



Appendix 9c

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

1st December 2016

EXECUTIVE MANAGEMENT TEAM	CORRESPONDING NUMBER FROM TABLE ONE	JOB TITLE	SALARY AT 01.04.2016	TOTAL ADDITIONAL ANNUAL PAYMENTS (EXPLAINED IN TABLE 1)
Chief Executive	1	Chief Executive	161,600	
Economy, Skills and Neighbourhoods	2	Executive Director – Economy, Skills & Neighbourhoods	120,000 – 132,000	150
Health and Wellbeing	3	Executive Director – Health & Wellbeing	120,000 – 132,000	100
Corporate and Commercial Services	4	Executive Director – Corporate & Commercial Services	120,000 – 132,000	
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 01.04.2016	TOTAL ADDITIONAL ANNUAL PAYMENTS (EXPLAINED IN TABLE 1)
Chief Executive	5	G M Director of Environment	80,001 – 85,000	
Economy, Skills and Neighbourhood	6	Director of Environmental Services	85,001 – 90,000	100
Economy, Skills and Neighbourhoods	7	Director of Economic Development	Vacant	
Economy, Skills and Neighbourhoods	8	Director of Enterprise & Skills	85,001 – 90,000	
Economy, Skills and Neighbourhoods	9	Director of Education & Early Years	80,001 – 85,000	
Health and Wellbeing	10	Director of Adult Social Care	75,001 – 80,000	

Health and Wellbeing	11	Director of Children's Social Care & Early Help	85,001 – 90,000	
Health and Wellbeing	12	Director of Public Health	80,001 – 85,000	
Corporate & Commercial Services	13	Director of Legal Services	90,001 – 95,000	400
Corporate & Commercial Services	14	Director of People	85,001 – 90,000	
Corporate & Commercial Services	15	Director of Commercial & Transformation Services	75,001 – 80,000	
Corporate & Commercial Services	16	Director of Finance	90,001 – 95,000	120
SENIOR MANAGERS	CORRESPONDING NUMBER FROM TABLE ONE	JOB TITLE	SALARY AT 01.04.2016	TOTAL ADDITIONAL ANNUAL PAYMENTS (EXPLAINED IN TABLE 1)
Chief Executive	17	Head of Strategy, Partnerships & Policy	55,001 – 60,000	
Chief Executive	18	Head of Communications	55,001 – 60,000	
Economy, Skills and Neighbourhoods	19	Head of Highways Operations, Waste & Fleet Management	60,001 – 65,000	500
Economy, Skills and Neighbourhoods	20	Head of Environmental Management	55,001 – 60,000	500
Economy, Skills and Neighbourhoods	21	Head of Public Protection	60,001 – 65,000	500
Economy, Skills and Neighbourhoods	22	Head of Planning & Infrastructure	60,001 – 65,000	500
Economy, Skills and Neighbourhoods	23	Head of Strategic Regeneration & Development	55,001 – 60,000	
Economy, Skills and Neighbourhoods	24	Head of Strategic Property, Partnerships & Investment	55,001 – 60,000	500

Economy, Skills and Neighbourhoods	25	Head of Asset Management & Estates	55,001 – 60,000	
Economy, Skills and Neighbourhoods	26	Head of Facilities Management	55,001 – 60,000	
Economy, Skills and Neighbourhoods	27	Head of Service – Economy and Skills	50,001 – 55,000	
Economy, Skills and Neighbourhoods	28	Head of Lifelong Learning	60,001 – 65,000	
Economy, Skills and Neighbourhoods	29	Head of Strategic Investment	55,001 – 60,000	
Economy, Skills and Neighbourhoods	30	Head of Schools & Learning	Vacant	500
Economy, Skills and Neighbourhoods	31	Schools & Learning Settings Performance Advisor	55,001 – 60,000	
Economy, Skills and Neighbourhoods	32	School Performance Officer with EMA Focus	50,001 – 55,000	
Economy, Skills and Neighbourhoods	33	Head of Inclusion (SEND)	60,001 – 65,000	
Economy, Skills and Neighbourhoods	34	Lead Education Psychologist	55,001 – 60,000	500
Economy, Skills and Neighbourhoods	35	Senior Education Psychologist	55,001 – 60,000 FTE 47,224.39 actual	500
Economy, Skills and Neighbourhoods	36	Educational Psychologist	50,001 – 55,000	500
Economy, Skills and Neighbourhoods	37	Educational Psychologist	50,001 – 55,000	500
Economy, Skills and Neighbourhoods	38	Education Partnership Leader	60,001 – 65,000	
Economy, Skills and Neighbourhoods	39	Assistant Headteacher (Outreach: Jigsaw)	55,001 – 60,000	

Health and Wellbeing	40	Head of Social Care 18+ & Operational Services	55,001 – 60,000	500
Health and Wellbeing	41	Head of Commissioning & Quality Assurance	55,001 – 60,000	
Health and Wellbeing	42	Head of Learning Disabilities & Mental Health	55,001 – 60,000	500
Health and Wellbeing	43	Head of Housing & Response Services	60,001 – 65,000	100
Health and Wellbeing	44	Head of Assessment & Prevention	60,001 – 65,000	
Health and Wellbeing	45	Head of Looked After Children	55,001 – 60,000	
Health and Wellbeing	46	Head of Stronger Communities Services	60,001 – 65,000	
Health and Wellbeing	47	Assistant Director: Safeguarding & Partnerships	75,001 – 80,000	
Health and Wellbeing	48	Head of Youth & Leisure	60,001 – 65,000	
Health and Wellbeing	49	Head of Music Service	55,001 – 60,000	500
Health and Wellbeing	50	Service Manager: Outdoor Education	50,001 – 55,000	
Health and Wellbeing	51	Head of Libraries, Heritage & Arts	60,001 – 65,000	
Health and Wellbeing	52	Library and Information Manager	50,001 – 55,000	
Health and Wellbeing	53	Consultant in Public Health (Health & Wellbeing)	65,001 – 70,000	
Health and Wellbeing	54	Consultant in Public Health (Health Care & Public Health)	65,001 – 70,000	

Health and Wellbeing	55	Strategic Public Health Manager	50,001 – 55,000 FTE 35,947.52 actual	
Corporate & Commercial Services	56	Assistant Borough Solicitor	75,001 – 80,000	5,000
Corporate & Commercial Services	57	Group Lawyer (Policy)	50,001 – 55,000	
Corporate & Commercial Services	58	Group Lawyer (Community)	Vacant	
Corporate & Commercial Services	59	Group Lawyer (Environment)	50,001 – 55,000	
Corporate & Commercial Services	60	Assistant Director of People	70,001 – 75,000 FTE 58,404.78 actual	
Corporate & Commercial Services	61	Head of Organisational Development	55,001 – 60,000	
Corporate & Commercial Services	62	Head of Business Intelligence	55,001 – 60,000	
Corporate & Commercial Services	63	Head of Programme Management Office	55,001 – 60,000	
Corporate & Commercial Services	64	Head of Strategic Sourcing	Vacant	
Corporate & Commercial Services	65	Head of Strategic Relationship Management	50,001 – 55,000	
Corporate & Commercial Services	66	Chief Information Officer	Vacant	
Corporate & Commercial Services	67	Assistant Director – Corporate Finance	65,001 – 70,000	
Corporate & Commercial Services	68	Senior Finance Manager	Vacant	
Corporate & Commercial Services	69	Assistant Director of Finance (Customer Facing)	75,001 – 80,000	

Corporate & Commercial Services	70	Senior Finance Manager	55,001 – 60,000	
Corporate & Commercial Services	71	Senior Finance Manager	60,001 – 65,000	
Corporate & Commercial Services	72	Head of Corporate Governance	60,001 – 65,000	120
Corporate & Commercial Services	73	Audit & Counter Fraud Manager	55,001 – 60,000	
Corporate & Commercial Services	74	Head of Revenues & Benefits & Business Support	Vacant	