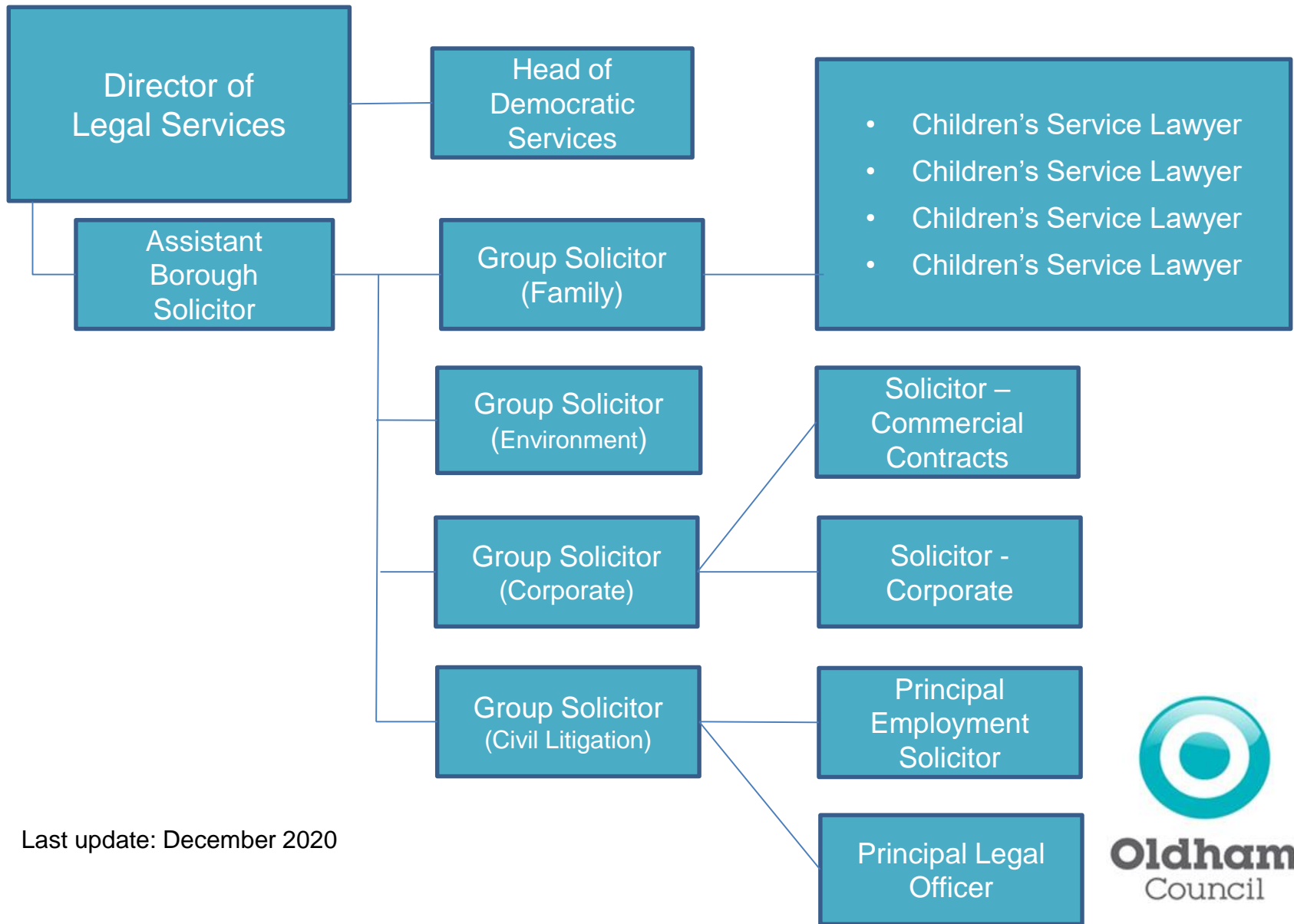
Roles within Community Health & Adult Social Care salaried £50,000+



Last update: December 2020

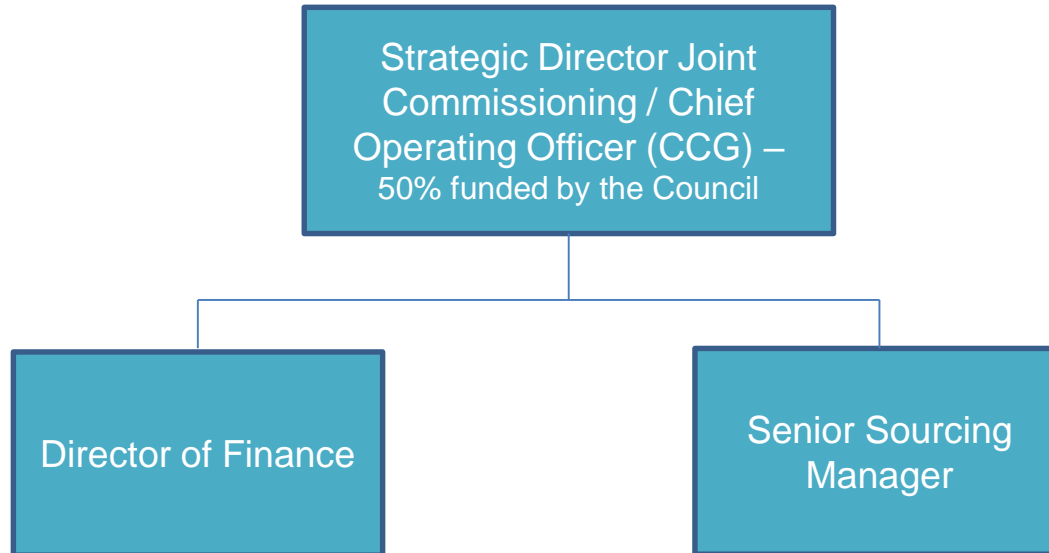


Roles within Legal Directorate salaried £50,000+



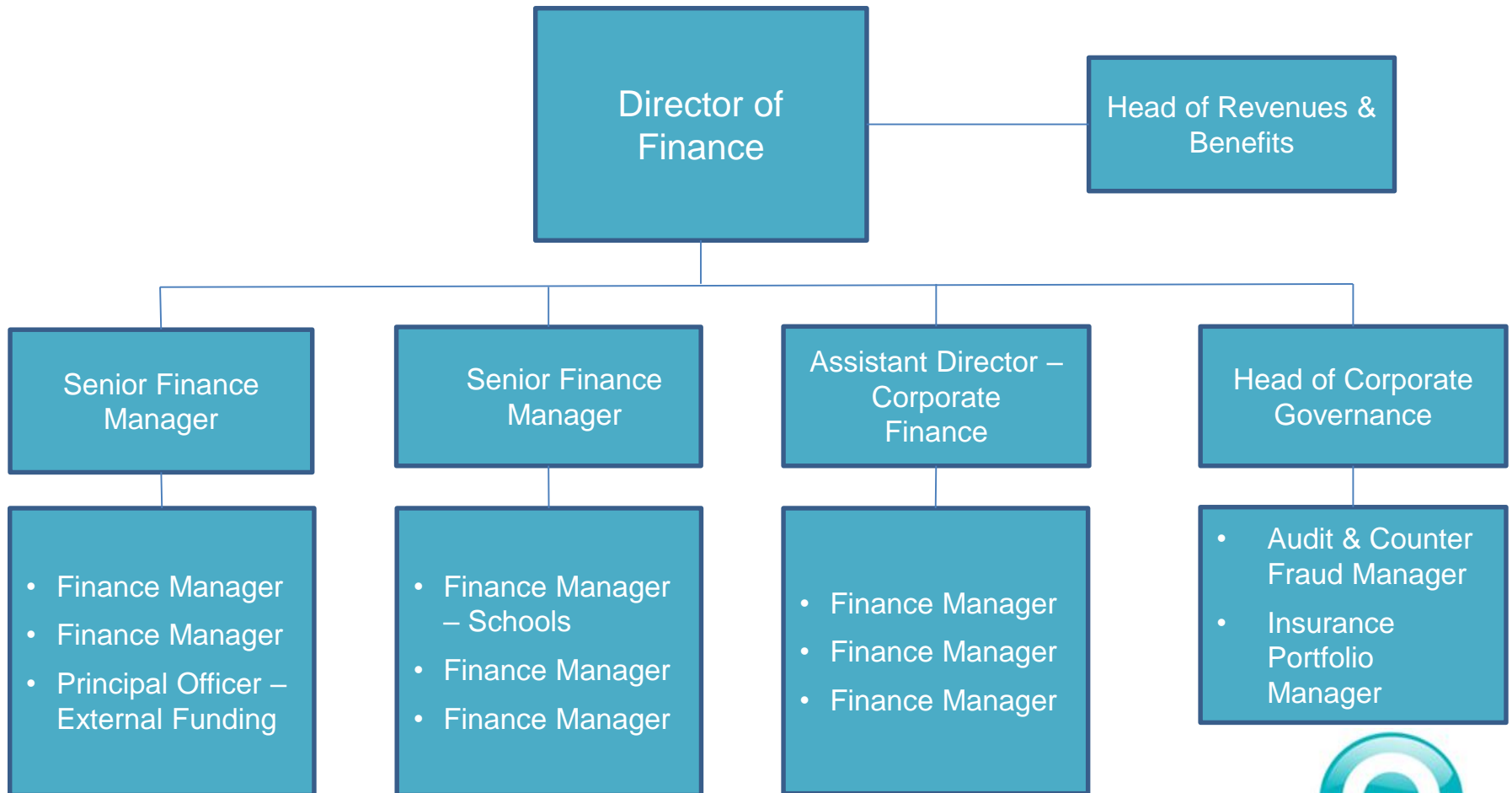
Last update: December 2020

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



Last update: December 2020

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



Last update: December 2020



Oldham
Council



Appendix 11c

Table 2: Salaries expressed as a ratio of the Chief Executive as at December 2020



Oldham
Council

Table Two

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

	£	RATIO
CHIEF EXECUTIVE & ACCOUNTABLE OFFICER (NHS OLDHAM CCG)	£185,169	-
MEDIAN SALARY	£24,491	1 : 7.56
MEAN SALARY	£28,768	1 : 6.44
LOWEST SALARY	£17,842	1 : 10.38

Figures are based on full time equivalent salaries and last updated for December 2020