



Appendix 4:

Pay Policy Statement Table Two: Summary table for Officers with salaries over £50,000

29th February 2016

EXECUTIVE MANAGEMENT TEAM	CORRESPONDING NUMBER FROM TABLE ONE	JOB TITLE	SALARY AT 01.04.2015	TOTAL ADDITIONAL ANNUAL PAYMENTS (EXPLAINED IN TABLE 1)
Chief Executive	1	Chief Executive	160,000	
Economy and Skills	2	Executive Director – Economy and Skills	132,000	6000+100
Health and Wellbeing	3	Executive Director – Health and Wellbeing	120,000	40
Corporate and Commercial Services	4	Executive Director – Corporate & Commercial Services and Managing Director of Unity	132,000	8000+100
Co-operatives and Neighbourhoods	5	Executive Director – Co-operatives and Neighbourhoods	120,000	100
Salaries given as spot points are written as full year amounts. They are subject to a 1.15% reduction, as part of the Council's temporary variation to terms and conditions of service.				
SENIOR LEADERSHIP TEAM	CORRESPONDING NUMBER FROM TABLE ONE	JOB TITLE	SALARY AT 01.01.2015	TOTAL ADDITIONAL ANNUAL PAYMENTS (EXPLAINED IN TABLE 1)
Policy & Governance	6	Director of Policy and Governance	85,001 – 90,000	40
Chief Executive	7	G M Director of Environment	80,001 – 85,000	
Co-operatives and Neighbourhoods	8	Director of Environmental Services	85,001 – 90,000	60
Co-operatives and Neighbourhoods	9	Director of Community Services	85,001 – 90,000	60
Economy and Skills	10	Director of Economic Development	85,001 – 90,000	14341
Economy and Skills	11	Director of Enterprise and Skills	85,001 – 90,000	
Economy and Skills	12	Director of Education & Early Years	80,001 – 85,000	
Health and Wellbeing	13	Director of Adult Social Care	75,001 – 80,000	.

Health and Wellbeing		14	Director of Public Health	80,001 – 85,000	
Health and Wellbeing		15	Director of Children & Safeguarding	75,001 – 80,000	1600
Corporate & Commercial Services		16	Director of Legal	90,001 – 95,000	250
Corporate & Commercial Services		17	Director of People	85,001 – 90,000	
Corporate & Commercial Services		18	Director of Commercial & Transformation Services	75,001 – 80,000	70
Corporate & Commercial Services		19	Director of Finance	85,001 – 90,000	70
SENIOR MANAGERS	CORRESPONDING NUMBER FROM TABLE ONE		JOB TITLE	SALARY AT 01.01.2015	TOTAL ADDITIONAL ANNUAL PAYMENTS (EXPLAINED IN TABLE 1)
Policy & Governance		20	Head of Co-operatives, Partnerships & Policy	50,001 – 55,000	2970
Policy & Governance		21	Head of Business Intelligence	55,001 – 60,000	
Co-operatives and Neighbourhoods		22	Head of Highways Operations, Waste & Fleet Management	60,001 - 65,000	
Co-operatives and Neighbourhoods		23	Head of Street Scene & Parks	55,001 – 60,000	
Co-operatives and Neighbourhoods		24	Head of Public Protection	60,001 - 65,000	500
Co-operatives and Neighbourhoods		25	Head of Planning & Infrastructure	60,001 - 65,000	
Co-operatives and Neighbourhoods		26	Head of Libraries, Heritage and Arts	60,001 - 65,000	
Co-operatives and Neighbourhoods		27	Library & Information Manager	50,001 – 55,000	
Co-operatives and Neighbourhoods		28	Head of Stronger Communities Services	60,001 - 65,000	93
Co-operatives and Neighbourhoods		29	Head of Housing Services	60,001 - 65,000	40
Economy and Skills		30	Head of Strategic Regeneration & Development	55,001 - 60,000	

Economy and Skills		31		Team Leader – Strategic Regeneration	50,001 – 55,000	6098+500
Economy and Skills		32		Head of Asset Management	55,001 – 60,000	
Economy and Skills		33		Head of Facilities Management	55,001 – 60,000	
Economy and Skills		34		Head of Service – Economy & Skills	50,001 – 55,000	
Economy and Skills		35		Head of Lifelong Learning	60,001 - 65,000	
Economy and Skills		36		Head of Strategic Investment	55,001 – 60,000	
Economy and Skills		37		Head of Performance Schools & Learning Settings	65,001 – 70,000	
Economy and Skills		38		Schools & Learning Settings Performance Advisor	55,001 – 60,000	
Economy and Skills		39		School Performance Officer with EMA Focus	50,001 – 55,000	
Economy and Skills		40		Head of Education Place Planning & Access	55,001 – 60,000	
Economy and Skills		41		Lead Educational Psychologist	55,001 – 60,000	500
Economy and Skills		42		Senior Educational Psychologist	55,001 – 60,000 FTE 47,224.39 actual	500
Economy and Skills		43		Educational Psychologist	50,001 – 55,000	500
Economy and Skills		44		Educational Psychologist	50,001 – 55,000	500
Economy and Skills		45		Educational Psychologist	50,001 – 55,000	500
Economy and Skills		46		Head of Inclusion and Vulnerable Groups	60,001 - 65,000	
Economy and Skills		47		Assistant Headteacher (Outreach: Jigsaw)	50,001 – 55,000	
Health and Wellbeing		48		Assistant Director of Adult Services	70,001 – 75,000	
Health and Wellbeing		49		Head of Older People & Safeguarding	55,001 – 60,000	1450

Health and Wellbeing		50	Head of Learning Disabilities & Mental Health	Vacant	
Health and Wellbeing		51	Consultant (Commissioning, SMT & Children's Trust)	Vacant	
Health and Wellbeing		52	Medical Consultant GCC Liaison	Vacant	
Health and Wellbeing		53	Strategies Manager	50,001 – 55,000 FTE 35,591.91 actual	
Health and Wellbeing		54	Head of Youth & Leisure	60,001 - 65,000	
Health and Wellbeing		55	Head of Music	55,001 – 60,000	500
Health and Wellbeing		56	Service Manager: Outdoor Education	50,001 – 55,000	
Health and Wellbeing		57	Head of Children's Fieldwork	60,001 - 65,000	3975
Health and Wellbeing		58	Head of Looked After Children	55,001 – 60,000	3250
Health and Wellbeing		59	Head of Children's Safeguarding Service	Vacant	
Health and Wellbeing		60	Head of Integrated Commissioning (Childrens)	55,001 – 60,000	
Health and Wellbeing		61	Head of Integrated Commissioning (Adults)	55,001 – 60,000	142
Corporate & Commercial Services		62	Assistant Borough Solicitor	70,001 - 75,000	5000+206
Corporate & Commercial Services		63	Group Lawyer (Policy)	50,001 – 55,000	50
Corporate & Commercial Services		64	Group Lawyer (Community)	50,001 – 55,000	113+2625
Corporate & Commercial Services		65	Group Lawyer (Environment)	50,001 – 55,000	73+500
Corporate & Commercial Services		66	Assistant Director of People	70,001 – 75,000	
Corporate & Commercial Services		67	Head of Organisational Development	55,001 – 60,000	
Corporate & Commercial Services		68	Head of Programme Management Office	55,001 – 60,000	

Corporate & Commercial Services		69		Head of Strategic Sourcing	60,001 – 65,000	
Corporate & Commercial Services		70		Head of Strategic Relationship Management	VACANT	
Corporate & Commercial Services		71		Chief Information Officer	VACANT	
Corporate & Commercial Services		72		Assistant Borough Treasurer – Financial Management	VACANT	
Corporate & Commercial Services		73		Senior Finance Manager	55,001 – 60,000	70+624
Corporate & Commercial Services		74		Senior Finance Manager	55,001 – 60,000	46+100
Corporate & Commercial Services		75		Assistant Borough Treasurer – Corporate Finance	VACANT	
Corporate & Commercial Services		76		Senior Finance Manager	60,001 – 65,000	70+100
Corporate & Commercial Services		77		Senior Finance Manager	VACANT	
Corporate & Commercial Services		78		Head of Corporate Governance	60,001 – 65,000	5000+46+3277
Corporate & Commercial Services		79		Audit & Counter Fraud Manager	55,001 – 60,000	66
Corporate & Commercial Services		80		Head of Customer & Business Support Services	VACANT	