#

# LONDON BOROUGH OF WALTHAM FOREST

# PAY POLICY STATEMENT 2019/2020

If you have any queries regarding this policy, please contact:

Stuart Petrie, Head of Human Resources

London Borough of Waltham Forest

Waltham Forest Town Hall

Forest Road

London E17 4JF

Alternatively you can email HR@walthamforest.gov.uk

**APPENDICES**

# Appendix 1: Non-Chief Officer Posts Grades and Spinal Point {as at 31.03.19}

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# LONDON BOROUGH OF WALTHAM FOREST

# PAY POLICY STATEMENT 2019/2020

**1.0 Introduction**

This Pay Policy Statement applies to those directly employed by Waltham Forest Council. It sets out the Council’s position in relation to the pay of its employees and that of its senior managers in compliance with both the Localism Act 2011 and the Local Government Transparency Code 2015.

Please note that this Pay Policy Statement does not cover those staff employed directly by the borough’s schools.

# 2.0 Corporate factors when determining remuneration

The Council takes a number of factors into consideration when determining the level and process of remuneration for staff and its Chief Officers. These factors are:

* The Council’s financial position
* The Government’s stated policy on public sector pay and any central government implications that impact on the financial settlements for local government
* The level of pay awards agreed by the National Joint Council of Local

Government Service and other relevant national negotiating bodies

* The level of inflation
* The Council’s analysis of trends in recruitment and retention of employees including comparison with our neighbouring boroughs and partners
* The Council’s workforce requirements and plans
* Any other relevant factors

# 2.1 Other elements of the Pay Package {including deduction arrangements}

All employees are paid via the Council’s payroll system and will be subject to the appropriate Income Tax and National Insurance deductions, at source, in line with their personal taxable position.

Subject to satisfactory service and any Council decision made as part of its annual budget setting process to the contrary, salaries will rise by annual increments up to the maximum of the scale for the grade.

The Council may in any year decide on financial grounds not to pay increment payments for all employees in posts graded at Scale 5 and above in the following financial year. This will be stated as part of the budget planning process.

The Council will facilitate the provision of benefits for its employees by third party providers and support the use of schemes approved by the government which provide discounts or savings to employees (for example, salary sacrifice or corporate discount schemes). During 2018, the Council explored and subsequently implemented with effect from 1 January 2019, a raft of life enhancing policies that benefit employees in their work life balance as opposed to a financial benefit. This can be accessed by employees via the Foresthub site.

The Council operates a Retention Bonus scheme for certain identified roles, specifically Social Worker roles, as part of their employment package so that their specialist skillset can be retained within the Council. The level of payment set is dependent on the specific role being undertaken.

The Council operates a market supplement scheme for occupations that are deemed to be difficult to appoint to roles. A robust business case for these roles, along with benchmarking data supporting the request, must be submitted to the Strategic Director, Corporate Development and the Strategic Director, Finance and Governance for final authorisation.

**3.0 Non-Chief Officer arrangements**

The following section outlines the arrangements for non-Chief Officers within the Council:

**3.1 Pay grading and progression**

The Council is subject to the National Agreement on Pay and Conditions of Service of the National Joint Council for Local Government Services (commonly known as the ‘Green Book’) with some stated exceptions.

The Council uses pay scales that commence at Scale 1, Spinal Point 6, set at £19,611 per annum, and terminates at Grade PO12, Spinal Point 70, set at £69,624 per annum. The values of these Spinal Points may be increased by pay awards as notified by the National Joint Council for Local Government Services.

The Council’s lowest paid employees are paid at £17,961 per annum. However, as the Council has adopted the London Living Wage, this amount is ‘supplemented’ to ensure that this obligation is met, meaning the lowest earners within the Council are in receipt of £19,803 {FTE} per annum {£10.55 per hour}. Any increase applied to the London Living Wage is implemented upon announcement. Please note that this excludes Apprentices. Please refer to section 3.2.4 for Apprentice Pay rates.

Please refer to **Appendix 1: Non-Chief Officer posts and Grades & Spinal Points** for further information on the pay scales for non-Chief Officers.

In line with the Greater London Provincial Council settlement, the Council will be implementing a revised pay structure for non-Chief Officers, which will take effect from 1 April 2019 once formally approved by the Council.

Please note that the Council also retains a number of employees under the terms and conditions applicable under the Schools Teachers Pay and Conditions of Employment. Any increment increases, if appropriate, are applied with effect from September of each year based on performance.

Please refer to **Appendix 2: London Borough of Waltham Forest Education Pay scales {Soulbury, NEOST, Lecturers: excluding schools}** for further information on pay scales.

**3.2 Remuneration upon Recruitment and Job Evaluation**

All new non-Chief Officer staff will usually be placed on the bottom point of the grade unless there is a business case for starting an employee at a higher point on their grade – for example, to match an existing salary or offer from another employer.

**3.2.1 Non-Chief Officer roles up to and including PO7**: Roles at this grade are evaluated using the Greater London Provincial Job Evaluation Scheme, which is recognised by employers and trades unions. This scheme allows for robust measurement against set criteria resulting in a fair and objective evaluation.

**3.2.2 Non- Chief Officer roles from PO8 to PO12**: Roles at this grade are evaluated under the HAY scheme. This ensures that the relative ’weight’ of these roles can be objectively measured using consistent and robust criteria.

**3.2.3 Employees on the School Teachers Pay and Conditions of Employment:** These roles are not evaluated using a job evaluation scheme. However, roles are defined using the nationally recognised pay scales {Soulbury, National Employers organisation for school teachers {NEOST} and Lecturer pay scales}. It is a statutory requirement that all increment increases applied within these roles are subject to meeting the necessary performance related requirements.

**3.2.4 Apprenticeship pay rates**

Where a role is a ‘pure’ apprenticeship role, the following rates applied as at 31 December 2018:

|  |  |  |  |
| --- | --- | --- | --- |
| **Apprenticeship Description** | **Annual Salary** | **Weekly Pay** | **Hourly Pay** |
| Specialist apprenticeship | As advised  | As advised | As advised |
| \*Apprenticeship Level 2  | \*£13,852.56 | \*£265.68 | \*£7.38 |
| Apprenticeship Level 3  | £14,697.22 | £281.88 | £7.83 |
| Apprenticeship Level 4  | £19,802.77 | £379.80 | £10.55  |
| Apprenticeship Level 5 {trainee}   | £19,802.77 | £379.80 | £10.55  |
| Apprenticeship Level 6 {Degree}  | £22,956.20 | £440.28 | £12.23 |

\* Where the apprentice has attained the National Living Wage age {25 years old and older}, upon completion of 12 months of the apprenticeship period with the Council, the necessary statutory pay rates must be applied from month 12 to month 15 or beyond. This ensures statutory compliance with the National Minimum Wage {NMW}. For the first 12 months, all apprentices retained on the above rates are compliant to the NMW as the statutory apprenticeship rate covers the first 12 months.

**4.0 Chief Officers arrangements**

# The following sections incorporate details on the arrangements and requirements for Chief Officers at the London Borough of Waltham Forest.

**4.1 Remuneration Strategy and Principles**

The principles of the Chief Officer Remuneration Strategy are as follows:

* Fair, equitable and transparent arrangements to support excellent service delivery to our residents in accordance with the Council’s values and priorities.
* A reward package that represents value for money for the Council while being competitive within the relevant market for the employee.
* Pay arrangements that differentiate rewards to employees based on the achievement of organisational, team and individual targets.
* Pay increases for employees, including any incremental progression, will be subject to an assessment of performance through the Council’s Performance Management and Development scheme as agreed by the Council and performance levels being sustained – please refer to section 4.4 for further information
* The Council will be open and transparent about its remuneration strategy and publish statements on Chief Officer remuneration by 31 March of each year.

# 4.2 Recruitment of Chief Officers

# These roles are advertised appropriately including advertising via Jobs Go Public and where necessary by utilising the Local Government Recruitment Partnership.

The appointment of the Chief Executive and senior posts are undertaken by Staffing Committee. Employees appointed to these roles are appointed within the approved salary range.

# Appointment of the Chief Executive is subject to the approval of Full Council.

# 4.3 Remuneration upon Recruitment and Job Evaluation

All new Chief Officers will usually be placed on the bottom point of the grade unless there is a business case for starting an employee at a higher point on their grade – for example, to match an existing salary or offer from another employer.

Chief Officer Grades are paid at the Assistant Director grade and above and are evaluated under the HAY Scheme. This ensures that the relative ’weight’ of these roles can be objectively measured using consistent and robust criteria.

**4.4 Remuneration and Pay Progression principles linked to performance**

Please refer to **Appendix 3: Chief Officer Grades and Spinal Points** for further information regarding Chief Officers’ annual salaries.

All Chief Officers will have their level of reward linked to sustaining high levels of performance under the Council’s Performance Management Framework. This is to ensure that the Council gets maximum value for money and high quality service with reward levels being inextricably linked to providing good services to our residents or to internal customers.

The principles of this approach with effect from 1 April 2019 are as follows:

* In order to progress to a higher scale point, a Chief Officer must achieve a rating of ‘1’ (outstanding) or 2’ {Exceeding} in their end of year appraisal.
* Any Chief Officer achieving a rating of ‘3’ will remain on the same increment point
* Any Chief Officer achieving a rating of ‘4 {Needs development} or 5 {Unsatisfactory} will be supported so that they can improve their performance. Although this will not automatically result in a salary reduction, nevertheless a salary reduction could be an outcome of the performance improvement process.

# 4.5 Terminating the employment of Chief Officer Posts

The Council will make contractual payments to any Chief Officers whose employment is terminated by the Council during the year in line with statutory requirements.

**4.6 Payment to Chief Officers undertaking Electoral Duties**

The Returning Officer is an officer of the Council appointed under the Representation of the People Act 1983 to undertake obligations in respect of local, national and European elections and referenda. Whilst appointed to this position, the role of the Returning Officer is one which involves and incurs personal responsibility and accountability and is statutorily separate from their duties as an employee of the Council. As Returning Officer, they are paid a separate allowance for each election for which they are responsible. Remuneration for this role is either based on the fees determined by the relevant Statutory Order or in accordance with the scale of fees that has been approved by the Council.

Other employees are also appointed to conduct specific electoral duties and they also receive election-related fees for duties they may be appointed to undertake in support of the Returning Officer.

**4.7 Management Board**

# Please refer Appendix 4: Chief Officer Remunerated Posts for further information regarding the Council’s Management Board along with all other Chief Officer roles within the Council.

**4.8 Management Structure**

In line with the Local Government Transparency Code 2015 recommendations, the Council has produced **Appendix 5: Senior Pay at London Borough of Waltham Forest** and **Appendix 6: Senior Pay at London Borough of Waltham Forest, Salary Banding by Directorate** outlining those roles in receipt of a salary of £50,000 per annum or higher, along with the names of those employees on Chief Officer salaries.

**5.0 Pay Comparison Information**

The relationship between pay at the lowest and highest levels is controlled by job evaluation processes rather than by this policy.

However, it should be noted that the Council’s current ratio in this respect is 1:8.7, the highest earner receiving £202,898 per annum {the Chief Executive}, which is 8.7 times the Council’s average earnings on £23,252 per annum.

Data is provided on the basis of the Local Government Transparency Code 2015 {base salary, variable pay, bonuses, allowances and cash value of any benefits in kind} and the median earnings figure of the whole Council.

**5.1 Gender Pay Gap reporting regulations**

Public sector employers are required to reveal the difference between employees’ median and mean pay, as part of the [Equality Act 2010 (Gender Pay Gap Information) Regulations 2017](http://www.legislation.gov.uk/ukdsi/2017/9780111152010). Consideration will be given to ensure that the Council is compliant to these requirements and publishes the necessary data by 31 March 2019.

**6.0 Other related information**

**6.1 Trade Union Facility Time**

The Council recognises the following Trade Unions for negotiation, consultation and representation purposes:

* **UNISON**

30 representatives

2 of these representatives undertake more than 50% of their duties working as a union representative. This comprises of:

* + - Full time UNISON Branch Secretary
		- Joint Trade Union Health and Safety Coordinator {18.5 hours per week}
* **UNITE**

UNITE does not have any allocated facilities time at the London Borough of Waltham Forest.

* **GMB**

1 representative

* 1 representative undertakes more than 50% of their duties working as a union representative. This comprises of 20 hours per week.

The Council spends £62,375 per annum on Trade Union representatives. This is calculated on the basis on the representatives working 50% or more of their time on union duties. This equates to 0.078% of the Council’s total pay bill as at 31 December 2018.

**6.2 Pension Scheme, Employer contribution rates and Termination Payments**

**6.2.1 Pension Scheme and Employer Contribution Rates**

Pension provision is an important part of the remuneration package. All employees are automatically enrolled into the scheme upon commencement of employment. The Local Government Pension Scheme for the London Borough of Waltham Forest is administered by an external administrator, the Pension Shared Service at Wandsworth Council: <https://pensionssharedservice.org.uk/>

The scheme is a statutory scheme with contributions from both employees and from the Council as employer. The employee contribution levels vary according to the level of the employee’s salary and are set by statute. For further information on the scheme, please visit the following website <http://www.lgps2014.org>.

The scheme operates under the auto-enrolment legislation.

All staff within the pension scheme meeting the set criteria are given the opportunity to apply for ‘flexible retirement’, which would enable them to continue to be employed by the authority whilst also being in receipt of a Local Government pension. All such requests are considered in accordance with the Council’s adopted policy on this matter.

It is a statutory requirement for the triennial valuation of the Employer Pension contribution rates to be set every three years.

Therefore, the agreed London Borough of Waltham Forest Council {excluding LEA schools} employer pension contributions are as follows:

•             2017/2018 is 14.7% future service rate and £7.577m deficit amount

•             2018/2019 is 14.7% future service rate and £7.857m deficit amount

•             2019/2020 is 14.7% future service rate and £8.148m deficit amount

The Council’s next valuation is due as at 31st March 2019 with results due in early 2020.

Please refer to the Council Statement of Accounts for any additional details.

**6.2.2 Termination arrangements**

On ceasing to be employed by the Council, staff will only receive compensation:

(i) In circumstances that are relevant (e.g. redundancy), and

(ii) That is in accordance with our published Policy Statement on how we exercise the various employer discretions provided by the Local Government Pension Scheme (LGPS), and/or

(iii) That complies with the specific terms of any Settlement Agreement

Full Council have delegated the consideration of any severance payments in excess of £100,000, excluding an employee’s right to redundancy and pension entitlement as outlined within appropriate Council policies and procedures, to the Staffing Committee.

Please note that theGovernment has produced draft Public Sector Exit Payment Recovery Regulations, which will implement a ‘cap’ on public sector exit payments at £95k. This cap will apply to all payments made on the loss of employment, apart from those paid in relation to incapacity or death, for untaken leave, bonuses not related to the end of employment and court orders. Payments made to reduce or eliminate an actuarial reduction to a pension payable upon early retirement are also covered by the cap.

Consideration regarding this regulation has been delayed by the government. The Council will need to await the final version of the regulations before the Council can set out the full details of these provisions.

**6.3 Tax implications**

The Council – in common with all public sector bodies – has become responsible for determining whether ‘off payroll’ workers are in scope for IR35, the HMRC regulations that require ‘deemed employees’ to pay tax and national insurance as if they were in fact employees.

It is important to note that the Council operates via a framework with Matrix SCM for the supply of agency workers, which provides that any liability for tax and national insurance contributions are the liability of the supplier and not the Council or Matrix.

The Council has introduced robust measures to ensure compliance with its obligations.

# 7.0 Conclusion of Pay Transparency

The Council wishes to be transparent in its application of this Pay Policy Statement. In order to do so it will publish the position as at 31st March 2019 for the following:

* The salary grades and ranges including those for senior managers
* Names, job titles and actual salaries for all Chief Officers
* Job titles and grades of all posts graded PO10 or equivalent and above
* The job descriptions for each Chief Officer

**Appendix 1**

# Non Chief Officer Posts Grades and Spinal Point {as at 31st March 2019}

The Council uses the National Joint Council Salary Scales for Local Government as below

Salary scale / Spinal Point / Salary per annum

Scale 1 6\* £19,611

 7\* £19,635

 8\* £19,701

 9\* £19,755

 10 £19,881

 11 £19,896

Scale 2 11 £19,896

 12 £19,914

 13 £19,935

Scale 3 14 £20,007

 15 £20,136

 16 £20,181

 17 £20,472

Scale 4 18 £20,667

 19 £21,198

 20 £21,702

 21 £22,425

Scale 5 22 £22,956

 23 £23,577

 24 £24,279

 25 £24,999

Scale 6 26 £25,746

 27 £26,538

 28 £27,342

## **Pay scales for Senior Officers {SO} and Principal Officers {PO}**

Salary scale /Spinal Point / Salary per annum

SO1 29 £28,356

 30 £29,241

 31 £30,108

SO2 32 £30,930

 33 £31,794

 34 £32,637

PO1 33 £31,794

 34 £32,637

 35 £33,282

 36 £34,113

PO2 35 £33,282

 36 £34,113

 37 £35,025

 38 £35,991

PO3 38 £35,991

 39 £37,098

 40 £38,040

 41 £38,994

PO4 41 £38,994

 42 £39,930

 43 £40,887

 44 £41,847

PO5 44 £41,847

 45 £42,735

 46 £43,734

 47 £44,691

PO6 46 £43,734

 47 £44,691

 48 £45,645

 49 £46,578

PO7 49 £46,578

 50 £47,541

 51 £48,495

 52 £49,458

PO8 51 £48,495

 52 £49,458

 53 £50,442

 54 £51,453

PO9 55 £52,494

 56 £53,526

 57 £54,549

 58 £55,569

PO10 59 £56,604

 60 £57,627

 61 £58,650

 62 £59,685

PO11 63 £60,714

 64 £61,737

 65 £62,766

 66 £64,086

PO12 67 £65,424

 68 £66,792

 69 £68,199

 70 £69,624

**Appendix 2,** London Borough of Waltham Forest Education Pay Scales {Soulbury, NEOST, Lecturers: excludes schools

Soulbury Educational Improvement Professional (EIPs)

|  |  |  |  |
| --- | --- | --- | --- |
| **SCP**  | **01.09.17**  | **01.09.18**  | **01.09.19**  |
| 1  | 34067  | 34749  | 35444  |
| 2  | 35287  | 35993  | 36713  |
| 3  | 36439  | 37168  | 37912  |
| 4  | 37606  | 38359  | 39127  |
| 5  | 38767  | 39543  | 40334  |
| 6  | 39928  | 40727  | 41542  |
| 7  | 41148  | 41971  | 42811  |
| 8  | 42321\*  | 43168\*  | 44032\*  |
| 9  | 43689  | 44563  | 45455  |
| 10  | 44908  | 45807  | 46724  |
| 11  | 46112  | 47035  | 47976  |
| 12  | 47277  | 48223  | 49188  |
| 13  | 48597\*\*  | 49569\*\*  | 50561\*\*  |
| 14  | 49773  | 50769  | 51785  |
| 15  | 51073  | 52095  | 53137  |
| 16  | 52248  | 53293  | 54359  |
| 17  | 53426  | 54495  | 55585  |
| 18  | 54582  | 55674  | 56788  |
| 19  | 55775  | 56891  | 58029  |
| 20  | 56391\*\*\*  | 57519\*\*\*  | 58670\*\*\*  |
| 21  | 57575  | 58727  | 59902  |
| 22  | 58607  | 59780  | 60976  |
| 23  | 59744  | 60939  | 62158  |
| 24  | 60762  | 61978  | 63218  |
| 25  | 61851  | 63089  | 64351  |
| 26  | 62914  | 64173  | 65457  |
| 27  | 64001  | 65282  | 66588  |
| 28  | 65102  | 66405  | 67734  |
| 29  | 66207  | 67532  | 68883  |
| 30  | 67309  | 68656  | 70030  |
| 31  | 68402  | 69771  | 71167  |
| 32  | 69512  | 70903  | 72322  |
| 33  | 70623  | 72036  | 73477  |
| 34  | 71761  | 73197  | 74661  |
| 35  | 72895  | 74353  | 75841  |
| 36  | 74062  | 75544  | 77055  |
| 37  | 75210  | 76715  | 78250  |
| 38  | 76371  | 77899  | 79457  |
| 39  | 77515  | 79066  | 80648  |
| 40  | 78659  | 80233  | 81838  |
| 41  | 79809  | 81406  | 83035  |
| 42  | 80958  | 82578  | 84230  |

43 82106 83749 85424

44 83259 84925 86624

45 84410 86099 87821

46 85562 87274 89020

47 86719 88454 90224

48 87865\*\*\* 89623\*\*\* 91416\*\*\*

49 89016\*\*\* 90797\*\*\* 92613\*\*\*

50 90168\*\*\* 91972\*\*\* 93812\*\*\*

Soulbury Youth & Community Service Manager

**SCP 01.09.17 01.09.18 01.09.19**

1 35333 36040 36761

2 36489 37219 37964

3 37645 38398 39166

4 38824\* 39601\* 40394\*

5 40023 40824 41641

6 41192 42016 42857

7 42388\*\* 43236\*\* 44101\*\*

8 43747 44622 45515

9 44497 45387 46295

10 45654 46568 47500

11 46805 47742 48697

12 47958 48918 49897

13 49103 50086 51088

14 50259 51265 52291

15 51417 52446 53495

16 52578 53630 54703

17 53745 54820 55917

18 54904 56003 57124

19 56057 57179 58323

20 57235\*\*\* 58380\*\*\* 59548\*\*\*

21 58435\*\*\* 59604\*\*\* 60797\*\*\*

22 59663\*\*\* 60857\*\*\* 62075\*\*\*

23 60915\*\*\* 62134\*\*\* 63377\*\*\*

24 62194\*\*\* 63438\*\*\* 64707\*\*\*

Soulbury Trainee Educational Psychologist (EP)

**SCP 01.09.17 01.09.18 01.09.19**

1 22955 23415 23884

2 24636 25129 25632

3 26314 26841 27378

4 27996 28556 29128

5 29675 30269 30875

6 31355 31983 32623

Soulbury Assistant Educational Psychologist (EP)

**SCP 01.09.17 01.09.18 01.09.19**

1 28218 28783 29359

2 29371 29959 30559

3 30523 31134 31757

4 31669 32303 32950

Soulbury Educational Psychologist A (EPA)

**SCP 01.09.17 01.09.18 01.09.19**

1 35731 36446 37175

2 37545 38296 39062

3 39359 40146 40949

4 41171 41994 42834

5 42984 43844 44721

6 44797 45693 46607

7 46504 47434 48383

8 48211 49175 50159

9 49810\* 50806\* 51822\*

10 51411\* 52439\* 53488\*

11 52903\* 53961\* 55040\*

Soulbury Senior & Principal Educational Psychologist B (S&P EPB)

**SCP 01.09.17 01.09.18 01.09.19**

1 44797 45693 46607

2 46504 47434 48383

3 48211\* 49175\* 50159\*

4 49810 50806 51822

5 51411 52439 53488

6 52903 53961 55040

7 53516 54586 55678

8 54661 55754 56869

9 55795 56911 58050

10 56950 58089 59251

11 58081 59243 60428

12 59235 60420 61628

13 60409 61617 62849

14 61543\*\* 62774\*\* 64029\*\*

15 62731\*\* 63986\*\* 65266\*\*

16 63908\*\* 65186\*\* 66490\*\*

17 65093\*\* 66395\*\* 67723\*\*

18 66276\*\* 67602\*\* 68954\*\*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  |  |  |  |  |  |  |  |  |  |
|  |  | **LECTURER SALARY SCALE- AY2018/19** |  |
|  |  | **With effect from the 1st September 2018** |  |
|  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |
| **LECTURER SALARY SCALES** |  | **Grade** | **Scale**  | **1.9.18** | **1.9.18** |  |
|  |  |  | **Point** | **Basic** | **LA** | **Gross** |
|   | Lecturers | **MGLEC** | 1 | £18,695 | £1,999 | £20,693 |
|   |   | **MGLEC** | 2 | £19,860 | £1,999 | £21,858 |
|   |   | **MGLEC** | 3 | £21,039 | £1,999 | £23,038 |
|  | \* | **MGLEC** | 4 | £22,208 | £1,999 | £24,206 |
|   |   | **MGLEC** | 5 | £23,369 | £1,999 | £25,367 |
|   |  | **MGLEC** | 6 | £24,537 | £1,999 | £26,536 |
|   |   | **MGLEC** | 7 | £25,718 | £1,999 | £27,716 |
|   |   | **MGLEC** | 8 | £26,880 | £1,999 | £28,878 |
| Salary Scale 1-8 shall be used for lecturers covering the full range of duties detailed in the Lecturer job description. |  |  |
|  |  |  |  |  |  |  |  |  |  |
| Progression will be by annual increment subject to satisfactory performance |  |  |  |  |
| \*Progression to scale 5 is subject to the achievement of a recognised adult teaching qualification - currently |  |  |
|  Diploma in Teaching in the Life-Long Learning Sector (DTLLS) or equivalent |  |  |  |  |

**Pay Spine for Leadership Group 2018/19**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | **Annual Salary** | **Monthly Salary** | **SCP** | **Annual Salary** | **Monthly Salary** |
|
| **SCP** | **01.09.17** | **01.09.17** |  | **01.09.18** | **01.09.18** |
| L1 | 42,498 | 3,542 | 1 | **43,136** | **3,595** |
| L2 | 43,486 | 3,624 | 2 | **44,139** | **3,678** |
| L3 | 44,490 | 3,708 | 3 | **45,158** | **3,763** |
| L4 | 45,525 | 3,794 | 4 | **46,208** | **3,851** |
| L5 | 46,582 | 3,882 | 5 | **47,281** | **3,940** |
| L6 | 47,667 | 3,972 | 6 | **48,383** | **4,032** |
| L7 | 48,870 | 4,073 | 7 | **49,604** | **4,134** |
| L8 | 49,924 | 4,160 | 8 | **50,673** | **4,223** |
| L9 | 51,090 | 4,258 | 9 | **51,857** | **4,321** |
| L10 | 52,325 | 4,360 | 10 | **53,110** | **4,426** |
| L11 | 53,597 | 4,466 | 11 | **54,401** | **4,533** |
| L12 | 54,766 | 4,564 | 12 | **55,588** | **4,632** |
| L13 | 56,059 | 4,672 | 13 | **56,900** | **4,742** |
| L14 | 57,370 | 4,781 | 14 | **58,231** | **4,853** |
| L15 | 58,720 | 4,893 | 15 | **59,601** | **4,967** |
| L16 | 60,202 | 5,017 | 16 | **61,106** | **5,092** |
| L17 | 61,515 | 5,126 | 17 | **62,438** | **5,203** |
| L18 | 62,985 | 5,249 | 18 | **63,930** | **5,328** |
| L19 | 64,469 | 5,372 | 19 | **65,437** | **5,453** |
| L20 | 65,988 | 5,499 | 20 | **66,978** | **5,582** |
| L21 | 67,545 | 5,629 | 21 | **68,559** | **5,713** |
| L22 | 69,139 | 5,762 | 22 | **70,177** | **5,848** |
| L23 | 70,774 | 5,898 | 23 | **71,836** | **5,986** |
| L24 | 72,454 | 6,038 | 24 | **73,541** | **6,128** |
| L25 | 74,177 | 6,181 | 25 | **75,290** | **6,274** |
| L26 | 75,934 | 6,328 | 26 | **77,074** | **6,423** |
| L27 | 77,738 | 6,478 | 27 | **78,905** | **6,575** |
| L28 | 79,591 | 6,633 | 28 | **80,785** | **6,732** |
| L29 | 81,481 | 6,790 | 29 | **82,704** | **6,892** |
| L30 | 83,432 | 6,953 | 30 | **84,684** | **7,057** |
| L31 | 85,422 | 7,119 | 31 | **86,704** | **7,225** |
| L32 | 87,461 | 7,288 | 32 | **88,773** | **7,398** |
| L33 | 89,562 | 7,464 | 33 | **90,906** | **7,576** |
| L34 | 91,697 | 7,641 | 34 | **93,073** | **7,756** |
| L35 | 93,897 | 7,825 | 35 | **95,306** | **7,942** |
| L36 | 96,141 | 8,012 | 36 | **97,584** | **8,132** |
| L37 | 98,459 | 8,205 | 37 | **99,936** | **8,328** |
| L38 | 100,817 | 8,401 | 38 | **102,330** | **8,528** |
| L39 | 103,195 | 8,600 | 39 | **104,743** | **8,729** |
| L40 | 105,697 | 8,808 | 40 | **107,283** | **8,940** |
| L41 | 108,259 | 9,022 | 41 | **109,883** | **9,157** |
| L42 | 110,887 | 9,241 | 42 | **112,551** | **9,379** |
| L43 | 112,460 | 9,372 | 43 | **114,147** | **9,512** |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **LEADING practitioners PAY RANGE 2017/18** | 1.9.17 | **1.9.18** |  | Monthly 1.9.17 | **Monthly 1.9.18** |
| Minimum |  |  |  |  |  | 42,498 | **43,348** |  |  3,541.50 |  **3,612.33** |
| Maximum |  |  |  |  | 62,985 | **64,245** |  |  5,248.75 |  **5,353.75** |

|  |
| --- |
| **Pay scales for Qualified Classroom Teachers (Main Scale)** |
|  |  |  |  |  |  |  |
|  |  |  | **SCP** | **Annual Salary Incl. LW** | **Monthly** | **Annual Salary Incl. LW** |  **Monthly** |
| **Main** |  |  |  |  |  |  |
| **Pay Scales**  | **Main pay scales** |  |  |  |  |  |
|  |  |  |  |  **1.9.17** |  **1.9.17** |  **1.9.18** | **1.9.18** |
|  |  |  | 1 | 26,662 | 2,221.83 | 27,596 | 2,299.67 |
|  |  |  | 2 | 28,315 | 2,359.58 | 29,307 | 2,442.25 |
|  |  |  | 3 | 30,067 | 2,505.58 | 31,120 | 2,593.33 |
|  |  |  | 4 | 31,929 | 2,660.75 | 33,047 | 2,753.92 |
|  |  |  | 5 | 34,637 | 2,886.42 | 35,850 | 2,987.50 |
|  |  |  | 6 | 37,645 | 3,137.08 | 38,963 | 3,246.92 |
| **Upper** |  |  |  |  |  |  |  |
| **Pay Scales** | **THR Grades**  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
| 1 |  |  | 1 | 39,519 | 3,293.25 | 40,310 | 3,359.17 |
| 2 |  |  | 2 | 40,981 | 3,415.08 | 41,801 | 3,483.42 |
| 3 |  |  | 3 | 42,498 | 3,541.50 | 43,348 | 3,612.33 |
| 4 |  |  |  |  |  |  |
| 5 |  |  |  |  |  |  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **SPECIAL EDUCATIONAL NEEDS ALLOWANCE** | 1.9.17 | **1.9.18** |  | Monthly 1.9.17 | **Monthly 1.9.18** |
| Minimum |  |  |  |  |  | 2106 | 2149 |  | 176 | 179 |
| Maximum |  |  |  |  | 4158 | 4242 |  | 347 | 354 |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **TLR PAYMENT 1**  |  |  |  | 1.9.17. | **1.9.18.** |  | Monthly 1.9.17 | **Monthly 1.9.18** |
| Minimum |  |  |  |  | 7699 | **7853** |  | 641.58 | **654.42** |
| Maximum |  |  |  | 13027 | **13288** |  | 1085.58 | **1107.33** |
|  |  |  |  |  |  |  |  |  |  |
| **TLR PAYMENT 2** |  |  |  | 1.9.17. | **1.9.18.** |  | Monthly 1.9.17 |  **Monthly 1.9.18** |
| minimum |  |  |  | 2667 | **2721** |  | 222 | **226.75** |
| maximum |  |  |  | 6515 | **6646** |  | 542.9 | **553.8** |
|  |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |
| **TLR PAYMENT 3** |  |  |  | 1.9.17. | **1.9.18.** |  | Monthly 1.9.17 |  **Monthly 1.9.18** |
| minimum |  |  |  | 529 | **540** |  | 44.1 | **45.00** |
| maximum |  |  |  | 2630 | **2683** |  | 219.2 | **18.27** |

|  |
| --- |
| **Scale for Unqualified Teachers - 2018/19** |
|  |  |  |  |  |
| **New grade name UQT** |
|  |  |  |  |  |
| **SCP** | **Annual Salary Incl. LW** | **Monthly** | **Annual Salary Incl. LW** | **Monthly** |  |
|  | 1.09.17 | 1.9.17 | **1.09.18** | **1.9.18** |  |
|  |  |  |  |  |  |
| 1 | 19,749 | 1,645.75 | **20,441** | **1,703.42** |  |
| 2 | 21,684 | 1,807.00 | **22,443** | **1,870.25** |  |
| 3 | 23,618 | 1,968.17 | **24,445** | **2,037.08** |  |
| 4 | 25,555 | 2,129.58 | **26,450** | **2,204.17** |  |
| 5 | 27,487 | 2,290.58 | **28,450** | **2,370.83** |  |
| 6 | 29,422 | 2,451.83 | **30,452** | **2,537.67** |  |

**Appendix 3: As amended and approved by Full Council on Thursday 12 September 2019**

Chief Officer Grades and Spinal Point {Figures effective from 1 October 2019}

|  |  |  |
| --- | --- | --- |
| **Salary Scale** | **Spinal Point** | **Salary {per annum}** |
| Chief Executive (CE 4) | 4 | £202,898 |
|  | 3 | £197,695 |
|  | 2 | £192,493 |
|  | 1 | £187,290 |
| Executive Director {ED} | 5 | £147,751 |
|  | 4 | £145,150 |
|  | 3 | £142,549 |
|  | 2 | £139,948 |
|  | 1 | £137,346 |
| Strategic Director 1 | 5 | £155,900 |
|  | 4 | £152,500 |
|  | 3 | £150,000 |
|  | 2 | £147,500 |
|  | 1 | £145,000 |
| Strategic Director 2 | 5 | £144,000 |
|  | 4 | £141,300 |
|  | 3 | £138,300 |
|  | 2 | £135,300 |
|  | 1 | £132,000 |
| Corporate Director 1 | 4 | £122,000 |
|  | 3 | £120,000 |
|  | 2 | £118,000 |
|  | 1 | £116,000 |
| Corporate Director 2 | 5 | £115,683 |
|  | 4 | £113,030 |
|  | 3 | £110,376 |
|  | 2 | £107,723 |
|  | 1 | £107,171 |
| Divisional Director {DD} | 5 | £104,009 |
|  | 4 | £101,355 |
|  | 3 | £98,702 |
|  | 2 | £96,049 |
|  | 1 | £93,395 |
| Assistant Director {AD} | 5 | £90,212 |
|  | 4 | £87,558 |
|  | 3 | £84,905 |
|  | 2 | £82,252 |
|  | 1 | £79,598 |

**Appendix 4**

**Chief Officer remunerated Posts {as at 31 March 2019}**

Appointments to Chief Officer’s posts are in line with the Council’s Employment Procedural Rules. Please see below the Chief Officer roles within the Council.

**Management Board**

Chief Executive

Deputy Chief Executive

Strategic Director Corporate Development

Strategic Director Finance and Governance

Strategic Director Neighbourhood & Commercial

Strategic Director Economic Growth (new post)

Director of Regeneration and Growth

Director of Property and Asset Management

Director of Governance & Law

**Other Chief Officer Posts**

Director of Digital & ICT

Assistant Director Technology Innovation

Director of Communications & Communities

Director of Transformation & HR

Assistant Director Policy Lab

Creative Director London Borough of Culture, Corporate Development

Director of Capital Delivery

Assistant Director Quality Assurance

Assistant Director of Property

Director of Strategic Planning & Development

Director of Investment & Delivery

Director of Financial Management & Accountancy

Director of Supply Chain

Director of Return on Investment

Assistant Director - Internal Audit & Anti- Fraud (Shared with Enfield)

Director of Neighbourhood Management & Customer Services

Director Selective Licensing & Regulation

Director of Highways & Traffic Management

Director of Commercial Innovation

Director of Customer Services & Business Support

Director Wellbeing & Independence

Director Care & Support

Director Integrated Commissioning (Share with CCG)

Director Connected Communities

Director of Public Health

Director of Learning & System Leadership

Director Wellbeing & Independence

Assistant Director of Adults Operations

Director Care and Support

Assistant Director of Safeguarding & Family Support

Assistant Director of Corporate Parenting

Assistant Director of Quality Assurance

Assistant Director of Adults Transformation & Integration

Director of Disability Enablement Service

Director Integrated Commissioning NP (Shared with CCG)

Assistant Director Commissioning

Corporate Director for Housing

Assistant Director Housing Strategy & Development

Divisional Director Housing Operations

Divisional Director Housing Solutions

Divisional Director Housing Assets

**Non Chief Officer posts that are paid in accordance with the grading structure relevant to the post that pay similar levels to Chief Officer roles.**

Public Health Consultants: 2 posts

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Appendix 5 - Senior staff pay at London Borough of Waltham Forest** |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
| ONS GSS code; E09000031 |  |  |  |  |  |  |  |  |
| Body name; London Borough of Waltham Forest |  |  |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
| Notes: |  |  |  |  |  |  |  |  |  |  |
| 1. Officer pay details as at 31 March 2019 |  |  |  |  |  |  |
| 2. Annual salary is the sum of full time annual salary for the post. The full time annual salary (1 FTE) is used for this figure not the part time salary. |  |  |  |  |  |  |
| 3. The full annual salary may not have been paid for the full year. However, in the interest of transparency, this document shows the FTE salary for the post. |  |  |  |  |  |  |
| 4. Non Chief Officer salaries are shown in brackets of £5,000 |  |  |  |  |  |  |  |
| 5. The Council's policy is to publish the names of those employees earning more than £75,000per annum, unless there is good reason to withhold the name, for example, due to the nature of the role or where the individual circumstances of the disclosure of those names may cause real risk of harm |
| 6. Market Supplement: \* denotes that this role attracts a Market Supplement which could take the remuneration paid above the maximum salary for the grade |  |  |  |  |
| Grade | Positions | Personnel Area | Personnel Subarea | Contract type | Employee(s) | Contact Details - email | Contact Details - telephone | Actual Annual Salary (or if below £75,000pa the details are provided within £5k Pay Bands) | Market Supplement / Allowance based on 12 month duration | Maximum potential salary for the Grade |
| CE4 | Chief Executive | Chief Executives | CE Office | Permanent contract | Mr Martin Esom | martin.esom@walthamforest.gov.uk | 02084964201 | 202,898.00 |   | 202,898.00 |
| ED | Deputy Chief Executive | Families & Homes Group | Children & Fam | Permanent contract | Miss Linzi Roberts-Egan | linzi.roberts-egan@walthamforest.gov.uk | 02084963501 | 147,751.00 | 16,580.00 | 147,751.00 |
| ED | Strategic Director of Economic Growth | Economic Growth Group | Regen & Growth | Permanent contract | Mr Stewart Murray | stewart.murray@walthamforest.gov.uk | 02084963000 | 147,751.00 | 5,146.00 | 147,751.00 |
| FD | Strategic Director Neighbourhoods & Comm | Neighbourhoods & Commercial Group | N'Hood Mgt | Permanent contract | Ms Michele Moloney | michele.moloney@walthamforest.gov.uk | 02084964720 | 132,664.00 |   | 135,265.00 |
| FD | Strategic Director Corporate Development | Corporate Development Group | Corp Develop | Permanent contract | Ms Rhona Cadenhead | rhona.cadenhead@walthamforest.gov.uk | 02084968096 | 132,664.00 |   | 135,265.00 |
| FD | Strategic Director Finance & Governance | Finance & Governance Group | Finance & Gov | Permanent contract | Mr John Turnbull | john.turnbull@walthamforest.gov.uk | 02084964260 | 132,664.00 | 8,700.00 | 135,265.00 |
| CD | Director Regeneration & Growth | Economic Growth Group | Regen & Growth | Permanent contract | Ms Lucy Shomali | lucy.shomali@walthamforest.gov.uk | 02084966734 | 113,415.00 |   | 113,415.00 |
| CD | Director Care & Support | Families & Homes Group | Children & Fam | Permanent contract | Mrs Heather Flinders | heather.flinders@walthamforest.gov.uk | 02084963205 | 113,415.00 | 16,585.00 | 113,415.00 |
| CD | Director of Digital & ICT | Corporate Development Group | Digital & ICT | Permanent contract | Mr Paul Neville | paul.neville@walthamforest.gov.uk | 02084963000 | 113,415.00 |   | 113,415.00 |
| CD | Corporate Director for Housing  | Economic Growth Group | Regen & Growth | Permanent contract | Mr Darren Welsh | darren.welsh@walthamforest.gov.uk | 02084963000 | 113,415.00 |   | 113,415.00 |
| CD | Director Integrated Commissioning NP (Shared with CCG) | Families & Homes Group | Children & Fam | Permanent contract | Mr MarK Lobban | wfdirect@walthamforest.gov.uk | 02084963000 | 113,415.00 |   | 113,415.00 |
| CD | Director of Property & Asset Management | Economic Growth Group | Prop & Ass Mgt | Permanent contract | Mr Aiden McManus | aiden.mcmanus@walthamforest.gov.uk | 02084968230 | 110,814.00 |   | 113,415.00 |
| CD | Director of Governance & Law | Finance & Governance Group | Govern & Law | Permanent contract | Mr Mark Hynes | mark.hynes@walthamforest.gov.uk | 02084964848 | 108,212.00 | 11,000.00 | 113,415.00 |
| CD | Director Wellbeing & Independence | Families & Homes Group | Early Help | Permanent contract | Mr Daniel Phelps | daniel.phelps@walthamforest.gov.uk | 02084965050 | 105,070.00 |   | 113,415.00 |
| CD | Director of Financial Services | Finance & Governance Group | Finance & Gov | Permanent contract | Mr Jake Bacchus | Jake.Bacchus@walthamforest.gov.uk | 02084963000 | 105,070.00 |   | 113,415.00 |
| CD | Direcctor Communities | Families & Homes Group | Communities | Permanent contract | Mr Richard Barker | wfdirect@walthamforest.gov.uk | 02084963000 | 105,070.00 | 4,585.00 | 113,415.00 |
| CD | Director of Return on Investment | Finance & Governance Group | Finance & Gov | Permanent contract | Mr Robert Manning | Rob.Manning@walthamforest.gov.uk | 02084963000 | 105,070.00 |   | 113,415.00 |
| DD | Director of Learning & System Leadership | Families & Homes Group | Learn Sys Lship | Permanent contract | Mr David Kilgallon | david.kilgallon@walthamforest.gov.uk | 02084963000 | 104,009.00 | 3,031.00 | 104,009.00 |
| DD | Director of Public Health | Families & Homes Group | Public Health | Permanent contract | Mr Joseph McDonnell | joe.mcdonnell@walthamforest.gov.uk | 02084963000 | 98,702.00 |   | 104,009.00 |
| DD | Divisional Director Housing Assets  | Families & Homes Group | Housing & Grwth | Permanent contract | Ms Sumrita Gomer  | Sumrita.Gomer@walthamforest.gov.uk | 02084963000 | 98,702.00 |   | 104,009.00 |
| DD | Director of Supply Chain | Finance & Governance Group | Procurement | Permanent contract | Mr David Levy | david.levy@walthamforest.gov.uk | 02084963000 | 96,049.00 |   | 104,009.00 |
| DD | Head of Culture and Heritage Services (Interim) | Corporate Development Group | Comms & Communi | Permanent contract | Mrs Lorna Lee | lorna.lee@walthamforest.gov.uk | 02084963203 | 93,395.00 |   | 104,009.00 |
| DD | Director of Transformation & HR | Corporate Development Group | Transform & HR | Permanent contract | Mr Benjamin Plant | ben.plant@walthamforest.gov.uk | 02084968235 | 93,395.00 |   | 104,009.00 |
| DD | Director of Customer Services & Business | Neighbourhoods & Commercial Group | Commercial Serv | Permanent contract | Miss Louise Duffield | louise.duffield@walthamforest.gov.uk | 02084963000 | 93,395.00 |   | 104,009.00 |
| DD | Director of Strategic Planning & Dev. | Economic Growth Group | Regen & Growth | Permanent contract | Mrs Jane Custance | jane.custance@walthamforest.gov.uk | 02084963000 | 93,395.00 |   | 104,009.00 |
| DD | Dir of N'hood Management & Customer Serv | Neighbourhoods & Commercial Group | N'Hood Mgt | Permanent contract | Mr Jarlath Griffin | jarlath.griffin@walthamforest.gov.uk | 02084966787 | 93,395.00 |   | 104,009.00 |
| DD | Divisional Director Housing Solutions | Families & Homes Group | Housing & Grwth | Permanent contract | Ms Modester Anucha | modester.anucha@walthamforest.gov.uk | 02084963000 | 93,395.00 |   | 104,009.00 |
| DD | Divisional Director Housing Operations  | Families & Homes Group | Housing & Grwth | Permanent contract | Ms Jane Martin | wfdirect@walthamforest.gov.uk | 02084963000 | 93,395.00 |   | 104,009.00 |
| AD | Director of Highways & Traffic Managemen | Neighbourhoods & Commercial Group | Highw & Parking | Permanent contract | Mr Kathiravelu Valavan | vala.valavan@walthamforest.gov.uk | 02084962525 | 90,211.00 | 10,507.00 | 90,211.00 |
| AD | Assistant Director Quality Assurance | Families & Homes Group | Children & Fam | Permanent contract | Mr Darren McAughtrie | darren.mcaughtrie@walthamforest.gov.uk | 02084963000 | 90,211.00 |   | 90,211.00 |
| AD | Assistant Director Corporate Parenting | Families & Homes Group | Children & Fam | Permanent contract | Mr David Fry | david.fry@walthamforest.gov.uk | 02084963000 | 90,211.00 |   | 90,211.00 |
| AD | Assistant Director Safeguarding & Family Support | Families & Homes Group | Children & Fam | Permanent contract | Mrs Amana Gordon | amana.gordon@walthamforest.gov.uk | 02084963000 | 90,211.00 |   | 90,211.00 |
| AD | Asst. Director Technology Innovation | Corporate Development Group | Digital & ICT | Permanent contract | Mr Richard Holland | richard.holland@walthamforest.gov.uk | 02084963000 | 87,558.00 |   | 90,211.00 |
| AD | Creative Director London Borough of Culture, Corporate Development | Corporate Development Group | Corp Develop | Temporary contract | Mr Samuel Hunt | Sam.Hunt@walthamforest.gov.uk | 02084963000 | 87,558.00 |   | 90,211.00 |
| AD | Assistant Director Housing Strategy & Development | Families & Homes Group | Housing & Grwth | Permanent contract | Ms Jennifer Daothong | Jennifer.Daothong@walthamforest.gov.uk | 02084963000 | 87,558.00 |   | 90,211.00 |
| AD | Assistant Director of Adults Operations | Families & Homes Group | Integ Disa Serv | Permanent contract | Miss Catherine Scholefield | cath.scholefield@walthamforest.gov.uk | 02084963000 | 84,905.00 |   | 90,211.00 |
| AD | Director of Capital Delivery | Economic Growth Group | Prop & Ass Mgt | Permanent contract | Mr Joseph Garrod | wfdirect@walthamforest.gov.uk | 02084963000 | 84,905.00 |   | 90,211.00 |
| AD | Assistant Director Commissioning | Families & Homes Group | Adult Soc Care | Permanent contract | Mr Darren Newman | darren.newman@walthamforest.gov.uk | 02084963000 | 82,252.00 |   | 90,211.00 |
| AD | Director Investment & Delivery | Economic Growth Group | Regen & Growth | Permanent contract | Mr Jonathan Martin | jonathan.martin@walthamforest.gov.uk | 02084963000 | 82,252.00 |   | 90,211.00 |
| AD | Director of Commercial Innovation | Neighbourhoods & Commercial Group | Commercial Serv | Permanent contract | Mr John Hubbard | john.hubbard@walthamforest.gov.uk | 02084965451 | 79,598.00 |   | 90,211.00 |
| AD | A D - Internal Audit & Anti Fruad S Serv | Finance & Governance Group | Finance & Gov | Permanent contract | Miss Gemma Young | gemma.young@walthamforest.gov.uk | 02084964620 | 79,598.00 |   | 90,211.00 |
| AD | Director of Disability Enablement Services (Interim) | Families & Homes Group | Integ Disa Serv | Temporary contract | Miss Angela Wellings | wfdirect@walthamforest.gov.uk | 02084963000 | 79,598.00 |   | 90,211.00 |
| AD | Director, Selective Licensing & Regulation | Neighbourhoods & Commercial Group | Sel Lic & Regs | Permanent contract | Mr David Beach | David.Beach@walthamforest.gov.uk | 02084962214 | 79,598.00 |   | 90,211.00 |
| AD | Public Health Consultant - CYP | Families & Homes Group | Public Health | Permanent contract | Dr Jonathan Cox | jonathan.cox@walthamforest.gov.uk | 02084963000 | 79,598.00 |   | 90,211.00 |
| AD | Director of Communications & Communities (Interim) | Corporate Development Group | Comms & Communi | Permanent contract | Mr Edward Townsend | Eddie.Townsend@walthamforest.gov.uk | 02084963000 | 77,760.00 |   | 90,211.00 |
| AD | Public Health Consultant | Families & Homes Group | Public Health | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 70,001 to 75,000 |   | 90,211.00 |
| AD | Public Health Consultant | Families & Homes Group | Public Health | Temporary contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 60,001 to 65,000 |   | 90,211.00 |
| PO12 | Head of Law Commercial | Finance & Governance Group | Govern & Law | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 |   | 69,624.00 |
| PO12 | Strategic Financial Advisor | Finance & Governance Group | Finance & Gov | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 |   | 69,624.00 |
| PO12 | Head of Human Resources | Corporate Development Group | Transform & HR | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 |   | 69,624.00 |
| PO12 | Head of Revenues & Benefits | Finance & Governance Group | Finance & Gov | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 |   | 69,624.00 |
| PO12 | Head of Law Litigation & Public | Finance & Governance Group | Govern & Law | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 | \* | 69,624.00 |
| PO12 | Head of Transformation | Corporate Development Group | Transform & HR | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 |   | 69,624.00 |
| PO12 | Head of Finance | Finance & Governance Group | Finance & Gov | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 |   | 69,624.00 |
| PO12 | Head of Strategic Regeneration | Economic Growth Group | Regen & Growth | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 | \* | 69,624.00 |
| PO12 | Head of Housing Development & Regen | Families & Homes Group | Housing & Grwth | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 |   | 69,624.00 |
| PO12 | Head of Digital Services | Corporate Development Group | Digital & ICT | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 | \* | 69,624.00 |
| PO12 | Head of Housing Improvement | Families & Homes Group | Housing & Grwth | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 |   | 69,624.00 |
| PO12 | Head of Development & Building Control | Economic Growth Group | Regen & Growth | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 | \* | 69,624.00 |
| PO12 | Head of MARCOMMS | Corporate Development Group | Comms & Communi | Temporary contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 | \* | 69,624.00 |
| PO12 | Strategic Financial Advisor | Finance & Governance Group | Finance & Gov | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 |   | 69,624.00 |
| PO12 | Head Early Years, Childcare & Bus. Dev. | Families & Homes Group | Learn Sys Lship | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 |   | 69,624.00 |
| PO12 | Head of WF Traded Service | Families & Homes Group | Sch Traded Serv | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 |   | 69,624.00 |
| PO12 | Head of I T Change | Corporate Development Group | Digital & ICT | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 |   | 69,624.00 |
| PO12 | Head of Law Family | Finance & Governance Group | Govern & Law | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 |   | 69,624.00 |
| PO12 | Head of I T Operations | Corporate Development Group | Digital & ICT | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 | \* | 69,624.00 |
| PO12 | Head of Investment Bus & Emp | Economic Growth Group | Regen & Growth | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 |   | 69,624.00 |
| PO12 | Head of Facilities Management | Economic Growth Group | Prop & Ass Mgt | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 |   | 69,624.00 |
| PO12 | ISCH Programme Lead | Corporate Development Group | Transform & HR | Temporary contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 | \* | 69,624.00 |
| PO12 | Strategic Finance Advisor Corporate | Finance & Governance Group | Finance & Gov | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 |   | 69,624.00 |
| PO12 | Head of Neighbourhood Management | Neighbourhoods & Commercial Group | N'Hood Mgt | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 |   | 69,624.00 |
| PO12 | Head of Community Safety | Families & Homes Group | Early Help | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 |   | 69,624.00 |
| PO12 | Strategic Financial Advisor - Adults | Finance & Governance Group | Finance & Gov | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 |   | 69,624.00 |
| PO12 | Head of Early Help Delivery | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 |   | 69,624.00 |
| PO12 | Lead Manager Early Help & Troubled Fam | Families & Homes Group | Early Help | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 |   | 69,624.00 |
| PO12 | Head of Behav Attend & Children Miss Edu | Families & Homes Group | Early Help | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 |   | 69,624.00 |
| PO12 | Head of Campaigns | Corporate Development Group | Comms & Communi | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 |   | 69,624.00 |
| PO12 | Head of Media | Corporate Development Group | Comms & Communi | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 |   | 69,624.00 |
| PO12 | Head of Electoral and Democratic Service | Finance & Governance Group | Govern & Law | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 |   | 69,624.00 |
| PO12 | YOS Lead Manager | Families & Homes Group | Early Help | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 |   | 69,624.00 |
| PO12 | Head of Skills | Economic Growth Group | Regen & Growth | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 |   | 69,624.00 |
| PO12 | Head of Mechanical & Electrical | Families & Homes Group | Housing & Grwth | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 |   | 69,624.00 |
| PO12 | Strategic Financial Adviser Corporate | Finance & Governance Group | Financial Plan | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 |   | 69,624.00 |
| PO12 | Head of Estates and Valuation | Economic Growth Group | Prop & Ass Mgt | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 65,001 to 70,000 |   | 69,624.00 |
| PO11 | Head of Strategic Partnerships | Families & Homes Group | Public Health | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 60,001 to 65,000 |   | 64,086.00 |
| PO11 |  Head of Schools Delivery | Economic Growth Group | Prop & Ass Mgt | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 60,001 to 65,000 |   | 64,086.00 |
| PO11 | Head of Housing Management | Families & Homes Group | Housing & Grwth | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 60,001 to 65,000 |   | 64,086.00 |
| PO11 | Head of supply Chain (Place) | Finance & Governance Group | Procurement | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 60,001 to 65,000 |   | 64,086.00 |
| PO11 | Head of Supply Chain (People) | Finance & Governance Group | Procurement | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 60,001 to 65,000 |   | 64,086.00 |
| PO11 | Strategic Asset Manager | Economic Growth Group | Prop & Ass Mgt | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 60,001 to 65,000 |   | 64,086.00 |
| PO11 | Strategic Comm Working Age Adults | Families & Homes Group | Adult Soc Care | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 60,001 to 65,000 |   | 64,086.00 |
| PO11 | Head of Business Intelligence | Finance & Governance Group | Procurement | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 60,001 to 65,000 |   | 64,086.00 |
| PO11 | Head of Supply Chain (Corporate) | Finance & Governance Group | Procurement | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 60,001 to 65,000 |   | 64,086.00 |
| PO11 | Head of Brokerage & Contract Management | Families & Homes Group | Adult Soc Care | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 60,001 to 65,000 |   | 64,086.00 |
| PO11 | Principal Commercial Surveyor | Economic Growth Group | Prop & Ass Mgt | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 60,001 to 65,000 |   | 64,086.00 |
| PO11 | Chief Accountant | Finance & Governance Group | Finance & Gov | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 60,001 to 65,000 |   | 64,086.00 |
| PO11 | Strategic Commis OP & Community | Families & Homes Group | Adult Soc Care | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 60,001 to 65,000 |   | 64,086.00 |
| EPB10-13 | Assistant Principal Educational Psycholo | Families & Homes Group | Learn Sys Lship | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 60,001 to 65,000 |   | 61,251.00 |
| PO11 | Head of Education Business Effectiveness | Families & Homes Group | Learn Sys Lship | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 60,001 to 65,000 |   | 64,086.00 |
| PO11 | Senior Corporate Landlord Surveyor | Economic Growth Group | Prop & Ass Mgt | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 60,001 to 65,000 |   | 64,086.00 |
| PO11 | Head of Health & Safety | Economic Growth Group | Prop & Ass Mgt | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 60,001 to 65,000 |   | 64,086.00 |
| PO10 | Design & Construction Manager | Neighbourhoods & Commercial Group | Highw & Parking | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 59,685.00 |
| PO10 | Treasury & Pensions Manager | Finance & Governance Group | Treasury & Pens | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 59,685.00 |
| PO10 | Group Manager South Team | Families & Homes Group | Integ Disa Serv | TUPE'd in contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 59,685.00 |
| PO10 | Head of Housing Quality | Finance & Governance Group | Finance & Gov | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 59,685.00 |
| PO10 | Head of Service Bus Hub and Cust Serv | Neighbourhoods & Commercial Group | Business Supp | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 59,685.00 |
| PO10 | Head of Housing Supply | Families & Homes Group | Housing & Grwth | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 59,685.00 |
| PO10 | Head of Prevention & Assessment | Families & Homes Group | Housing & Grwth | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 59,685.00 |
| PO10 | Head of Service Bus Hub and Cust Serv | Neighbourhoods & Commercial Group | Commercial Serv | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 | \* | 59,685.00 |
| PO10 | Head of Service Bus Hub and Cust Serv | Neighbourhoods & Commercial Group | Business Supp | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 | \* | 59,685.00 |
| PO10 | Head of Service Bus Hub and Cust Serv | Neighbourhoods & Commercial Group | Business Supp | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 | \* | 59,685.00 |
| PO10 | I T Security Architect | Corporate Development Group | Digital & ICT | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 59,685.00 |
| PO10 | Head of Parks and Leisure | Families & Homes Group | Public Health | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 59,685.00 |
| PO10 | Strategic PMO Lead | Corporate Development Group | Transform & HR | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 59,685.00 |
| PO10 | Head of Operations Traded Services | Families & Homes Group | Learn Sys Lship | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 59,685.00 |
| PO10 | Senior Project Manager | Economic Growth Group | Prop & Ass Mgt | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 59,685.00 |
| PO10 | Deputy Head Neighbourhood & Area Manager | Neighbourhoods & Commercial Group | N'Hood Mgt | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 59,685.00 |
| PO10 | Senior Project Manager | Economic Growth Group | Prop & Ass Mgt | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 59,685.00 |
| PO10 | Senior Project Manager | Economic Growth Group | Prop & Ass Mgt | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 59,685.00 |
| PO10 | Highway Network Manager | Neighbourhoods & Commercial Group | Highw & Parking | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 59,685.00 |
| PO10 | Head of Housing Rents | Families & Homes Group | Housing & Grwth | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 59,685.00 |
| PO10 | Senior Project Manager | Economic Growth Group | Prop & Ass Mgt | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 59,685.00 |
| PO10 | Network Operations Manager | Neighbourhoods & Commercial Group | Highw & Parking | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 59,685.00 |
| PO10 | HR Consultant | Corporate Development Group | Transform & HR | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 59,685.00 |
| PO10 | Senior Project Manager | Economic Growth Group | Prop & Ass Mgt | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 59,685.00 |
| PO10 | Head of Service Bus Hub and Cust Serv | Neighbourhoods & Commercial Group | Business Supp | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 59,685.00 |
| PO10 | Senior Project Manager | Economic Growth Group | Prop & Ass Mgt | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 59,685.00 |
| PO10 | Head of Home Ownership & Comm Initiative | Families & Homes Group | Housing & Grwth | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 59,685.00 |
| PO10 | Head of Commercial Operations | Neighbourhoods & Commercial Group | Commercial Serv | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 59,685.00 |
| PO10 | Group Manager Traffic Management (P&C) | Neighbourhoods & Commercial Group | Highw & Parking | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 59,685.00 |
| PO10 | Senior project Manager | Economic Growth Group | Prop & Ass Mgt | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 59,685.00 |
| PO10 | Head of Commercial Development | Neighbourhoods & Commercial Group | Commercial Serv | Temporary contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 59,685.00 |
| PO10 | Head of Service Bus Hub and Cust Serv | Neighbourhoods & Commercial Group | Business Supp | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 59,685.00 |
| LDR | Head of Suntrap | Families & Homes Group | Sch Traded Serv | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 54,401.00 |
| LDR | Head of School | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 55,588.00 |
| PO9 | Head of Building Control | Economic Growth Group | Regen & Growth | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 55,569.00 |
| PO9 | Head of ServiceQA | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 55,569.00 |
| PO9 | Group Accountant Neighbourhoods | Finance & Governance Group | Finance & Gov | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 55,569.00 |
| PO7/9 | Programme Manager (South) | Economic Growth Group | Regen & Growth | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 55,569.00 |
| PO9 | Head of Service | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 55,569.00 |
| PO9 | Business Growth & Investment Prog Manage | Economic Growth Group | Regen & Growth | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 55,569.00 |
| PO9 | Employment Strategy & Programme Manager | Economic Growth Group | Regen & Growth | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 55,569.00 |
| PO9 | Hd of Safeguarding & Family Support | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 55,569.00 |
| PO9 | Head of Corporate Parenting F&A | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 55,569.00 |
| PO7/9 | Town Centres Regeneration Manager | Economic Growth Group | Regen & Growth | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 55,569.00 |
| PO7/9 | Programme Manager (North) | Economic Growth Group | Regen & Growth | Temporary contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 55,569.00 |
| PO9 | Head of Corporate Parenting Leave Care | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 55,569.00 |
| PO9 | Head of Admissions | Families & Homes Group | Learn Sys Lship | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 55,569.00 |
| PO9 | Planning Manager (South Area) | Economic Growth Group | Regen & Growth | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 55,569.00 |
| PO9 | Deputy Head of Corporate Parenting | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 55,569.00 |
| PO9 | Head of Service - Provider services | Families & Homes Group | Adult Soc Care | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 | \* | 55,569.00 |
| PO9 | Head of Service - Specialist Work Servic | Families & Homes Group | Adult Soc Care | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 | \* | 55,569.00 |
| PO9 | HOS - Comm Wellbeing & Independent Serv | Families & Homes Group | Adult Soc Care | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 | \* | 55,569.00 |
| SEPB5-10 | Senior Education Psychologist | Families & Homes Group | Integ Disa Serv | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 55,001 to 60,000 |   | 56,950.00 |
| PO9 | Group Accountant Corporate | Finance & Governance Group | Finance & Gov | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 55,569.00 |
| PO9 | Planning Manager (North Area) | Economic Growth Group | Regen & Growth | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 55,569.00 |
| PO9 | Design and Conservation Manager | Economic Growth Group | Regen & Growth | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 55,569.00 |
| PO9 | Head of Planning Policy & Strategy | Economic Growth Group | Regen & Growth | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 55,569.00 |
| PO9 | Group Accountant Housing | Finance & Governance Group | Finance & Gov | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 55,569.00 |
| PO9 | Group Accountant CYP | Finance & Governance Group | Finance & Gov | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 55,569.00 |
| PO9 | Group Accountant Adults | Finance & Governance Group | Finance & Gov | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 55,569.00 |
| PO9 | Commercial Manager | Neighbourhoods & Commercial Group | Commercial Serv | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 55,569.00 |
| PO9 | Performance and Information Manager (Fam | Finance & Governance Group | Procurement | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 55,569.00 |
| PO9 | Head of Service Practice Improvement | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 55,569.00 |
| PO12 | Hd of Serv Pupil Based Commiss & Admissi | Families & Homes Group | Learn Sys Lship | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 69,624.00 |
| PO9 | Service Manager | Neighbourhoods & Commercial Group | N'Hood Mgt | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 55,569.00 |
| PO9 | Group Accountant Regeneration & Growth | Finance & Governance Group | Finance & Gov | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 55,569.00 |
| PO9 |  Head of MASH | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 55,569.00 |
| PO9 | Head of Corporate Parenting F&A | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 55,569.00 |
| PO9 | Head of Parks & Open Spaces | Neighbourhoods & Commercial Group | N'Hood Mgt | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 55,569.00 |
| PO9 | Head of Leadership Office | Corporate Development Group | Comms & Communi | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 55,569.00 |
| PO9 | Programme Manager | Economic Growth Group | Regen & Growth | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 55,569.00 |
| PO9 | Head of Family Functional Therapy | Families & Homes Group | Early Help | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 55,569.00 |
| PO9 | Service Manager | Neighbourhoods & Commercial Group | N'Hood Mgt | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 55,569.00 |
| PO9 | Housing Manager | Families & Homes Group | Housing & Grwth | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 55,569.00 |
| PO9 | Housing Manager | Families & Homes Group | Housing & Grwth | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 55,569.00 |
| PO9 | Planning Manager (Majors) | Economic Growth Group | Regen & Growth | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 55,569.00 |
| ADV/GB | Early Years Improvement Consultant (0-4) | Families & Homes Group | Learn Sys Lship | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,789.00 |
| PO8 | Sustainable Development Manager | Economic Growth Group | Regen & Growth | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Area Estates Manager | Economic Growth Group | Prop & Ass Mgt | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Street Lighting&Responsive Maint Manager | Neighbourhoods & Commercial Group | Highw & Parking | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Catering Operations Manager | Families & Homes Group | Sch Traded Serv | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Support Functions Unit Manager | Finance & Governance Group | Revs & Bens | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Manager | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Team Manager | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Area Manager 0-18 | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO7/8 | Independant Reviewing Officer | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Area Manager 0-18 | Families & Homes Group | Early Help | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Senior Lawyer (Family) | Finance & Governance Group | Govern & Law | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Workforce Development Manager | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO7/8 | Team Manager Early Help Intervention | Families & Homes Group | Early Help | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Senior Lawyer (Family) | Finance & Governance Group | Govern & Law | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 | \* | 51,453.00 |
| PO8 | Senior Lawyer (Property & Planning) | Finance & Governance Group | Govern & Law | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Head of Performance & Operations | Economic Growth Group | Regen & Growth | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO7/8 | Independant Reviewing Officer | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Senior Lawyer Regen Fixed Term | Finance & Governance Group | Govern & Law | Fixed Term Contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 | \* | 51,453.00 |
| PO8 | Team Manager | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO7/8 | Local Authority Designated Officer(LADO | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Senior Lawyer (Contracts) | Finance & Governance Group | Govern & Law | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Senior Lawyer Advocacy | Finance & Governance Group | Govern & Law | Temporary contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Team Manager | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Team Manager | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Team Manager | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Team Manager | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO7/8 | Child Protection Co-ordinator | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Senior Lawyer (Family) | Finance & Governance Group | Govern & Law | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 | \* | 51,453.00 |
| PO8 | Senior Lawyer Advisory | Finance & Governance Group | Govern & Law | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Digital and ICT Programme Manager | Corporate Development Group | Digital & ICT | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 | \* | 51,453.00 |
| PO7/8 | Independant Reviewing Officer | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Team Manager | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Practice Improvement and Audit Manager | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Programme Manager | Corporate Development Group | Transform & HR | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Schools Strategic Development Manager | Families & Homes Group | Learn Sys Lship | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Insurance and Risk Manager | Finance & Governance Group | Audit&AntiFraud | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Benefits Unit Manager | Finance & Governance Group | Revs & Bens | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Practice Improvement Manager | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Senior Public Health Strategist | Families & Homes Group | Public Health | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Area Manager Central | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Head of Housing Strategy & Partnerships | Economic Growth Group | Regen & Growth | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Team Manager | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Team Manager | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Senior Lawyer (Family) | Finance & Governance Group | Govern & Law | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Team Manager | Families & Homes Group | Children & Fam | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| PO8 | Digital and ICT Programme Manager | Corporate Development Group | Digital & ICT | Temporary contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 51,453.00 |
| EPA3-8 | Educational Psychologist | Families & Homes Group | Integ Disa Serv | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 50,227.00 |
| EPA3-8 | Education Psychologist | Families & Homes Group | Learn Sys Lship | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 50,227.00 |
| MGT7 | Head of Learning Delivery | Economic Growth Group | Regen & Growth | Permanent contract |   | wfdirect@walthamforest.gov.uk | 02084963000 | 50,000 to 55,000 |   | 50,064.00 |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Appendix 6 - Senior staff pay at London Borough of Waltham Forest, Salary Banding by Directorate** |  |  |  |  |
| ONS GSS code; E09000031 |  |  |  |  |  |  |  |
| Body name; London Borough of Waltham Forest |  |  |  |  |  |  |
| Notes: |  |  |  |  |  |  |  |
| 1. Officer pay details as at 31 March 2019 |  |  |  |  |  |  |
| 2. Annual salary is the sum of full time annual salary for the post. The full time annual salary (1 FTE) is used for this figure not the part time salary. |  |  |
| 3. The full annual salary may not have been paid for the full year. However, in the interest of transparency, this document shows the FTE salary for the post. |  |  |
| 4. Non Chief Officer salaries are shown in brackets of £5,000 |  |  |  |  |  |
|  |  |  |  |  |  |  |  |
| **Annual Salary (or bands if below £75,000)** | **Chief Executives** | **Families & Homes Group** | **Finance & Governance Group** | **Economic Growth Group** | **Neighbourhoods & Commercial Group** | **Corporate Development Group** | **Total** |
| £202,898 | 1 |   |   |   |   |   | 1 |
| £147,751 |   | 1 |   | 1 |   |   | 2 |
| £132,664 |   |   | 1 |   | 1 | 1 | 3 |
| £113,415 |   | 2 |   | 2 |   | 1 | 5 |
| £110,814 |   |   |   | 1 |   |   | 1 |
| £108,212 |   |   | 1 |   |   |   | 1 |
| £105,070 |   | 2 | 2 |   |   |   | 4 |
| £104,009 |   | 1 |   |   |   |   | 1 |
| £98,702 |   | 2 |   |   |   |   | 2 |
| £96,049 |   |   | 1 |   |   |   | 1 |
| £93,395 |   | 2 |   | 1 | 2 | 2 | 7 |
| £90,211 |   | 3 |   |   | 1 |   | 4 |
| £87,558 |   | 1 |   |   |   | 2 | 3 |
| £84,905 |   | 1 |   | 1 |   |   | 2 |
| £82,252 |   | 1 |   | 1 |   |   | 2 |
| £79,598 |   | 2 | 1 |   | 2 |   | 5 |
| £77,760 |   |   |   |   |   | 1 | 1 |
| 70,001 to 75,000 |   | 1 |   |   |   |   | 1 |
| 65,001 to 70,000 |   | 10 | 11 | 6 | 1 | 9 | 37 |
| 60,001 to 65,000 |   | 8 | 5 | 5 |   |   | 18 |
| 55,001 to 60,000 |   | 20 | 3 | 14 | 13 | 3 | 53 |
| 50,000 to 55,000 |   | 36 | 18 | 10 | 5 | 4 | 73 |
| Total | 1 | 93 | 43 | 42 | 25 | 23 | 227 |

|  |  |  |
| --- | --- | --- |
| **Appendix 7: Outer London Pay Spine with effect from 01.04.18** Note – Following negotiations with the recognised trade unions it is proposed: * to add new spinal points to existing grades, to scales 4,{SP 11}Scale 5, {SP16} scale 6 {SP21} and PO12 {SP65} as shown in red below
* Spinal point in **bold** are not to be used by LBWF
 |  |  |
|  |  |  |  |  |  |  |  |  |  |  |
| London Spine | Outer London 2017 Current Rate |  | Outer London 2018 New Rate |  | Outer London 2019 New Assimillation Spine Point | 2019 Outer Pay after Assim (no grade change) |  | Outer London 2019 New Spine  | Outer London 2019 New Rate |  |
| 6 | £17,961 |  | £19,611 |  | 1 | £20,103 |  | 1 | £20,103 |  |
| 7 | £17,985 |  | £19,635 |  | 1 | £20,103 |  | 2 | £20,466 |  |
| 8 | £18,051 |  | £19,701 |  | 2 | £20,466 |  | 3 | £20,835 |  |
| 9 | £18,105 |  | £19,755 |  | 2 | £20,466 |  | 4 | £21,210 |  |
| 10 | £18,330 |  | £19,881 |  | 3 | £20,835 |  | 5 | £21,591 |  |
| 11 | £18,357 |  | £19,896 |  | 3 | £20,835 |  | 6 | £21,981 |  |
| 12 | £18,375 |  | £19,914 |  | 4 | £21,210 |  | 7 | £22,377 |  |
| 13 | £18,396 |  | £19,935 |  | 4 | £21,210 |  | 8 | £22,779 |  |
| 14 | £18,657 |  | £20,007 |  | 5 | £21,591 |  | 9 | £23,187 |  |
| 15 | £18,936 |  | £20,136 |  | 5 | £21,591 |  | 10 | £23,607 |  |
| 16 | £19,281 |  | £20,181 |  | 6 | £21,981 |  | 11 | £24,030 |  |
| 17 | £19,623 |  | £20,472 |  | 6 | £21,981 |  | 12 | £24,462 |  |
| 18 | £19,917 |  | £20,667 |  | 7 | £22,377 |  | 13 | £24,903 |  |
| 19 | £20,598 |  | £21,198 |  | 8 | £22,779 |  | 14 | £25,353 |  |
| 20 | £21,276 |  | £21,702 |  | 9 | £23,187 |  | 15 | £25,809 |  |
| 21 | £21,984 |  | £22,425 |  | 10 | £23,607 |  | 16 | £26,274 |  |
| 22 | £22,506 |  | £22,956 |  | 12 | £24,462 |  | **17** | **£26,745** |  |
| 23 | £23,115 |  | £23,577 |  | 13 | £24,903 |  | 18 | £27,228 |  |
| 24 | £23,802 |  | £24,279 |  | 14 | £25,353 |  | 19 | £27,717 |  |
| 25 | £24,510 |  | £24,999 |  | 15 | £25,809 |  | 20 | £28,215 |  |
| 26 | £25,242 |  | £25,746 |  | 18 | £27,228 |  | 21 | £28,725 |  |
| 27 | £26,019 |  | £26,538 |  | 19 | £27,717 |  | **22** | **£29,241** |  |
| 28 | £26,805 |  | £27,342 |  | 20 | £28,215 |  | 23 | £29,766 |  |
| 29 | £27,801 |  | £28,356 |  | 23 | £29,766 |  | 24 | £30,213 |  |
| 30 | £28,668 |  | £29,241 |  | 24 | £30,213 |  | 25 | £30,711 | \* |
| 31 | £29,517 |  | £30,108 |  | 25 | £30,711 | \* | 26 | £31,548 |  |
| 32 | £30,324 |  | £30,930 |  | 26 | £31,548 |  | 27 | £32,430 |  |
| 33 | £31,170 |  | £31,794 |  | 27 | £32,430 |  | 28 | £33,291 |  |
| 34 | £31,998 |  | £32,637 |  | 28 | £33,291 |  | 29 | £33,948 | \* |
| 35 | £32,628 |  | £33,282 |  | 29 | £33,948 | \* | 30 | £34,794 |  |
| 36 | £33,444 |  | £34,113 |  | 30 | £34,794 |  | 31 | £35,724 |  |
| 37 | £34,338 |  | £35,025 |  | 31 | £35,724 |  | 32 | £36,711 |  |
| 38 | £35,286 |  | £35,991 |  | 32 | £36,711 |  | 33 | £37,842 |  |
| 39 | £36,372 |  | £37,098 |  | 33 | £37,842 |  | 34 | £38,799 |  |
| 40 | £37,293 |  | £38,040 |  | 34 | £38,799 |  | 35 | £39,774 |  |
| 41 | £38,229 |  | £38,994 |  | 35 | £39,774 |  | 36 | £40,728 |  |
| 42 | £39,147 |  | £39,930 |  | 36 | £40,728 |  | 37 | £41,706 |  |
| 43 | £40,086 |  | £40,887 |  | 37 | £41,706 |  | 38 | £42,684 | \* |
| 44 | £41,025 |  | £41,847 |  | 38 | £42,684 | \* | 39 | £43,590 |  |
| 45 | £41,898 |  | £42,735 |  | 39 | £43,590 |  | 40 | £44,607 |  |
| 46 | £42,876 |  | £43,734 |  | 40 | £44,607 |  | 41 | £45,585 |  |
| 47 | £43,815 |  | £44,691 |  | 41 | £45,585 |  | 42 | £46,560 |  |
| 48 | £44,751 |  | £45,645 |  | 42 | £46,560 |  | 43 | £47,511 |  |
| 49 | £45,666 |  | £46,578 |  | 43 | £47,511 |  | 44 | £48,492 |  |
| 50 | £46,608 |  | £47,541 |  | 44 | £48,492 |  | 45 | £49,464 |  |
| 51 | £47,544 |  | £48,495 |  | 45 | £49,464 |  | 46 | £50,448 |  |
| 52 | £48,489 |  | £49,458 |  | 46 | £50,448 |  | 47 | £51,450 |  |
| 53 | £49,452 |  | £50,442 |  | 47 | £51,450 |  | 48 | £52,482 |  |
| 54 | £50,445 |  | £51,453 |  | 48 | £52,482 |  | 49 | £53,544 |  |
| 55 | £51,465 |  | £52,494 |  | 49 | £53,544 |  | 50 | £54,597 |  |
| 56 | £52,476 |  | £53,526 |  | 50 | £54,597 |  | 51 | £55,638 |  |
| 57 | £53,478 |  | £54,549 |  | 51 | £55,638 |  | 52 | £56,682 |  |
| 58 | £54,480 |  | £55,569 |  | 52 | £56,682 |  | 53 | £57,735 |  |
| 59 | £55,494 |  | £56,604 |  | 53 | £57,735 |  | 54 | £58,779 |  |
| 60 | £56,496 |  | £57,627 |  | 54 | £58,779 |  | 55 | £59,823 |  |
| 61 | £57,501 |  | £58,650 |  | 55 | £59,823 |  | 56 | £60,879 |  |
| 62 | £58,515 |  | £59,685 |  | 56 | £60,879 |  | 57 | £61,929 |  |
| 63 | £59,523 |  | £60,714 |  | 57 | £61,929 |  | 58 | £62,970 |  |
| 64 | £60,525 |  | £61,737 |  | 58 | £62,970 |  | 59 | £64,023 |  |
| 65 | £61,536 |  | £62,766 |  | 59 | £64,023 |  | 60 | £65,367 |  |
| 66 | £62,829 |  | £64,086 |  | 60 | £65,367 |  | 61 | £66,732 |  |
| 67 | £64,140 |  | £65,424 |  | 61 | £66,732 |  | 62 | £68,127 |  |
| 68 | £65,481 |  | £66,792 |  | 62 | £68,127 |  | 63 | £69,561 |  |
| 69 | £66,861 |  | £68,199 |  | 63 | £69,561 |  | 64 | £71,016 |  |
| 70 | £68,259 |  | £69,624 |  | 64 | £71,016 |  | 65 | £72,438 |  |
|  |  |  |  |  |  |  |  |  |  |  |