

<b>LONDON BOROUGH OF CAMDEN</b>	<b>WARDS:</b> All
<b>REPORT TITLE:</b> Annual Reward and Terms and Conditions Update	
<b>REPORT OF:</b> Director of People and Inclusion	
<b>FOR SUBMISSION TO:</b> Audit and Corporate Governance Committee	<b>DATE:</b> 5 December 2024
<p><b>SUMMARY OF REPORT</b></p> <p>This report provides an overview of Camden’s Reward Strategy and terms and conditions across the Council. An update is given of:</p> <ul style="list-style-type: none"> <li>• our response to ongoing cost-of-living challenges to provide support to staff</li> <li>• how we are responding to stay competitive in the current challenging labour market and mitigate recruitment and retention risks</li> <li>• politically restricted positions within the Council</li> </ul> <p><b>Local Government Act 1972 – Access to Information</b></p> <p>No documents that require listing have been used on the preparation of this report.</p> <p><b>Contact Officer:</b> Zoe Hoskin Reward &amp; HRMI Manager Corporate Services 5 Pancras Square London N1C 5AG Telephone: 020 7974 1807 E-mail: <a href="mailto:zoe.hoskin@camden.gov.uk">zoe.hoskin@camden.gov.uk</a></p>	
<p><b>RECOMMENDATIONS</b></p> <p>The Audit and Corporate Governance Committee is asked to note the content of the report.</p>	

Signed: 

Date: 25<sup>th</sup> November 2024

## 1. Purpose of Report

1.1. This report provides an overview of Camden’s Reward Strategy and terms and conditions across the Council. An update is given of:











- our response to ongoing cost-of-living challenges to provide support to staff
- how we are responding to staying competitive in the current challenging labour market and mitigating recruitment and retention risks
- politically restricted positions within the Council

1.2. The Audit and Corporate Governance Committee has oversight of these areas and is asked to note the contents of the report.

## 2. Camden’s Reward Strategy

2.1. Reward can be defined as everything an employee values from their employment. This means Camden’s reward strategy is a key factor in its ability to attract, motivate and develop high-performing employees.

2.2. [We Make Camden](#) – our refreshed vision for the future of Camden published in March 2022 sets out our ambitions for the future of our borough. Camden has identified ten big issues facing the borough, which include four Camden Missions and six Camden Challenges.

The 4 Missions we want to achieve over the coming years are:		The 6 Challenges we want to achieve over the coming years are:	
	<b>Diversity:</b> By 2030, those holding positions of power in Camden are as diverse as our community – and the next generation is ready to follow		<b>Safety:</b> Everyone is safe at home and safe in our communities
	<b>Young people:</b> By 2025, every young person has access to economic opportunity that enables them to be safe and secure		<b>Debt:</b> Everyone can get the support they need to avoid debt and be financially secure
	<b>Food:</b> By 2030, everyone eats well every day with nutritious, affordable, sustainable food		<b>Digital:</b> Everyone in Camden can access and be part of a digital society
	<b>Estates and neighbourhoods:</b> By 2030, Camden’s estates and their neighbourhoods are healthy, sustainable and unlock creativity		<b>Loneliness:</b> No one in Camden is socially isolated without the means to connect to their community
			<b>Housing:</b> Camden has enough decent, safe, warm, and family-friendly housing to support our communities
			<b>Climate emergency:</b> Camden’s local economy tackles the climate emergency

2.3. ‘We Make Camden’ focuses on what we want to achieve as a Council, and The Way We Work focuses on how we go about achieving it. Because the approach has never been tried before, The Way We Work is where we bring together, as we go, all the things we are learning about how we achieve We Make Camden, so that more and more people can understand the approach and contribute towards its success.

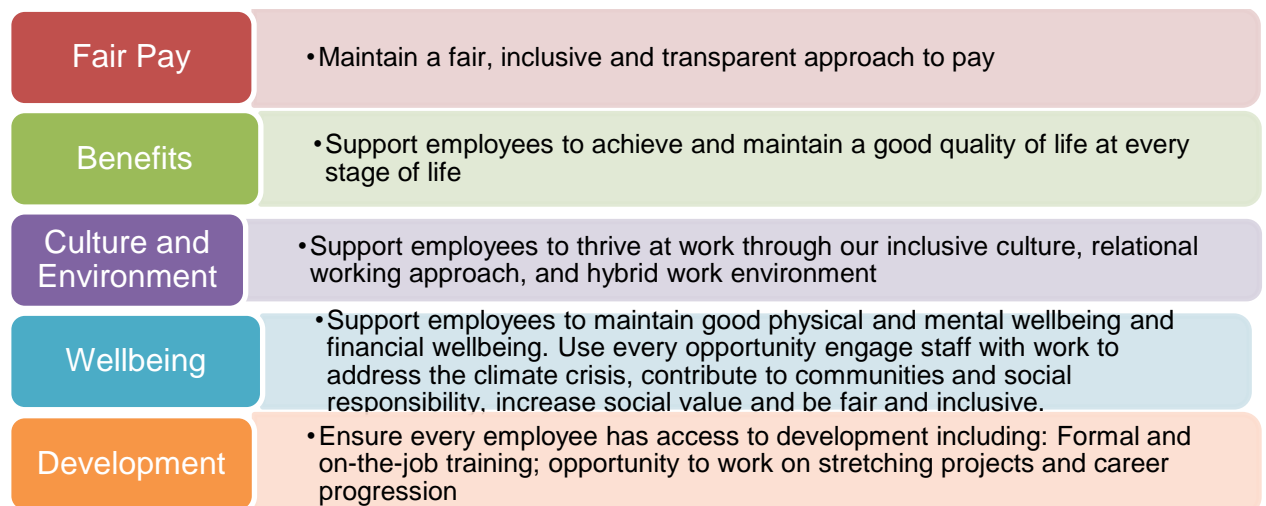
2.4. Camden’s Employee Value Proposition (EVP) supports We Make Camden by setting out the key values and behaviours that the Council embeds in its work as follows.

- being ambitious in everything we do
- standing together with our communities to challenge inequality and call out discrimination
- seeking innovation and celebrating our creativity
- being confident in our diversity
- being brave to make tough decisions
- enabling and sharing our power with everyone around us
- being inspired by our history, but always looking to improve
- embracing our residents and welcoming everyone
- creating a place where everyone has a chance to succeed, and nobody gets left behind

2.5. The purpose of the Reward Strategy is to support delivery of We Make Camden and to make sure our employees can work in an environment where they feel valued and able to do their best work and make a difference.

2.6. Camden’s Reward Strategy is designed around key pillars that have common characteristics and reinforce each other. These are illustrated in the figure below.

2.7. We continue to review our Reward Strategy and have now added in a fifth pillar the ‘Culture and Environment’. This new pillar aligns closely with the existing Wellbeing pillar, and its introduction reflects the importance of our work to develop an inclusive culture, more relational working, and support staff to work in a hybrid environment, are to enabling employees to thrive at work.



2.8. The overarching principles of the Reward Strategy are to:

- lead the local authorities’ market in terms of pay and where possible remain competitive with the private sector
- encourage behaviours that add value to the citizens of Camden
- offer benefits that allow employees to be closer to the communities they serve

- create a positive environment in the workplace that supports employee wellbeing and creativity
  - offer flexibility to suit individual circumstances where possible, recognising the diversity and uniqueness of the workforce
  - be sustainable and support the Councils efforts to reduce its impact on the environment
- 2.9. We continue to operate in an uncertain context, with external economic and labour market conditions continuing to challenge the recruitment and retention of staff. The vacancy rate in the UK has continued to drop over the past year, down to 841,000 in the most recent quarter reaching a new low since June 2021 - only 5.4% above pre-pandemic levels. However, the industry sectors where vacancy levels increased the most from their pre-pandemic levels, and remain high, encompass roles in several key Council services. Looking across the economy then whilst we are seeing the green shoots of recovery, employment and economic inactivity currently remain worse than before the pandemic. This indicates that whilst there has been an overall softening in demand across the labour market the Council will continue to face challenges finding people with the right skills to fill some roles.
- 2.10. Inflation has dropped significantly since the peak of 10.7% in the fourth quarter of 2022 and was down to 2% in the third quarter of 2024. However, the most recent analysis by the Office of National Statistics indicates that the cost of living remains a challenge for most people, with the most reported reasons for a rise in cost-of-living continuing to be the price of their food shop (92%), gas and electricity bills (68%) and fuel (40%).
- 2.11. We know that ongoing cost-of-living pressures can feel daunting and challenging, and we want to do all we can to make sure our staff have access to financial help and support. The following sections provide an overview of Camden's current reward package and proposed areas for development

### Pillar 1: Fair Pay

- 2.12. Camden have a long history of leading the way on fair pay and equality. We became an accredited employer with the Living Wage Foundation in 2012. To build on this and lower the gap between the Council's lowest and highest paid employees the Council increased the pay of its lowest paid staff from 1 January 2015 with the introduction of a minimum earnings guarantee.
- 2.13. We have set our pay strategy to pay above median and target the upper quartile for all roles which has meant that we have moved away from the NJC pay spine to respond to this agenda locally as have some other London Boroughs.
- 2.14. Remaining an upper quartile pay employer is important in retaining our competitiveness in the employment market – although, our wider brand and employment offer is strong. This is vital to continue to recruit and retain high calibre talent, particularly given our Inner London location.

- 2.15. As part of our response to the challenging economic conditions and labour market pressures we have continued to review pay in key areas particularly where there is a recognised skills shortage and where appropriate put in place pay packages to support the recruitment and retention of staff.
- 2.16. Salaries at our lower grades continue to compare well to the market, and in April 2024 we implemented the second stage of restructuring for our lowest two pay levels (as agreed by the Committee in June 2023). We will implement the final stages of these changes in April 2025 completing an investment of c£1million in our lowest paid staff. All the changes are illustrated in the figure at Appendix 1.
- 2.17. These changes enabled us to commit to a new Minimum Earnings Guarantee and our minimum salary is now £30,790 (£16.41 per hour). This is £2.56 per hour (or 18.5%) more than the London Living Wage (announced in October 2024) of £13.85 per hour.
- 2.18. Work continues on our approach to opening up the pay range for appointment salaries and changes to the My Reward Scheme to ensure the pay scheme meets the changing needs of the Council whilst minimising the potential for inequity to occur.
- 2.19. Increasing pay transparency is a topic we have taken a leading and visible position on for some time, voluntarily reporting our gender, ethnicity and disability pay gap since 2015, one of only a few organisations to go beyond the statutory requirements, both then and now.
- 2.20. In 2022 we became the first local authority to publish our gender pension's gap. Whilst Camden's gender pay gap is small and slightly favours women a gender pension gap exists in the pension fund. The gender pension gap is likely caused by both historical gender pay gaps and continuing differences in working patterns between genders. Shining a light on this disparity will help us raise the profile of this important issue and we have committed to regularly reporting on the gender pensions gap in future.
- 2.21. We are pleased to report that we continue to see progress towards closing pay gaps where they exist. The headline ethnicity pay gap within Camden is driven by more White staff being employed in senior roles and more Black, Asian, and Other Ethnicity staff being employed at lower levels and fixing this requires progressive change. Whilst there is still more to do, we are seeing the work we have been doing over several years begin to have a positive impact.
- 2.22. The number and proportion of Black, Asian and Other ethnicity staff at senior grades (Level 5 to Level 7) has continued to increase. There are now 253 Black, Asian or Other ethnicity staff within these grades accounting for 29.5% of all staff in these grades. Looking specifically at Chief Officers (Level 7) where 38.46% of staff are Black, Asian or Other ethnicity this group is representative of the Camden Residential population (40.48%) and almost representative of the workforce (43.58%).

2.23. The existence of pay gaps does not however mean that there is an issue with equal pay. At Camden we are confident that employees are paid equally, irrespective of gender, race, or disability, for doing equivalent jobs across our organisation. We continue to take action to address any pay gaps and to make sure our policies and practices are fair.

### Pillar 2: Benefits

2.24. Benefits offer employees non-monetary awards that are not linked to performance and can be used to enhance and support other key activities. Benefit packages can determine whether candidates are attracted to organisations, and whether employees stay at them. As they impact directly on work-life balance, they also have a direct link to another key pillar of our reward strategy – wellbeing.

2.25. Camden's current pay and benefits offer to staff covers a range of support and details of this are set out in Appendix 1 and staff take up has continued to increase across all benefits during the past year.

2.26. In the knowledge staff are continuing to experience a cost-of-living squeeze we have been raising awareness of the existing support available through Camden and signposting to other sources of advice. Being clear that support is available for everyone – not just those in extreme financial hardship. Work to deliver this has included:

- Continuing to promote the breadth of our offer – through regular communications, events and roadshows to frontline buildings. Writing to all frontline staff to highlight the support available and signposting to other resources/support.
- Equipping colleagues with the information they need to be able to support and signpost colleagues and residents.
- Expanding our financial education offer to be more accessible to more staff and enhancing the resources and advice they can access.
- Running a regular programme of financial education seminars delivered by external advisors on general financial education and pre-retirement planning.
- Promoting an ongoing programme of financial wellbeing webinars delivered by HSBC giving practical advice on a range of topics including – making the most of your money, managing debt, coping with the rising cost of living etc.

2.27. Ahead of the 2024 winter period, we have reviewed our internal communications and engagement approach with the aim of ensuring all staff are aware of the support available to them, know how to access it and how to signpost colleagues and residents to help when they need it too. As a part of this we are again writing to all frontline staff to highlight the support available and looking at opportunities to promote the support alongside other upcoming events such as the Chief Executive's atrium briefing and winter celebrations.

2.28. We continue to keep the overall benefit package under review to ensure it continues to be of value and relevance to staff and aligns with our organisational vision and values. Our current focus is on making existing

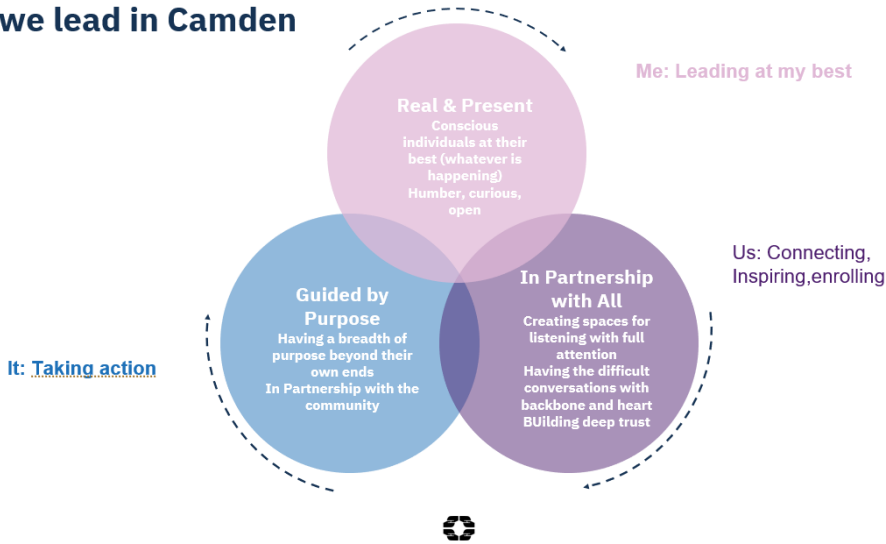
benefits more accessible by streamlining how staff can access information and advice and apply. Alongside this we are exploring the opportunities these changes could provide for expanding the current offer.

### Pillar 3: Culture and Environment

- 2.29. We recognise that over the last few years that has been a big shift in the way organisations are operating, and this has opened a range of opportunities in the way we define, design, and accelerate the way we work in Camden. Since the pandemic we have focused on: how we support our people to connect with each other, the Borough, and its communities; how we re-think our workplaces; how leaders support staff to work in new ways, and how we develop our digital workspace and technology to support our staff to thrive in a flexible working environment.
- 2.30. We are now also focusing our attention on how we work to deliver our ambitions as set out in *We Make Camden* and *The Way We Work*. This is about how we create the context and conditions in which people are supported to do their work with an increasing degree of trust, autonomy, and proactivity — and to clarify the expectations and role of leaders and managers in embedding and nurturing this throughout the Council.
- 2.31. Camden is on an organisational journey: we are transitioning from a bureaucratic, process-focused organisation to a relational, people-focused one. This shift requires a fundamental review of how we work to support this transformation. The initial activity in our renewed *The Way We Work* programme is focused on how we:
- Develop leaders across the organisation to work with their teams to connect the purpose of their individual roles and that of their service with Camden’s overarching ambitions, as well as create a culture of greater psychological safety in which individuals can be supported to innovate and stretch their practice
  - Connect with Heads of Service to understand and feel accountable for Camden’s approach to how we work
  - Enable Employees to feel an even greater sense of connection to their purpose and each other to foster working in partnership
  - Enable Staff to forge stronger and deeper connections with residents and feel able to put people over process
  - clarify the extent to which all staff have power and permission over their own work.
- 2.32. Being relational as an organisation means putting people at the centre of what we do, building trust, having empathy, and fundamentally focusing on relationships. Starting from a position of trust where we treat employees as adults who want to do a decent job. Ensuring there is freedom with responsibility anchored by guiding principles and always ensuring there is coherence between our values and our actions, whilst coaching managers to use their judgement from a place of empathy and compassion.

- 2.33. Over the last few years, we have worked with colleagues across the organisation to understand what is needed to ensure our services are relational. This has included a comprehensive review of all People and Inclusion services and redesigning these to be more flexible and responsive to the evolving needs of the council, ensuring that we deliver the best possible support to our workforce.
- 2.34. To complement this, we have also been working to develop Camden’s Model of Leadership, anchored in our deep learning and reflections about how we have adapted since the pandemic, how we mobilise to deliver our missions and challenges, and how we put relationships at the heart of what we do. The model is based on three core components illustrated in the diagram below:
  - a. How we lead at our best - by being real and present, humble, curious, and self-aware
  - b. How we work in Partnership with all - being able to work relationally and inspire others
  - c. Taking action and being conscious of what needs to change - working with a breadth or purpose beyond our own ends.

**How we lead in Camden**



- 2.35. Since January 2024 we have trained nine Camden Leadership Facilitators to deliver and embed the programme, with more being trained, and worked with 150 Heads of Service and Senior Leaders across all directorate. Through this work we now have evidence that the model is taking root - “Bringing everything together, as we did in the tricky conversations space, has helped me think about, plan for, and feel so much more open to the conversations I need to have and how to have them.’
- 2.36. In 2024 Camden appointed its first Director of Relational Practice and is now developing a Centre of Relational Practice. The purpose of this is to ensure we embed relational work into our approach to working with citizens, each other, our leadership model and build on the positive sector-leading work we have developed in social work.



- 2.37. The learning and practices we implemented during the pandemic have informed our approach enabling staff to develop a greater connection to their purpose, each other, and residents. Our key themes continue to be:
- Promoting and sustaining a healthy workplace creating a healthy, inclusive, and compassionate culture
  - Reducing stress levels and looking after our colleagues to maintain good mental health
  - Connecting with our communities and each other by promoting social wellbeing activities
  - Celebrating our colleagues and recognising the hard work and achievements across the organisation.
- 2.38. With the increased attention on climate change, race equality and wider societal issues in recent years, the expectation of staff for their employers to take a more active role in creating social value both internally and externally has grown. The Council's continued focus on social value helps support the recruitment and retention of staff, particularly younger workers that are more values focussed than ever before.
- 2.39. In June 2024 Camden was awarded full accreditation as a Borough of Sanctuary, celebrating our long and proud history of welcoming and supporting refugees, building refugee facing services with our partners and speaking with one voice on the issues that make a difference for refugee communities.
- 2.40. Camden continues to take a leading role in championing diversity and inclusion internally and externally and we are committed to leading by example. To support our aim of being a truly inclusive organisation and to make sure that every member of our workforce feels supported, able and safe to bring their best selves to work our work in this area includes:
- **Staff networks and inclusion groups:** Three new staff groups have been created this year - the Muslim network, the Jewish staff group and the Women's network. These complement the existing groups - Camden Black Workers Group, Rainbow Camden, Camden Disability network, Carers Network, Menopause Network, Neurodiverse group, Men of Colour Progression network, Women of Colour Progression network.
  - **Reporting Discrimination:** We are a committed anti-racist organisation with a zero-tolerance approach to discrimination in all its forms. We encourage people to speak up, be an ally, so that we can ensure there is a positive and safe working environment for everyone. We also understand that it may be difficult to raise an issue or 'call it out' via the more formal routes, therefore we launched in June 2024 a 'Reporting discrimination hub' to give people a chance to talk about issues related to discrimination on the individual's terms. The creation of the Hub has been a collective effort led by our staff over three years, aiming to create a more human and inclusive approach, accessible to all, based on empathy and understanding, and placing wellbeing right at the heart.

- **Race Inclusion:** We continue to empower staff and people managers to grasp and pledge to foster anti-racist leadership practices through our Anti-Racism module in our mandatory learning portfolio, in our corporate induction for new staff and managers, and in our 'Guide to be a people manager in Camden'. We continue to sign post our anti-racism collection of resources accessible through Camden's Learning and Development Hub covering a range of topics related to anti-racism, including subjects like micro-aggressions. We continue to run safe spaces across the organisation where Black, Asian and other ethnic staff can share experiences and support each other.

Throughout the year, we raise awareness through staff events, communication and activities around race equality, working closely with our staff groups (Camden Black Worker Group, Race Catalyst groups, Men of Colour Progression Network, Women of Colour Progression Network). 2024 also saw us celebrate Camden's fifth Black History Season since extending Black History Month in 2020. The programme dedicates three months, from October to December to celebrating the incredible and wonderful achievements and contributions of Black people across Camden and the UK.

- **LGBTIQ+ Inclusion:** Camden continue to strive for LGBTQ+ equality. Some of our activity in this area includes updating our commitment to trans equality so it better addresses the needs of non-binary staff, launching our Inclusive recruitment training for hiring managers which includes information about being inclusive of LGBTQ+ applicants and updating content in our mandatory learning on Conscious Inclusion, which includes updated and enhanced information about LGBTQ+ identities.

We also continue to work closely with Camden's Rainbow Network to celebrate identities and raise awareness through staff events (including marching at Pride), internal communication and activities around LGBTQ+ inclusion.

- **Disability:** Camden works closely with the Staff Disability Network to make the organisation more inclusive for disabled staff. The Disability Charter details our commitment to all staff that we will take actions which are in the best interests of the disabled community, including offering Disability Leave and our Wellbeing Passport. We have enhanced our learning offer and awareness around neurodiversity which we sign post along with all our resources around Disability awareness that exists in Camden's Learning and Development Hub which cover specific knowledge about how to support disabled staff to thrive at work. It helps to ensure that there is consistency in the understanding and knowledge level, about disability inclusion, across the organisation.

We continue to raise awareness around visible and non-visible disability throughout the year via key dates in Camden's Inclusion Calendar as well as in our corporate induction and mandatory learning offer for staff and people managers.

- **Violence against Women and girls:** in March 2022 Camden became the first London Borough to sign up to the Employers Domestic Abuse Covenant (EDAC) pledging to support women affected by abuse to enter or re-enter the workplace. Work has continued over the past year to refresh our Domestic Violence Policy and increase awareness. Everyone at Camden now receives basic training on how to recognise the signs of domestic abuse and support someone in making a disclosure. We want to build a culture where there is no longer stigma and secrecy that can often further isolate survivors from their families, friends and society.
- **Care Conscious Council:** in January 2024 Camden adopted 'care experience' as a key local characteristic alongside its statutory duty under s149 of the Equality Act 2010 meaning that in discharging the duty the Council has also given a public commitment to give due weight to evidence in relation to those who are in care, who are care leavers, or who have had a past experience of care.. As an inclusive employer, we want to provide as many opportunities as possible for the young people in the borough and ensure that our employees with care experience thrive in the organisation. One of the ways we are hoping to achieve this is with the Camden Internship Scheme, that we launched in September 2023 with an initial cohort of six interns across various Council departments. Whilst the internship is for 18 months one of our six interns has already progressed to a permanent role in the Council. We are currently reviewing the support we provide to these interns ahead of the next cohort joining in Spring 2025.

- 2.41. As Timewise's first Fair, Flexible Borough we are dedicated to offering flexible work options, and that is why we have launched a brand-new flexible working policy. This policy reflects recent legislative changes (April 2024) and incorporates valuable insights from our partnership with Timewise. The policy covers both formal and informal arrangements, providing clear examples through case studies. It also includes a manager's toolkit to support ongoing discussions about flexible work.
- 2.42. We understand concerns that some roles, particularly those in frontline services, may have limited access to flexible work compared to desk-based or senior positions. To address this, we are collaborating with teams like Repairs, Adult Social Care, and Contact Camden. We are working together to identify barriers and understand the specific needs of frontline staff regarding flexible work. Based on these insights, we're conducting pilot programs to test different flexible working models that consider the needs of residents, service areas, and individual employees seeking flexibility.
- 2.43. We are committed to ensuring flexible work opportunities are accessible to everyone. In partnership with The Runnymede Trust and Timewise, we conducted research on perceptions of flexible work among Black, Asian, and Other Ethnicity staff. The Runnymede Trust recruited two Camden staff members to lead this research with their colleagues. This transparency allows

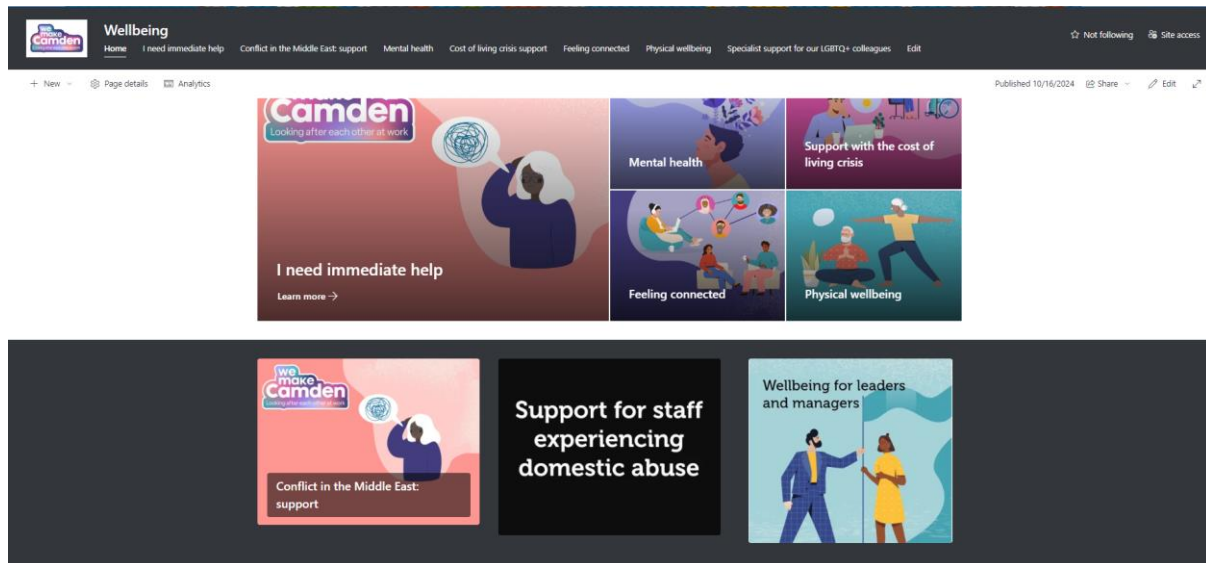
us to identify and address any potential inequalities in access to flexible work arrangements.

- 2.44. We believe in fostering an inclusive workplace where everyone can thrive. The insights gained through this research, along with the accountability provided by The Runnymede Trust and Timewise, are crucial in driving greater workplace equality. We are constantly striving to improve, and open communication about these findings is a crucial step in that direction.
- 2.45. In 2022 we began our journey to become a certified Bloody Good Employer and in December 2023 we became accredited. Bloody Good Employers is an initiative from Bloody Good Period – for employers who want to create long-term positive change to normalise menstruation in the workplace and support everyone who menstruates at work. At the end of 2022 we ran a staff survey to find out more about the attitudes, feelings, and experiences around menstruation in our organisation. Further work has been delivered this year to respond to the staff feedback and:
- provide free access to menstrual and bladder leak products in all our main buildings as well as USB fans
  - begin reviewing all our policies and practices to reference menstrual health where needed, and develop a complimentary commitment to sit alongside our new Menopause Commitment
  - host workshops – run by Bloody Good Employers and focused on challenging myths and stigma, developing a better understanding of menstruation and inclusive leadership on menstruation.
  - launch E-learning for all colleagues to complete with services offered in person workshops for those who don't use laptops as a part of their usual duties
  - manager training sessions on Menopause in the workplace, our expectations of managers and how to support team members.
- 2.46. The work outlined above to support employees to thrive at work through our inclusive culture, relational working approach, and hybrid work environment is wide ranging, but crucial to ensuring a positive employee experience and support the recruitment and retention of staff.

#### Pillar 4: Wellbeing

- 2.47. In 2025, everyone in Camden, including colleagues should be able to live a healthy, independent life. We have committed to putting health and wellbeing at the forefront of all that we do and intervening early to ensure we prevent long term illness. As an employer we want to ensure our workforce wellbeing reflects our ambition for the borough.
- 2.48. We aim to make work a place where everyone feels valued, safe, and respected and our wellbeing offer is aimed to support employees' emotional and mental wellbeing, physical and financial wellbeing as well as ensuring people feel connected to the Borough and each other.

2.49. Our wellbeing offer is broad and wide ranging. In acknowledgement of the effectiveness and expansion of our wellbeing programs we have a dedicated wellbeing microsite consolidating the diverse offerings to help staff quickly find the type of support they need.



2.50. The microsite offers a range of wellbeing support, conveniently organised in categories as illustrated in the figure above. The microsite is regularly updated to align promotions with national wellbeing events, such as Mental Health Awareness Week and World Mental Health Day. It also connects staff with Camden for example for example by highlighting physical wellbeing opportunities provided by the borough's green spaces, outdoor fitness areas, and complimentary fitness events.

2.51. We continue to produce our in-house podcast series dedicated to various aspects of wellbeing pertinent to Camden. These podcasts aim to showcase staff experiences and narratives, illustrating how they've managed difficult situations. Additionally, we provide information on available resources to bolster staff wellbeing.

2.52. As a result of our anti-racism work, it became apparent that many of our colleagues are contending with a wide spectrum of issues and emotions linked to trauma. This includes experiences such as grief, loss, burnout, and the enduring impact of racial and various other types of trauma. These issues may have been exacerbated by the heightened attention on the injustices that many of our colleagues still grapple with. Consequently, we have introduced a new well-being initiative specifically tailored to support colleagues affected by trauma in all its manifestations. This program complements our existing Employee Assistance Programme (EAP) and features trauma-informed coaching, as well as access to qualified counsellors who specialise in trauma-related matters. In 2024 we expanded our offer further to include four professional areas of support and 160 individuals have already sought out and utilised this support.

- 2.53. We are always keen to receive staff suggestions about workplace wellbeing, the most recent has resulted in the launch of a workplace choir which is going from strength to strength.

#### Pillar 5: Development

- 2.54. We are passionate about always wanting to improve. This means as an organisation we need to learn and adapt continuously, learning from both and when things go wrong, and responding quickly. We need our staff to learn and develop so we can deliver the ambitions set out in We Make Camden. As the pace of change increases through technological advances and innovations, this focus on continuous development is a win-win for the organisation and the prospects of individuals and their careers.
- 2.55. Camden's approach in recent years has been to expand the avenues for learning beyond formal classroom training. The offer now encompasses online resources in the Learning & Development Hub and Just in Time toolkit to make learning available at the point of need enabling the development of in-role skills and knowledge, with an increasing focus on facilitating in role learning transfer.
- 2.56. Following the accelerated transformation in how we learn inspired by the pandemic, about half of our facilitated learning remains online. The new ways the organisation found to support staff to develop their knowledge and skills continue to deliver positive outcomes.
- 2.57. We are now restructuring our Learning and Development team and shifting to a 'federated' model, where learning specialists will be more closely aligned with the teams and services they support. This will enable learning experiences to be better aligned with the needs of individual teams and to feel more bespoke. The new model will allow the corporate Learning and Development team to focus more on work with colleagues across Camden to develop the organisational learning culture. The approach is being piloted in current projects such as The Way We Work in Housing – with our combined efforts bringing about meaningful behavioural and cultural change.
- 2.58. Work continues to develop a shared understanding and approach to 'progression in Camden – moving away from 'traditional' definitions of progression (career development, learning, and training) to understanding what progress looks like for individuals, managers, and the organisation. Progression is a shared responsibility between the individual, manager and organisation and the aim of this work is to empower staff with the right tools and conditions and support managers unlock their team's potential.
- 2.59. In 2023 we began delivering monthly career conversation workshops to facilitate staff taking ownership of their personal progression journey - providing a space for staff to discuss their career progression and receive tools to get to their next role.

- 2.60. Through insights gained from significant staff engagement around equality and inclusion we have made key commitments in relation to development and progression opportunities. A notable amount of work has taken place over the last three years to create a fairer, and more inclusive recruitment process.
- 2.61. We have an Inclusive Resourcing Advisor, whose role is to advise hiring managers on recruiting in the most inclusive way and have developed an Inclusive Recruitment Training module for managers and panel members and offer bespoke training to respond to specific team needs.
- 2.62. Our Inclusive Recruitment Working Group continues to steer and advise on our work to embed inclusive recruitment processes and our inclusive recruitment volunteer programme – recruiting staff particularly Black, Asian, and other ethnic staff, to be available to take part in the recruitment process where hiring managers cannot otherwise ensure diversity in the shortlisting and interview stages. In 2022-2023 we piloted a ‘No all-white shortlist’ for roles at Level 5 Zone 1 and above and are currently developing our approach for the organisation moving forward.
- 2.63. Our new mentoring scheme launched in April 2024 to create a more networked organisation that is focused on sharing skills, expertise, and knowledge to help develop and retain our staff and where people have the autonomy to make decisions. The programme ensures greater equity and diversity, targeting a wider audience and using a tech-style profile matching solution.
- 2.64. Throughout our progression programme of work, we have worked closely with our staff groups to understand the gaps and needs of our staff, and co-creating an offer that is open to all, enabling greater flexibility and increasing opportunity for people to match with who they want as well as encouraging all to become a mentor by introducing a reverse mentoring option. So far, we have had 171 registered participants from across directorates. We are currently reviewing and adapting the programme, and plan to re-open the registration for staff before the end of the year.
- 2.65. We have piloted opportunities for Black, Asian, and Other ethnic staff at Directorate Management Team (DMT) and Senior Management Team (SMT) level through creating a rotation of up to 3 months for staff members to take part in DMT and SMT conversations and decision making. We are currently evaluating the success of this approach and how it may form part of ongoing development and inclusion work.
- 2.66. This year to support the development of our future Leaders we launched an ‘Emerging Leaders Programme.’ The programme is offered through Solace’s ‘Pan London Emerging Leaders Apprenticeship Programme’ that aims to develop talented individuals and groups into leadership positions. Eleven Camden staff have been successful in gaining a place on this programme that started in October with a duration of two years. During this time, we will undertake monitoring and evaluation of their learning to map their career progression. We have also launched our ‘Black on Board’ programme which aims to train a group of ten staff and residents on board leadership.

- 2.67. There are currently 122 apprentices on programme in LB Camden (excluding schools), 65 of these are new apprentice recruits and 57 are existing staff. The breakdown of apprenticeship levels that existing staff are working towards shows that the majority are undertaking Level 7 (39) or Level 6 (14%) qualification. Whilst 30% are working towards Level 5 and 19% studying at Levels 3 and 4.
- 2.68. Most staff training apprenticeships in Camden (36 out of 57) fall under 4 coordinated programmes:
- Finance use the Accountancy/Taxation Professional Level 7 apprenticeship to develop CIPFA professionals. 10 Staff have already qualified via this programme. There are currently 11 staff still in training, 3 of whom are due to complete this year. This programme is offered to new graduate recruits and as a development route for staff in Finance.
  - Adult Social Care Operations and Children's Prevention, Family Help and Safeguarding are developing their staff into qualified Social Workers and Occupational Therapists. They now have 3 new Social Workers that have completed this programme. There are currently 4 staff on the Social Worker degree apprenticeship and another 3 staff on the Occupational Therapist degree apprenticeship. This programme is expanding with 7 more staff due to start on these apprenticeships by the end of 2024.
  - Economy Regeneration & Investment are developing their staff into Chartered Town Planners with 2 staff having already graduated from this programme. There are currently 7 staff training on the Town Planning Level 7 apprenticeship programme.
  - The Camden Wide "Emerging Leader" programme mentioned above.
- 2.69. Since 2017, 74 staff completed an apprenticeship and 46 of these (62%) still work for Camden. Records show that 32 (70%) of those still working in Camden, have progressed to a new role. The high rate of staff progression into a role related to their apprenticeship are a good indication that the training helps to support staff development.
- 2.70. We continue to work with services to promote the advantages of apprenticeships and create opportunities wherever they meet organisational needs. This also ensures that we are taking a sustainable approach to apprenticeship creation which leads to progression and retention within the organisation wherever possible.

### **3. Camden Terms and Conditions**

- 3.1. In 2012, the Committee agreed to a reformed pay scheme and conditions of service for staff across the Council and an approach to implementation. The changes were packaged together and branded Camden Pay, Performance and Development (CPPD) which included the following components.
- Introduction of Job Families
  - New Pay structure with pay ranges



- Performance Management linked to pay
  - Revised Terms and Conditions (increase in working week, decrease in annual leave, reduction in premium payments, for example, overtime and enhancements for weekend working)
- 3.2. In 2012, staff were invited to move to the new arrangements on a voluntary basis. From 1 October 2012, all new appointments were on the new pay and terms and conditions. The effective date of the change for existing staff was 1 April 2013.
- 3.3. The changes were originally introduced for non-school based staff employed under National Joint Council (NJC) officer terms, except for senior managers who had already moved to a modernised pay and terms contract in 2010. Staff covered by other negotiating bodies e.g. Craft, Youth and Soulbury were excluded.
- 3.4. Follow up work since then has focused on steps and processes to remove the barriers stopping people transferring and expanding offer to other staff groups. Staff on JNC Craft Worker terms were invited to transfer in 2018 and offers are made to staff that have transferred into Camden on TUPE<sup>1</sup> protected terms and conditions. Offers to transfer to Camden T&C are also currently in progress for staff in roles covered by the Soulbury Agreement. Overall, 93.49% of staff are now covered by the new scheme, with the remaining 0.8% (34 staff) on the old scheme and 5.75% covered by other terms and conditions.

#### **4. Politically Restricted Positions**

- 4.1. The Local Government and Housing Act 1989 (LGHA) introduced the principle of politically restricted posts (PoRPs) and of restricting the political activities of local authority employees.
- 4.2. Subsequent legislative changes amended the responsibilities of local authorities and the decision-making on whether an employee should be on the sensitive post list specified by the Council itself now rests solely with the Head of Paid Service, who in Camden is the Chief Executive. In making that decision the Chief Executive must consult with the Monitoring Officer, who in Camden is the Borough Solicitor.
- 4.3. Including a position on the list of politically restricted posts disqualifies the post-holder from standing for or holding elected office as:
- a local councillor
  - a MP
  - a Member of the Welsh Assembly
  - the Mayor of London or a Constituency / London-wide Assembly Member

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<sup>1</sup> Where the Transfer of Undertakings (Protection of Employment) regulations (TUPE) apply then employees transferring to another organisation have their existing terms and conditions of employment protected.

- 4.4. It also means he/she is unable to take up any other active political role either in or outside the workplace, such as:
- acting as an election agent or sub-agent for any candidate for election
  - holding office in a political party
  - canvassing at elections
  - speaking or writing publicly (other than in an official capacity) to affect public support for a political party.
- 4.5. No active participation within the political party is allowed, but the post-holder is:
- permitted to hold membership of political parties
  - permitted to display a poster or other document at home or in their car or other personal possessions
- 4.6. Inclusion on the list of politically restricted posts has no other effect if there is no intention to take up the prohibited activities. This is incorporated in Camden's terms and conditions of employment.
- 4.7. The LGHA separates politically restricted posts into two categories.
- a) **'Specified' posts** - which the Act states are politically restricted. People in these posts are debarred from politically active roles with no provision to review the restriction. This includes:
- the Head of the Paid Service (HoPS) (Section 4 LGHA)
  - statutory chief officers (including the director of children's service and the director of adult social services)
  - non-statutory chief officers (officers reporting to the HoPS excluding secretarial/support staff)
  - deputy chief officers (officers reporting to a statutory or non-statutory chief officer - excluding secretarial/support staff)
  - the Monitoring Officer (Section 5 LGHA)
- b) **'Sensitive' posts** which each local authority decides are politically restricted. This means that the post is one which meets one or both of the following duties related criteria that are outlined in section 2(3) of the LGHA, namely:
- any Officer who gives advice on a regular basis to:
    - Full Council
    - Any Council committees or sub-committees
    - Any joint committee on which the Council is represented
    - to Cabinet
    - Any committees or sub-committees of Cabinet
    - Any Member of Cabinet.
- Or
- any Officer who speaks on behalf of the Council on a regular basis to journalists and broadcasters.

- 4.8. People in roles categorised as ‘Sensitive’ wishing to take up a politically active role may request a review of the restriction. Formal applications for removal must be submitted in writing to the Borough Solicitor and will include the job profile and the applicant’s case that they cannot influence council policy and/or the criteria was incorrectly applied. The Chief Executive will, in consultation with Borough Solicitor, review the circumstances for the post’s inclusion and make a final decision on the restriction.
- 4.9. The political restriction category of each post within Camden is recorded and maintained within the Council’s Finance and Payroll system. Appendix 3 contains the current list of all posts in Camden recorded as politically restricted.
- 4.10. Currently 461 staff are in posts are classified as politically restricted. The following table shows how these posts are distributed across the Council.

	<b>Specified</b>	<b>Sensitive</b>	<b>Total</b>
Corporate Services	9	145	<b>154</b>
Adults & Health	4	73	<b>77</b>
Children & Learning	4	57	<b>61</b>
Supporting Communities	9	160	<b>169</b>
<b>Total</b>	<b>26</b>	<b>434</b>	<b>461</b>

## **5. Conclusion**

- 5.1. This has sought to be a comprehensive overview of Camden’s Reward Strategy - our response to the ongoing cost-of-living challenges to provide support to staff and the competitive labour market to mitigate recruitment and retention risks. Annual updates on terms and conditions and politically restricted posts have also been included. The Committee is asked to note the contents of the report.

## **6. Finance Comments of the Executive Director Corporate Services**

- 6.1. This report gives an overview of the Council’s reward package, and changes made over the past 12 months and the implementation of Camden terms and conditions across the Council.
- 6.2. All employee costs are met from service budgets, the financial impact of the various elements of the reward strategy depend on the number and grade of officers at any time.

## **7. Legal Comments of the Borough Solicitor**

- 7.1. The Borough Solicitor has been consulted and has no further comments.

## **8. Environmental Implications**

8.1. The contents of this report have no environmental impacts.

## **9. Appendices**

- Appendix 1 – Summary of Pay Scheme Changes
- Appendix 2 – Summary of Camden Staff Benefits and External Accreditations
- Appendix 3 – List of Politically Restricted Posts

**REPORT ENDS**

Summary of Pay Scheme Changes

Futureproofing Level 1 and Level 2

Pay Points	2022	2023	2024 current	2025 planned changes
1				
2	Level 1 Zone 1	-		
3				
4		Level 1 Zone 2		
5			-	
6	Level 1 Zone 3	Level 1 Zone 3	Level 1 Zone 2	
7				
8			Level 1 Zone 3	-
9			Level 1 Zone 3	Level 1 Zone 2
10				Level 1 Zone 3
11	Level 2 Zone 1	Level 2 Zone 1	Level 2 Zone 1	Level 1 Zone 3
12				
13				Level 2 Zone 1
14				
15				Level 2 Zone 1
16	Level 2 Zone 2	Level 2 Zone 2	Level 2 Zone 2	
17				
18				Level 2 Zone 2
19				
20				Level 2 Zone 2

## **Summary of Camden staff benefits and external accreditations**

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### **Quality of life/work-life balance**

- Agile working: Flexible work from any location (where role allows)
- Working Abroad Scheme: this enables staff to work from abroad for a period of up to 6 weeks, (subject to risk assessment conditions being met) to facilitate staff reconnecting with family living abroad
- Annual leave: 27 days, increasing to 31 days after 5 years of service, with the option to purchase up to an additional 3 days
- Leave Banking Scheme: this enables staff to bank up to 10 annual leave days over a 5-year period which can be used to take an extended holiday.
- Family leave and occupational pay available from day 1 of employment for:
  - Appointments related to pregnancy/adoption - all at full pay for Birth Parent/Main Adopter and 2 at full pay for Other Parent/Adopter
  - Staff taking Paternity leave - 4 weeks at full pay
  - Staff taking Maternity, Adoption, or Shared Parental leave - 6 months at full pay
  - Staff experiencing Pregnancy Loss - 10 days at full pay
  - Parents of premature babies - additional leave and pay between actual birth date and due date
  - Parents of full term but hospitalised babies - up to 4 weeks of additional leave at full pay
  - Staff who are Foster Carers, prospective Foster Carers and 'Special Guardians' - up to 5 days of additional leave at full pay
  - Staff who are Parents or Carers – up to 5 days of paid Dependency leave
  - Bereavement Leave – up to 10 days of paid leave
- Public Duties – up to 10 days' paid leave per year in total to undertake public duties
- Jury Service – paid time off for the duration (there is no statutory entitlement to continue being paid whilst on Jury Service)
- Volunteering – one day of paid leave to volunteer with an organisation based in Camden
- Other types of paid and unpaid leave are also available such as sabbatical/employment break, and special leave to cover other exceptional circumstances.

### **Physical and Mental Health and Wellbeing**

- Disability Leave - up to 10 additional days of leave at full pay for our staff who have declared a disability, or care for someone with a disability, to attend planned appointments related to their disability

- 10 days of additional leave at full pay for victims of domestic violence and abuse - to allow employees time to make practical arrangements, take a break from work commitments and facilitate leaving an abusive partner or family member.
- 1:2:1 counselling, support, and guidance on a wide range of areas through our Employee Assistance Programme
- Free eye tests and seasonal flu jabs
- Advice and support for healthier living including stop smoking support, Workshops on nutrition and healthy eating, Back care awareness, breathwork, yoga and mindfulness sessions, and exercise groups
- On-site massage clinic, Osteopathy - 25% discount, Discounted Hypnotherapy
- Life stage workshops, e.g. perimenopause, menopause, pre-retirement planning etc.
- Wellbeing, mindfulness & resilience training, and workshops
- Mental health awareness training
- Give as You Earn – payroll giving scheme

### **Financial Advice and Guidance**

- One to one financial advice and guidance through our external independent financial advisers. Staff can access one free financial advice session with a financial expert.
- Regular face to face workshops for staff on 'planning your financial future into retirement and beyond'.
- Ongoing programme of financial wellbeing webinars giving practical advice on a range of topics including – making the most of your money, managing debt, coping with the rising cost of living etc.
- Financial wellbeing support and guidance accessed through our partner My Money Matters. This includes a series of webinars designed to staff you take charge of your finances, tools and resources to help with budgeting and building healthy financial habits.
- Support through our Employee Assistance Programme with a range of articles, checklists, and resources section available via their website, as well as access to counselling if required.

### **Support to reduce costs**

- Cycle to Work and City Bike salary sacrifice schemes save staff 32-42% on hire and purchase of a bike and accessories or the cost of City Bike hire membership with payments spread equally across 12 months. Savings come as this scheme attracts both tax and National Insurance relief.

- Staff noticeboard – where local discounts and other offers are found and advertised by staff. Also offers a forum for staff wanting to buy or sell goods, give items away, or find somewhere to live.
- Beyond card – a prepaid shopping card that gives employees up to 15% cashback every time they shop at over seventy popular retailers, in-store and online.
- Extras discounts – offer staff savings of up to 10% on gift cards, eGifts, and gift card top ups for over one hundred brands and sixty different retailers that can be used to save money on everything from the weekly food shop and eating out, to travel and entertainment.
- Lifestyle Discounts – many discounts are accessible to staff through Karp and CSSC from savings on everyday shopping to entertainment and family days out. We also promote a range of other individual discounts/offers to Camden staff from companies such as e.g. Microsoft, EE, Dell, Warren Beds etc. EE Perk (20% discount)
- Health Plan – option to join at discounted local government rates that provides access to face-to-face check-ups or appointments, video GP services and 24/7 access to a counsellor as well as cash back on medical expenses e.g. dental, chiropody, physiotherapy, hospital admission etc.
- Childcare vouchers – a salary sacrifice scheme closed to new applicants since government changes in 2018, but for those for those still eligible vouchers may be obtained and used to pay for childcare for children up to the age of 15, or 16 for children with disabilities. The savings come as the scheme attracts both tax relief and National Insurance relief.

### **Saving for future**

- Pension Scheme – The Local Government Pensions Scheme (LGPS) provides valuable benefits and protections for staff and their family. Staff can pay lower contributions and build up your pension more slowly when times are financially tough. This is called the 50/50 section of the LGPS - staff retain full life and ill-health cover if they join the 50/50 section.
- Shared Cost AVC scheme – cost effective saving to increase value of pension as this scheme attracts both tax relief and National Insurance relief because the cost is 'shared' through a salary sacrifice agreement. Guidance and advice on LGPS and saving for the future is accessible from the Knowledge Centre and helpline. A regular programme of webinars is also available.
- London Capital Credit Union (and Camden Mutual Credit Union) – these not-for-profit organisations offer savings accounts, and we have arrangements in place for deductions to be made via payroll. Saving with a credit union can increase the chances of a loan application being approved by them and give access to lower interest rates.



## Loans

- Tenancy deposit loan – an interest free loan of up to £3,000 repayable over up to 10 months to support staff with paying tenancy deposit costs.
- Childcare deposit loan – an interest free loan of up to £2,000 repayable over up to 10 months to support staff with the upfront payment of registration deposit/fees and first month of childcare fees.
- Season travel ticket loan – an interest free loan enabling staff to benefit from reduced travel costs by purchasing an annual season ticket but spreading the cost of over 10 months.
- Immigration loan – an interest free loan of up to £5,000 repayable over up to 36 months that staff can use towards payment, for them and their dependents, of British Citizenship or Indefinite Leave to Remain application fees or the payment of the Healthcare surcharge to the UK Visas & Immigration Service.
- Corporate Gym membership – an interest free loan enabling staff to benefit from reduced price by paying annual membership fee upfront but spreading the cost over 10 months.
- London Capital Credit Union (and Camden Mutual Credit Union) – these not-for-profit organisations offer loans and we have arrangements in place for deductions to be made via payroll. Staff that otherwise find it difficult to gain access to credit can potentially access loans with a lower interest rate than standard high street/other lenders.

## External Accreditations

- We have been an accredited employer with [The Living Wage Foundation](#) since 2012.
- We have been an accredited [Timewise Employer](#) for over six years demonstrating our commitment to flexible working to help balance work and other life demands, and have been recognised as a role model employer.
- We were an early adopter of the [Mayor's Good Work Standard](#) and were rated as excellent when we received accreditation. This reflects the many ways in which we are striving for the best possible working conditions for our colleagues and our commitment to a healthy, fair and inclusive workplace.
- The support we provide to the parents of premature babies and full term but hospitalised babies is accredited by the ['Employer with a Heart Chartermark'](#)
- In 2020 we were accredited as a 'Fostering Friendly Employer' by the [Fostering Network](#) for the additional support provide for staff we who are prospective or approved foster carers

List of Politically Restricted Posts

Specified Posts

Directorate	Division	Section	Position Name
Corporate Services			727110.Chief Executive
Corporate Services			727111.Executive Director Corporate Services
Corporate Services	Corporate Strategy and Policy Design		727121.Director of Corporate Strategy and Policy Design
Corporate Services	Digital and Data Services	Senior Leadership Team	726437.Chief Experience and Information Officer
Corporate Services	Equalities and Community Strength		733950.Director of Equalities and Community Strength
Corporate Services	Finance		727119.Director of Finance
Corporate Services	Human Resources		727118.Director of People and Inclusion
Corporate Services	Law and Governance		727116.Borough Solicitor
Corporate Services	Participation, Partnerships and Communications	Communications Service Team	728303.Director of Participation, Partnerships and Communications
Adults and Health			736241.Executive Director, Adults and Health
Adults and Health	Adult Social Care Operations		735247.Director of ASC Operations and Deputy DASS
Adults and Health	Adult Social Care Strategy and Commissioning		735248.Director of ASC Strategy and Commissioning and Deputy DASS
Adults and Health	Health and Wellbeing - AH		736049.Director of Health and Wellbeing
Children and Learning			736245.Executive Director, Children and Learning
Children and Learning	Childrens Family Help and Safeguarding	Relational Practice	736921.Director of Relational Practice
Children and Learning	Childrens Family Help and Safeguarding		727131.Director of Children's Prevention, Family Help and Safeguarding
Children and Learning	Education Commissioning and Inclusion		735961.Director of Education Commissioning and Inclusion

Directorate	Division	Section	Position Name
Supporting Communities			727122.Executive Director of Supporting Communities
Supporting Communities	Development		727135.Director of Development
Supporting Communities	Economy, Regeneration and Investment		732769.Director of Economy, Regeneration and Investment
Supporting Communities	Environment and Sustainability		732770.Director of Environment and Sustainability
Supporting Communities	Housing Services		734846.Director of Housing
Supporting Communities	Property Management		727126.Director of Property Management
Supporting Communities	Public Safety	Public Protection	729022.Senior Coroner
Supporting Communities	Public Safety		735729.Director of Public Safety
Supporting Communities	Recreation Services		735728.Director of Recreation

### Sensitive Posts

Directorate	Division	Section	Position Name
Adults and Health	Adult Social Care Operations	AMHP Service	729233.Service Manager - AMHP
Adults and Health	Adult Social Care Operations	ASC Insight Quality and Financial Services	728402.Personal Financial Services Manager
Adults and Health	Adult Social Care Operations	ASC Insight Quality and Financial Services	727714.ASC Systems Manager
Adults and Health	Adult Social Care Operations	ASC Insight Quality and Financial Services	735246.Head of ASC Insight, Quality and Financial Services
Adults and Health	Adult Social Care Operations	ASC Neighbourhoods	727715.Service Manager
Adults and Health	Adult Social Care Operations	ASC Neighbourhoods	729240.Service Manager
Adults and Health	Adult Social Care Operations	ASC Neighbourhoods	711002.Service Manager
Adults and Health	Adult Social Care Operations	ASC Neighbourhoods	733393.ASC Service Manager in Mental Health
Adults and Health	Adult Social Care Operations	ASC Neighbourhoods	737593.Service Manager

<b>Directorate</b>	<b>Division</b>	<b>Section</b>	<b>Position Name</b>
Adults and Health	Adult Social Care Operations	ASC Neighbourhoods	737503.Service Manager
Adults and Health	Adult Social Care Operations	ASC Neighbourhoods	737541.Service Manager
Adults and Health	Adult Social Care Operations	ASC Neighbourhoods	732053.Service Manager
Adults and Health	Adult Social Care Operations	ASC Neighbourhoods	736693.Head of Integrated Neighbourhood Teams
Adults and Health	Adult Social Care Operations	ASC Neighbourhoods	735797.Head of ASC Neighbourhoods
Adults and Health	Adult Social Care Operations	ASC Neighbourhoods	737112.Head of Mental Health Transformation
Adults and Health	Adult Social Care Operations	ASC Operations	736160.Head of Support and Safeguarding Transformation
Adults and Health	Adult Social Care Operations	ASC Operations	725298.Principal Social Worker
Adults and Health	Adult Social Care Operations	ASC Operations	736462.Section 75 Partnership Review Consultant
Adults and Health	Adult Social Care Operations	Community Integrated Learning Disabilities Service	711786.Service Manager
Adults and Health	Adult Social Care Operations	Community Integrated Learning Disabilities Service	727369.Head of Integrated Learning Disability Service
Adults and Health	Adult Social Care Operations		733717.SAPB Independent Chair
Adults and Health	Adult Social Care Strategy and Commissioning	Adults Commissioning	730846.Head of Adults Commissioning
Adults and Health	Adult Social Care Strategy and Commissioning	Adults Commissioning	730846.Head of Adults Commissioning
Adults and Health	Adult Social Care Strategy and Commissioning	Adults Commissioning	726608.Strategic Commissioner
Adults and Health	Adult Social Care Strategy and Commissioning	Adults Commissioning	736605.Strategic Commissioner
Adults and Health	Adult Social Care Strategy and Commissioning	Adults Commissioning	726609.Strategic Commissioner
Adults and Health	Adult Social Care Strategy and Commissioning	Adults Commissioning	726606.Strategic Commissioner

<b>Directorate</b>	<b>Division</b>	<b>Section</b>	<b>Position Name</b>
Adults and Health	Adult Social Care Strategy and Commissioning	Adults Commissioning	726597.Commissioning Manager
Adults and Health	Adult Social Care Strategy and Commissioning	Adults Commissioning	736655.Head of Adults Commissioning
Adults and Health	Adult Social Care Strategy and Commissioning	ASC Innovation	728712.Service Manager - Prevention and Wellbeing
Adults and Health	Adult Social Care Strategy and Commissioning	ASC Innovation	735245.Head of Adult Social Care Innovation
Adults and Health	Adult Social Care Strategy and Commissioning	Mental Health & Learning Disabilities Integrated Commissioning Team	726614.Strategic Commissioner
Adults and Health	Adult Social Care Strategy and Commissioning	Mental Health & Learning Disabilities Integrated Commissioning Team	726611.Strategic Commissioner
Adults and Health	Adult Social Care Strategy and Commissioning	Mental Health & Learning Disabilities Integrated Commissioning Team	736659.Head of Learning Disability, Autism and Mental Health Commissioning
Adults and Health	Adult Social Care Strategy and Commissioning	Mental Health & Learning Disabilities Integrated Commissioning Team	726613.Strategic Commissioner
Adults and Health	Adult Social Care Strategy and Commissioning	Mental Health & Learning Disabilities Integrated Commissioning Team	727988.Strategic Commissioner
Adults and Health	Adult Social Care Strategy and Commissioning	Provider Services	731642.Head of Provider Services
Adults and Health	Adult Social Care Strategy and Commissioning		737654.Safeguarding Programme Manager
Adults and Health	Adult Social Care Strategy and Commissioning		736689.Programme Director, London ADASS

<b>Directorate</b>	<b>Division</b>	<b>Section</b>	<b>Position Name</b>
Adults and Health	Adult Social Care Strategy and Commissioning		737639.International Recruitment Programme Manager
Adults and Health	Adult Social Care Strategy and Commissioning		737236.London ADASS Programme Manager
Adults and Health	Adult Social Care Strategy and Commissioning		737237.London ADASS Programme Manager (Practice Lead)
Adults and Health	Adult Social Care Strategy and Commissioning		737639.International Recruitment Programme Manager
Adults and Health	Adult Social Care Strategy and Commissioning		737780.London ADASS Programme Director
Adults and Health	Health and Wellbeing - AH	Children and Families Commissioning	725429.Strategic Commissioning Manager
Adults and Health	Health and Wellbeing - AH	Children and Families Commissioning	736919.Strategic Commissioning Manager (Child and Adolescent Mental Health and Wellbeing)
Adults and Health	Health and Wellbeing - AH	Children and Families Commissioning	724024.Head of Children's Commissioning & Health Partnerships
Adults and Health	Health and Wellbeing - AH	Children and Families Commissioning	725428.Strategic Commissioning Manager
Adults and Health	Health and Wellbeing - AH	Children and Families Commissioning	725427.Strategic Commissioning Manager
Adults and Health	Health and Wellbeing - AH	Children and Families Commissioning	730201.Strategy and Commissioning Manager
Adults and Health	Health and Wellbeing - AH	Children and Families Commissioning	724025.Head of Children's Commissioning & Health Partnerships
Adults and Health	Health and Wellbeing - AH	Children and Families Commissioning	737253.Strategic Commissioning Manager
Adults and Health	Health and Wellbeing - AH	Children and Families Commissioning	737646.Strategic Commissioning Manager (Social Care Transformation)
Adults and Health	Health and Wellbeing - AH		736947.Interim Head of Health Intelligence
Adults and Health	Health and Wellbeing - AH		736339.Public Health Consultant

Directorate	Division	Section	Position Name
Adults and Health	Health and Wellbeing - AH		736993.Head of Integration – Homelessness System
Adults and Health	Health and Wellbeing - AH		735929.Public Health Strategist
Adults and Health	Health and Wellbeing - AH		735933.Head of Integrated Strategy and Assurance
Adults and Health	Health and Wellbeing - AH		735927.Deputy Director of Health and Wellbeing
Adults and Health	Health and Wellbeing - AH		735945.Public Health Strategist
Adults and Health	Health and Wellbeing - AH		735940.Deputy Director of Health and Wellbeing
Adults and Health	Health and Wellbeing - AH		735946.Public Health Consultant
Adults and Health	Health and Wellbeing - AH		735938.Commissioning Manager Substance Misuse
Adults and Health	Health and Wellbeing - AH		736193.Locally Commissioned Service and Primary Care Lead
Adults and Health	Health and Wellbeing - AH		735965.Consultant in Public Health for Children & Young People
Adults and Health	Health and Wellbeing - AH		736340.Public Health Consultant
Adults and Health	Health and Wellbeing - AH		736229.Senior Strategist in Health Protection
Adults and Health	Health and Wellbeing - AH		736292.Behavioural Insights Lead
Adults and Health	Health and Wellbeing - AH		736374.Public Health Senior Strategist - Healthy Lives
Adults and Health	Health and Wellbeing - AH		735952.Head of Drugs Alcohol and Sexual Health
Adults and Health	Health and Wellbeing - AH		736151.Head of Population Intelligence and Statistical Methods
Adults and Health	Health and Wellbeing - AH		737800.Public Health Senior Strategist – Evidence for Equity
Adults and Health	Health and Wellbeing - AH		736339.Public Health Consultant
Adults and Health	Health and Wellbeing - AH		735943.Public Health Strategist - CYP



Directorate	Division	Section	Position Name
Adults and Health	Health and Wellbeing - AH		737252.Senior Public Health Strategist - Child Health Equity
Adults and Health	Health and Wellbeing - AH		737623.Lead Public Health Researcher
Adults and Health	Health and Wellbeing - AH		737624.Lead Public Health Intelligence Analyst
Adults and Health	Health and Wellbeing - AH		737817.Strategic Commissioning Manager - Drugs, Alcohol & Sexual Health
Adults and Health	North London Councils Programme Team		729073.Partnership Director North London Councils
Adults and Health	North London Councils Programme Team		734726.Adult Social Care Markets Commissioning Lead
Adults and Health	North London Councils Programme Team		734725.Strategic Lead Children and Young People
Adults and Health	North London Councils Programme Team		734726.Adult Social Care Markets Commissioning Lead
Adults and Health	North London Councils Programme Team		733996.Adult Social Care Workforce Programme Manager
Adults and Health	North London Councils Programme Team		735047.Integrated Care System Policy Lead
Adults and Health	North London Councils Programme Team		735290.ASC Programme Manager – Learning Disabilities
Adults and Health	North London Councils Programme Team		736962.Digital Transformation Programme Manager (Adult Social Care)
Adults and Health	North London Councils Programme Team		737604.ASC Equipment Transformation Manager
Adults and Health	Supporting People Strategy Team	Supporting People Data Team	733849.Head of Data - Supporting People
Adults and Health	Supporting People Strategy Team		733837.Head of Strategy and Supporting People
Adults and Health	Supporting People Strategy Team		733850.Programme Lead (ASC Transformation)
Adults and Health	Supporting People Strategy Team		733862.Portfolio Lead



Directorate	Division	Section	Position Name
Adults and Health	Supporting People Strategy Team		731982.Portfolio Lead
Adults and Health	Supporting People Strategy Team		734483.Portfolio Lead for Health, Care and Partnerships
Children and Learning	Camden Learning	School Improvement	734695.Senior Adviser: Safeguarding & Inclusion
Children and Learning	Camden Learning	STEAM and Partnerships	734700.Director of STEAM & Partnerships
Children and Learning	Camden Learning	STEAM and Partnerships	734700.Director of STEAM & Partnerships
Children and Learning	Camden Learning	STEAM and Partnerships	734704.Head of Music Service
Children and Learning	Camden Learning		733190.Chief Executive Officer
Children and Learning	Childrens Family Help and Safeguarding	Children and Young People Disability Service	707875.Head of CYPDS
Children and Learning	Childrens Family Help and Safeguarding	Children and Young People Disability Service	717788.Service Manager
Children and Learning	Childrens Family Help and Safeguarding	Children and Young People Disability Service	736801.Service Manager - Participation and Collaborative Practice
Children and Learning	Childrens Family Help and Safeguarding	Children in Need	727642.Service Manager
Children and Learning	Childrens Family Help and Safeguarding	Children in Need	727641.Service Manager
Children and Learning	Childrens Family Help and Safeguarding	Children in Need	721812.Head of Children in Need
Children and Learning	Childrens Family Help and Safeguarding	Children in Need	736730.Service Manager
Children and Learning	Childrens Family Help and Safeguarding	Children in Need	736495.Children in Need Service Manager
Children and Learning	Childrens Family Help and Safeguarding	Early Years	709524.Service Lead - Health Visiting & Family Support
Children and Learning	Childrens Family Help and Safeguarding	Early Years	732465.Locality Leader
Children and Learning	Childrens Family Help and Safeguarding	Early Years	709524.Service Lead - Health Visiting & Family Support
Children and Learning	Childrens Family Help and Safeguarding	Early Years	732464.Locality Leader
Children and Learning	Childrens Family Help and Safeguarding	Early Years	730105.Early Years Quality Support and Training Manager
Children and Learning	Childrens Family Help and Safeguarding	Early Years	734457.Project Manager

<b>Directorate</b>	<b>Division</b>	<b>Section</b>	<b>Position Name</b>
Children and Learning	Childrens Family Help and Safeguarding	Early Years	729740.Operations Manager
Children and Learning	Childrens Family Help and Safeguarding	Early Years	729742.Locality Leader
Children and Learning	Childrens Family Help and Safeguarding	Early Years	729741.Locality Leader
Children and Learning	Childrens Family Help and Safeguarding	Early Years	700630.Head of Early Years and Family Hubs
Children and Learning	Childrens Family Help and Safeguarding	Family Support and Complex Families	727474.Violence Against Women and Girls Lead
Children and Learning	Childrens Family Help and Safeguarding	Family Support and Complex Families	709513.Family Service Manager
Children and Learning	Childrens Family Help and Safeguarding	Family Support and Complex Families	727314.Service Manager - Early Help Community and Practice
Children and Learning	Childrens Family Help and Safeguarding	Family Support and Complex Families	727820.Service Manager Early Help Complex Families
Children and Learning	Childrens Family Help and Safeguarding	Family Support and Complex Families	735527.Early Help Quality Assurance Manager
Children and Learning	Childrens Family Help and Safeguarding	Family Support and Complex Families	725501.Head of Family Support and Complex Families
Children and Learning	Childrens Family Help and Safeguarding	Integrated Youth Service	731977.Service Manager (Youth Violence and Exploitation)
Children and Learning	Childrens Family Help and Safeguarding	Integrated Youth Service	727224.Service Manager
Children and Learning	Childrens Family Help and Safeguarding	Integrated Youth Service	710445.Deputy Head of Integrated Youth Support Service
Children and Learning	Childrens Family Help and Safeguarding	Integrated Youth Service	709354.Service Manager
Children and Learning	Childrens Family Help and Safeguarding	Integrated Youth Service	720867.Service Manager
Children and Learning	Childrens Family Help and Safeguarding	Integrated Youth Service	709289.Head of Integrated Youth Services
Children and Learning	Childrens Family Help and Safeguarding	London Resettlement Partnership and LARP	736922.London Accommodation and Resettlement Partnership Strategic Manager
Children and Learning	Childrens Family Help and Safeguarding	London Resettlement Partnership and LARP	732991.London Resettlement Partnership Strategic Manager

<b>Directorate</b>	<b>Division</b>	<b>Section</b>	<b>Position Name</b>
Children and Learning	Childrens Family Help and Safeguarding	Looked After Children and Care Leavers	730497.Senior Development Manager
Children and Learning	Childrens Family Help and Safeguarding	Looked After Children and Care Leavers	736787.Service Manager - Care Experienced
Children and Learning	Childrens Family Help and Safeguarding	Looked After Children and Care Leavers	732200.Service Manager
Children and Learning	Childrens Family Help and Safeguarding	Looked After Children and Care Leavers	736727.Service Manager
Children and Learning	Childrens Family Help and Safeguarding	Looked After Children and Care Leavers	727356.Service Manager
Children and Learning	Childrens Family Help and Safeguarding	Looked After Children and Care Leavers	733749.Service Manager - Agency Advisor
Children and Learning	Childrens Family Help and Safeguarding	Looked After Children and Care Leavers	735298.Service Manager - Agency Advisor
Children and Learning	Childrens Family Help and Safeguarding	Looked After Children and Care Leavers	708817.Head of Looked After Children
Children and Learning	Childrens Family Help and Safeguarding	Looked After Children and Care Leavers	734810.Service Manager
Children and Learning	Childrens Family Help and Safeguarding	Looked After Children and Care Leavers	722048.Head of Corporate Parenting
Children and Learning	Childrens Family Help and Safeguarding	Looked After Children and Care Leavers	737803.Service Manager – Care Experienced Service
Children and Learning	Childrens Family Help and Safeguarding	Quality Assurance and Practice	736404.PSW, Academy & Systemic Lead
Children and Learning	Childrens Family Help and Safeguarding	Quality Assurance and Practice	731628.Service Manager for Child Protection and LADO
Children and Learning	Childrens Family Help and Safeguarding	Quality Assurance and Practice	737690.Family systemic psychotherapist (Trainee)
Children and Learning	Childrens Family Help and Safeguarding	Quality Assurance and Practice	707004.Service Development Manager
Children and Learning	Childrens Family Help and Safeguarding	Quality Assurance and Practice	728099.Head of Children's Quality Assurance
Children and Learning	Childrens Family Help and Safeguarding	Quality Assurance and Practice	737804.Family Systemic Psychotherapist

<b>Directorate</b>	<b>Division</b>	<b>Section</b>	<b>Position Name</b>
Children and Learning	Childrens Family Help and Safeguarding	Quality Assurance and Practice	737805.Family Systemic Psychotherapist
Children and Learning	Childrens Family Help and Safeguarding	Quality Assurance and Practice	737806.Family Systemic Psychotherapist
Children and Learning	Childrens Family Help and Safeguarding	Quality Assurance and Practice	737808.Family Systemic Psychotherapist
Children and Learning	Childrens Family Help and Safeguarding	Relational Practice	737177.Head of Children and Learning Transformation
Children and Learning	Childrens Family Help and Safeguarding	Relational Practice	729248.Service Manager - FGC and Participation
Children and Learning	Childrens Family Help and Safeguarding	Relational Practice	736874.London Resettlement Partnership Strategic Manager
Children and Learning	Childrens Family Help and Safeguarding	Relational Practice	736922.London Accommodation and Resettlement Partnership Strategic Manager
Children and Learning	Childrens Family Help and Safeguarding	Relational Practice	736932.Service Manager, Camden Safeguarding Children's Partnership
Children and Learning	Childrens Family Help and Safeguarding	Relational Practice	737603.Head of Practice and Learning
Children and Learning	Childrens Family Help and Safeguarding	Relational Practice	736490.Business Systems Manager
Children and Learning	Childrens Family Help and Safeguarding	Relational Practice	736930.CP & CLA Independent Reviewing Service Manager
Children and Learning	Childrens Family Help and Safeguarding	Relational Practice	734422.Service Manager- Legal Proceedings & Case Progression
Children and Learning	Childrens Family Help and Safeguarding	Relational Practice	736491.Quality Assurance & LADO Service Manager
Children and Learning	Childrens Family Help and Safeguarding	Relational Practice	736491.Quality Assurance & LADO Service Manager
Children and Learning	Childrens Family Help and Safeguarding	Relational Practice	736752.Quality Assurance & LADO Service Manager
Children and Learning	Childrens Family Help and Safeguarding		735264.Consultant
Children and Learning	Education Commissioning and Inclusion	Adult Community Learning	736038.Head of Adult Community Learning

<b>Directorate</b>	<b>Division</b>	<b>Section</b>	<b>Position Name</b>
Children and Learning	Education Commissioning and Inclusion	Education Commissioning and School Organisation	730705.Head of Education Commissioning and School Organisation
Children and Learning	Education Commissioning and Inclusion	SEND & Inclusion Service	734358.Principal Educational Psychologist
Children and Learning	Education Commissioning and Inclusion	SEND & Inclusion Service	734358.Principal Educational Psychologist
Children and Learning	Education Commissioning and Inclusion	SEND & Inclusion Service	730638.Finance and Commissioning Manager
Children and Learning	Education Commissioning and Inclusion	SEND & Inclusion Service	728110.Head of SEND and Inclusion
Children and Learning	Education Commissioning and Inclusion	Virtual School	725956.Deputy Head of Virtual School
Children and Learning	Education Commissioning and Inclusion	Virtual School	726008.Education Consultant
Children and Learning	Education Commissioning and Inclusion	Virtual School	725953.Head of Virtual School
Corporate Services	Corporate Strategy and Policy Design	Cabinet Office	735904.Cabinet Portfolio Lead
Corporate Services	Corporate Strategy and Policy Design	Cabinet Office	733743.Cabinet Officer
Corporate Services	Corporate Strategy and Policy Design	Cabinet Office	735904.Cabinet Portfolio Lead
Corporate Services	Corporate Strategy and Policy Design	Cabinet Office	733744.Cabinet Officer
Corporate Services	Corporate Strategy and Policy Design	Cabinet Office	730691.Head of Cabinet Office
Corporate Services	Corporate Strategy and Policy Design	Cabinet Office	735903.Cabinet Portfolio Lead
Corporate Services	Corporate Strategy and Policy Design	Insight Learning and Impact Team	733865.Insight Learning and Impact Lead
Corporate Services	Corporate Strategy and Policy Design	Insight Learning and Impact Team	736321.Head of Insights, Learning and Impact
Corporate Services	Corporate Strategy and Policy Design		733492.Head of Missions
Corporate Services	Corporate Strategy and Policy Design		736740.Corporate Strategy Portfolio Lead
Corporate Services	Corporate Strategy and Policy Design		734526.Head of Service Design and Policy Design
Corporate Services	Corporate Strategy and Policy Design		733494.Head of Strategic Delivery and Operations



Directorate	Division	Section	Position Name
Corporate Services	Corporate Strategy and Policy Design		734783.Lead Policy Designer
Corporate Services	Corporate Strategy and Policy Design		733493.Strategic Research and Evidence Lead
Corporate Services	Corporate Strategy and Policy Design		736322.Insights, Learning and Impact Lead
Corporate Services	Corporate Strategy and Policy Design		736738.Portfolio Lead
Corporate Services	Digital and Data Services	Applications	731341.Applications Support Manager
Corporate Services	Digital and Data Services	Applications	734718.Applications Rationalisation Manager
Corporate Services	Digital and Data Services	Applications	731349.Applications Support Manager
Corporate Services	Digital and Data Services	Applications	730218.Software Development Manager
Corporate Services	Digital and Data Services	Applications	730217.Head of Applications
Corporate Services	Digital and Data Services	Contact Camden	736417.Senior Operations Manager
Corporate Services	Digital and Data Services	Contact Camden	725323.Programme and Delivery Manager
Corporate Services	Digital and Data Services	Contact Camden	732196.Registration Service Manager / Proper Officer
Corporate Services	Digital and Data Services	Contact Camden	731161.Senior Operations Manager
Corporate Services	Digital and Data Services	Contact Camden	709928.Head of Customer and Registration Services
Corporate Services	Digital and Data Services	Contact Camden	733526.Customer Service Manager - Welfare and Strategy
Corporate Services	Digital and Data Services	Data and Analytics	736826.Principal Data Analyst
Corporate Services	Digital and Data Services	Data and Analytics	736912.Senior Data Architect
Corporate Services	Digital and Data Services	Data and Analytics	736177.Senior Data Architect
Corporate Services	Digital and Data Services	Data and Analytics	735723.Lead Data Architect
Corporate Services	Digital and Data Services	Data and Analytics	730283.Chief Data Officer
Corporate Services	Digital and Data Services	Digital Products and Services	734517.Full Stack Developer
Corporate Services	Digital and Data Services	Digital Products and Services	736741.NEC Consultant
Corporate Services	Digital and Data Services	Digital Products and Services	734498.Operations and Relationships Manager

Directorate	Division	Section	Position Name
Corporate Services	Digital and Data Services	Digital Products and Services	736769.Lead Low Code Developer
Corporate Services	Digital and Data Services	Digital Products and Services	734499.Lead Agile Delivery Manager
Corporate Services	Digital and Data Services	Digital Products and Services	733719.Head of Digital Product
Corporate Services	Digital and Data Services	Digital Products and Services	734516.Tech Lead
Corporate Services	Digital and Data Services	Digital Products and Services	735572.Experience Lead
Corporate Services	Digital and Data Services	Digital Products and Services	736146.Senior Product Manager
Corporate Services	Digital and Data Services	Digital Products and Services	734517.Full Stack Developer
Corporate Services	Digital and Data Services	Digital Products and Services	734511.Lead Product Manager
Corporate Services	Digital and Data Services	Digital Products and Services	734503.Lead Content Designer
Corporate Services	Digital and Data Services	Digital Products and Services	736766.Senior Product Manager
Corporate Services	Digital and Data Services	Digital Products and Services	735572.Experience Lead
Corporate Services	Digital and Data Services	Digital Products and Services	734507.Lead Product Designer
Corporate Services	Digital and Data Services	Digital Products and Services	736253.Senior Product Manager
Corporate Services	Digital and Data Services	Digital Products and Services	736257.Senior Product Manager
Corporate Services	Digital and Data Services	Digital Products and Services	737018.Lead UX Designer
Corporate Services	Digital and Data Services	Digital Products and Services	737644.Design System Specialist
Corporate Services	Digital and Data Services	IT Business Management	730308.Business Operations Lead
Corporate Services	Digital and Data Services	IT Business Management	Programmes
Corporate Services	Digital and Data Services	IT Business Management	736548.Business Operations Lead
Corporate Services	Digital and Data Services	IT Business Management	737771.Lead Commercial & Contract Manager
Corporate Services	Digital and Data Services	IT Business Management	737865.Business Operations and Commercial Lead
Corporate Services	Digital and Data Services	IT Business Management	736943.Consultant
Corporate Services	Digital and Data Services	IT Business Management	736550.Operations and Delivery Lead
Corporate Services	Digital and Data Services	IT Business Management	735997.Delivery Lead
Corporate Services	Digital and Data Services	IT Business Management	735998.Delivery Lead

<b>Directorate</b>	<b>Division</b>	<b>Section</b>	<b>Position Name</b>
Corporate Services	Digital and Data Services	IT Business Management	737662.Lead Delivery Manager
Corporate Services	Digital and Data Services	IT Business Management	737663.Lead Delivery Manager
Corporate Services	Digital and Data Services	IT Business Management	737664.Lead Delivery Manager
Corporate Services	Digital and Data Services	IT Business Management	737679.Lead Delivery Manager (Data)
Corporate Services	Digital and Data Services	IT Business Management	737681.Lead Delivery Manager (Engineering)
Corporate Services	Digital and Data Services	IT Business Management	736185.Solutions Architect
Corporate Services	Digital and Data Services	IT Business Management	736186.Solutions Architect
Corporate Services	Digital and Data Services	IT Business Management	730307.Head of DDS Operations
Corporate Services	Digital and Data Services	Senior Leadership Team	734096.Principal Technical Architect
Corporate Services	Digital and Data Services	Technology	734009.Information Security Manager
Corporate Services	Digital and Data Services	Technology	734391.Security Operations Manager
Corporate Services	Digital and Data Services	Technology	734389.Cloud Architect
Corporate Services	Digital and Data Services	Technology	730361.Infrastructure Manager
Corporate Services	Digital and Data Services	Technology	735564.Lead Network Infrastructure Engineer
Corporate Services	Digital and Data Services	Technology	730403.Senior IT Service Manager (Schools)
Corporate Services	Digital and Data Services	Technology	735155.Technology Adoption Manager
Corporate Services	Digital and Data Services	Technology	735662.IT Service Delivery Manager
Corporate Services	Digital and Data Services	Technology	730349.Head of Technology
Corporate Services	Equalities and Community Strength	Community Partnership Unit	737658.Community Partnerships - Strategic Lead
Corporate Services	Equalities and Community Strength	Community Partnership Unit	737659.Community Partnerships - Strategic Lead
Corporate Services	Equalities and Community Strength	Community Partnership Unit	737657.Community Partnerships - Strategic Lead
Corporate Services	Equalities and Community Strength	Community Partnership Unit	726590.Head of Community Partnerships
Corporate Services	Equalities and Community Strength	Community Partnership Unit	726590.Head of Community Partnerships



Directorate	Division	Section	Position Name
Corporate Services	Equalities and Community Strength	Debt and Financial Security	737256.Debt Prevention Programme Manager
Corporate Services	Equalities and Community Strength		735033.Strategic Lead Refugee Communities
Corporate Services	Equalities and Community Strength		734531.Tackling Poverty Programme Manager
Corporate Services	Equalities and Community Strength		733951.Head of Equalities and Social Purpose
Corporate Services	Equalities and Community Strength		737224.Strategic Lead Refugee Communities
Corporate Services	Finance	Benefits	736478.Head of Debt and Financial Resilience
Corporate Services	Finance	Benefits	735344.Housing Benefits Service Manager
Corporate Services	Finance	Chief Accountant Team	728347.Financial Reporting Manager
Corporate Services	Finance	Chief Accountant Team	730212.Head of HR and Financial Systems
Corporate Services	Finance	Chief Accountant Team	736853.Chief Accountant
Corporate Services	Finance	Council Tax and Business Rates	735377.Business Rates and Accuracy Service Manager
Corporate Services	Finance	Council Tax and Business Rates	735380.Council Tax & CTS Service Manager
Corporate Services	Finance	Council Tax and Business Rates	735371.Head of Council Tax, Business Rates & Benefits
Corporate Services	Finance	Credit Control and Income Management	730477.Head of Credit Control and Income Management
Corporate Services	Finance	Internal Audit and Risk	708478.Audit Manager
Corporate Services	Finance	Internal Audit and Risk	721643.Risk Manager
Corporate Services	Finance	Internal Audit and Risk	703475.Head of Internal Audit, Investigations and Risk Management
Corporate Services	Finance	Strategic Finance and Business Partnering	736868.Strategic Finance Lead - Corporate Strategy
Corporate Services	Finance	Strategic Finance and	736855.Head of Finance Capital

Directorate	Division	Section	Position Name
		Business Partnering	
Corporate Services	Finance	Strategic Finance and Business Partnering	728336.Capital Strategy Advisor
Corporate Services	Finance	Strategic Finance and Business Partnering	737820.Capital Strategy Advisor
Corporate Services	Finance	Strategic Finance and Business Partnering	728318.Head of Strategic Finance and Business Partnering
Corporate Services	Finance	Supporting Communities Finance	728314.Head of Finance (Supporting Communities)
Corporate Services	Finance	Supporting Communities Finance	728355.Strategic Finance Lead - Housing
Corporate Services	Finance	Supporting People Finance	736552.Senior Finance Business Partner - Projects
Corporate Services	Finance	Supporting People Finance	728376.Team Leader Schools and DSG
Corporate Services	Finance	Supporting People Finance	728327.Head of Finance (Supporting People)
Corporate Services	Finance	Supporting People Finance	728350.Strategic Business Partner Team Leader (Children and Learning)
Corporate Services	Finance	Supporting People Finance	728324.Strategic Finance Lead -Adults and Health
Corporate Services	Finance	Treasury, Pensions and Transactional Service	736859.Treasury and Pension Fund Manager
Corporate Services	Finance	Treasury, Pensions and Transactional Service	728380.Head of Treasury & Financial Services
Corporate Services	Finance		736970.Finance Consultant
Corporate Services	Human Resources	Human Resources - Expert Advisors	726102.Employee Relations Manager
Corporate Services	Human Resources	Human Resources - Expert Advisors	731961.Reward & HRMI Manager
Corporate Services	Human Resources	Human Resources -	723097.Health and Safety Manager

Directorate	Division	Section	Position Name
		Health and Safety	
Corporate Services	Human Resources	Human Resources - Organisation Development	727174.Learning and Development Lead
Corporate Services	Human Resources	Human Resources - Organisation Development	727323.Relational Practice & Wellbeing Lead - Employee Experience
Corporate Services	Human Resources	Human Resources - Organisation Development	730144.Innovation, Insight and Learning Lead
Corporate Services	Human Resources	Human Resources - Organisation Development	730693.Organisational Design Lead
Corporate Services	Human Resources	Human Resources - Resourcing	726287.Resourcing Manager
Corporate Services	Human Resources		736834.People Relationship Lead - Children and Learning
Corporate Services	Human Resources		736833.People Relationship Lead - Adults and Health
Corporate Services	Human Resources		736833.People Relationship Lead - Adults and Health
Corporate Services	Human Resources		736830.People Operations Lead
Corporate Services	Human Resources		736835.Inclusion and Culture Change Lead - Employee Experience
Corporate Services	Human Resources		736835.Inclusion and Culture Change Lead - Employee Experience
Corporate Services	Human Resources		736831.People Relationship Lead - Corporate Services
Corporate Services	Human Resources		736832.People Relationship Lead - Supporting Communities
Corporate Services	Human Resources		722366.HR Strategic Lead
Corporate Services	Human Resources		722447.HR Strategic Lead
Corporate Services	Human Resources		722448.HR Strategic Lead
Corporate Services	Human Resources		722449.HR Strategic Lead

Directorate	Division	Section	Position Name
Corporate Services	Human Resources		729468.Associate Director Organisational Development
Corporate Services	Law and Governance	Business Support	721881.Service Manager - Information Governance
Corporate Services	Law and Governance	Business Support	721866.Head of Business Support
Corporate Services	Law and Governance	Democratic and Committee Services	734212.Deputy Committee Services Manager
Corporate Services	Law and Governance	Democratic and Committee Services	725819.Committee Services Manager
Corporate Services	Law and Governance	Democratic and Committee Services	717680.Principal Committee Officer
Corporate Services	Law and Governance	Democratic and Committee Services	729370.Senior Committee Officer
Corporate Services	Law and Governance	Democratic and Committee Services	727795.Principal Committee Officer
Corporate Services	Law and Governance	Democratic and Committee Services	727795.Principal Committee Officer
Corporate Services	Law and Governance	Democratic and Committee Services	717678.Principal Committee Officer
Corporate Services	Law and Governance	Democratic and Committee Services	725149.Principal Committee Officer
Corporate Services	Law and Governance	Democratic and Committee Services	717677.Principal Committee Officer
Corporate Services	Law and Governance	Democratic and Committee Services	734362.Elections Manager
Corporate Services	Law and Governance	Democratic and Committee Services	707772.Mayors Officer
Corporate Services	Law and Governance	Democratic and Committee Services	725991.Mayors Project Officer
Corporate Services	Law and Governance	Legal Services	721166.Senior Childcare Lawyer
Corporate Services	Law and Governance	Legal Services	709600.Principal Lawyer
Corporate Services	Law and Governance	Legal Services	737823.Senior Adult Lawyer
Corporate Services	Law and Governance	Legal Services	729373.Senior Lawyer
Corporate Services	Law and Governance	Legal Services	711531.Senior Lawyer

<b>Directorate</b>	<b>Division</b>	<b>Section</b>	<b>Position Name</b>
Corporate Services	Law and Governance	Legal Services	709578.Principal Lawyer
Corporate Services	Law and Governance	Legal Services	729371.Senior Lawyer
Corporate Services	Law and Governance	Legal Services	722448.Senior Lawyer
Corporate Services	Law and Governance	Legal Services	722490.Principal Lawyer
Corporate Services	Law and Governance		737032.Head of Legal Services and Deputy Borough Solicitor
Corporate Services	Participation, Partnerships and Communications	Chief Executive's Office	727966.Head of Chief Executive Office
Corporate Services	Participation, Partnerships and Communications	Communications Service Team	733927.Senior Communications Manager
Corporate Services	Participation, Partnerships and Communications	Communications Service Team	728302.Media Manager
Corporate Services	Participation, Partnerships and Communications	Communications Service Team	725269.Senior Media & External Relations Officer
Corporate Services	Participation, Partnerships and Communications	Communications Service Team	728300.Head of Strategic Communications
Corporate Services	Participation, Partnerships and Communications	Communications Service Team	728301.Head of Media and External Relations
Corporate Services	Participation, Partnerships and Communications	Communications Service Team	736407.Programme Lead
Corporate Services	Participation, Partnerships and Communications	Communications Service Team	734056.Senior Communications Manager
Corporate Services	Participation, Partnerships and Communications	Communications Service Team	731216.Senior Media & External Relations Officer
Corporate Services	Participation, Partnerships and Communications	Communications Service Team	731184.Senior Communications Manager
Corporate Services	Participation, Partnerships and Communications	Communications Service Team	725267.Public Affairs Manager
Corporate Services	Participation, Partnerships and Communications	Communications Service Team	731186.Media & External Relations Officer
Corporate Services	Participation, Partnerships and Communications	Creative Service	731201.Creative Services Manager
Corporate Services	Participation, Partnerships and Communications	Member Support	711223.Head of Member Support

Directorate	Division	Section	Position Name
Corporate Services	Participation, Partnerships and Communications	Participation and Partnerships	733723.Participation Lead
Corporate Services	Participation, Partnerships and Communications	Participation and Partnerships	734050.Participation Lead
Corporate Services	Participation, Partnerships and Communications	Participation and Partnerships	733721.Head of Participation and Partnerships
Corporate Services	Participation, Partnerships and Communications	Participation and Partnerships	733724.Partnership Lead
Corporate Services	Participation, Partnerships and Communications	Participation and Partnerships	733724.Partnership Lead
Corporate Services	Participation, Partnerships and Communications	Participation and Partnerships	733724.Partnership Lead
Corporate Services	Participation, Partnerships and Communications	Participation and Partnerships	733722.Participation Lead
Supporting Communities	Development	Asset Strategy and Valuations	723888.Corporate Accommodation Programme Manager
Supporting Communities	Development	Asset Strategy and Valuations	723890.Senior Asset Strategy and Valuation Surveyor
Supporting Communities	Development	Asset Strategy and Valuations	723889.Senior Asset Strategy and Valuation Surveyor
Supporting Communities	Development	Asset Strategy and Valuations	729711.Head of Sales (New Homes)
Supporting Communities	Development	Asset Strategy and Valuations	735385.Property Asset Strategy, Valuations and Transactions Manager
Supporting Communities	Development	Asset Strategy and Valuations	723887.Head of Asset Strategy and Valuations
Supporting Communities	Development	Asset Strategy and Valuations	735791.Building Surveyor
Supporting Communities	Development	Commercial and Community Property	736052.Senior GP Surveyor
Supporting Communities	Development	Commercial and Community Property	734492.Head of Property
Supporting Communities	Development	Commercial and Community Property	734714.Property Programme Manager
Supporting Communities	Development	Commercial and Community Property	735384.Commercial Property Portfolio Lead



<b>Directorate</b>	<b>Division</b>	<b>Section</b>	<b>Position Name</b>
Supporting Communities	Development	Commercial and Community Property	736052.Senior GP Surveyor
Supporting Communities	Development	Commercial and Community Property	736703.Building Surveyor (Capital and Compliance Work)
Supporting Communities	Development	Commercial and Community Property	735482.Building Surveyor (Capital and Compliance Work)
Supporting Communities	Development	Commercial and Community Property	733966.Senior Valuation Practitioner Commercial
Supporting Communities	Development	Commercial and Community Property	736053.Senior GP Surveyor
Supporting Communities	Development	Commercial and Community Property	737612.Building Surveyor
Supporting Communities	Development	Community Investment and Regeneration	711200.Head of Community Investment and Regeneration
Supporting Communities	Development	Regeneration and Development	735761.Urban Design Manager
Supporting Communities	Development	Regeneration and Development	735760.Strategic Lead Place and Design
Supporting Communities	Development	Regeneration and Development	735772.Strategic Lead Regeneration
Supporting Communities	Development	Regeneration and Development	723538.Senior Development Manager
Supporting Communities	Development	Regeneration and Development	731912.Senior Development Manager
Supporting Communities	Development	Regeneration and Development	723539.Senior Development Manager
Supporting Communities	Development	Regeneration and Development	734309.Strategic Development Lead
Supporting Communities	Development	Regeneration and Development	718522.Team Leader Regeneration
Supporting Communities	Development	Regeneration and Development	735781.Team Leader Regeneration
Supporting Communities	Development	Regeneration and Development	734114.Head of CIP Programme Office

<b>Directorate</b>	<b>Division</b>	<b>Section</b>	<b>Position Name</b>
Supporting Communities	Development	Regeneration and Development	711694.Team Leader Regeneration
Supporting Communities	Development	Regeneration and Development	734114.Head of CIP Programme Office
Supporting Communities	Development	Regeneration and Development	732145.Chief Planning Officer
Supporting Communities	Development	Regeneration and Development	723540.Strategic Development Lead
Supporting Communities	Development	Regeneration and Development	735781.Team Leader Regeneration
Supporting Communities	Development	Regeneration and Development	723532.Senior Development Manager
Supporting Communities	Development	Regeneration and Development	723532.Senior Development Manager
Supporting Communities	Development	Regeneration and Development	731800.Senior Development Manager
Supporting Communities	Development	Regeneration and Development	723533.Senior Development Manager
Supporting Communities	Development	Regeneration and Development	723535.Senior Development Manager
Supporting Communities	Development	Regeneration and Development	735804.Strategic Re-Housing Lead
Supporting Communities	Development	Regeneration and Development	732319.Senior Development Manager
Supporting Communities	Development	Regeneration and Development	733318.Head of Repairs and Operations
Supporting Communities	Development	Regeneration and Development	732714.Head of Property Asset Management
Supporting Communities	Development	Regeneration and Development	723536.Senior Development Manager
Supporting Communities	Development	Regeneration and Development	723534.Development Team Leader
Supporting Communities	Development	Regeneration and Development	723537.Senior Development Manager



Directorate	Division	Section	Position Name
Supporting Communities	Development	Regeneration and Development	727805.Team Leader Regeneration
Supporting Communities	Development	Regeneration and Development	730193.Head of CIP Development
Supporting Communities	Development	Regeneration and Development	731983.Technical Design Manager
Supporting Communities	Development	Regeneration and Development	732158.Team Leader Regeneration
Supporting Communities	Development	Regeneration and Development	735782.Team Leader Regeneration
Supporting Communities	Development		735680.Head of CIP Technical Design
Supporting Communities	Development		735478.Head of CIP Development
Supporting Communities	Development		736761.Head of Camden Living Development
Supporting Communities	Development		735478.Head of CIP Development
Supporting Communities	Development		736226.Team Leader Regeneration
Supporting Communities	Development		736852.Senior Development Manager
Supporting Communities	Development		730430.Project Director
Supporting Communities	Development		736488.Senior Development Manager
Supporting Communities	Economy, Regeneration and Investment	Arts and Tourism	727370.Events Team Manager
Supporting Communities	Economy, Regeneration and Investment	Development Management	733446.Appeals and Enforcement Manager
Supporting Communities	Economy, Regeneration and Investment	Development Management	733403.Planning Applications Team Manager
Supporting Communities	Economy, Regeneration and Investment	Development Management	733405.Planning Applications Team Manager
Supporting Communities	Economy, Regeneration and Investment	Development Management	733404.Planning Applications Team Manager
Supporting Communities	Economy, Regeneration and Investment	Development Management	733402.Head of Development Management
Supporting Communities	Economy, Regeneration and Investment	Euston Regeneration	728953.Euston Manager
Supporting Communities	Economy, Regeneration and Investment	Euston Regeneration	731621.Head of Euston Regeneration

<b>Directorate</b>	<b>Division</b>	<b>Section</b>	<b>Position Name</b>
Supporting Communities	Economy, Regeneration and Investment	Euston Regeneration	733694.Head of Euston Regeneration
Supporting Communities	Economy, Regeneration and Investment	High Speed II	726587.Head of HS2 Programme Delivery
Supporting Communities	Economy, Regeneration and Investment	Placeshaping	723834.Team Manager
Supporting Communities	Economy, Regeneration and Investment	Placeshaping	729057.Strategic Lead - Planning Policy and Implementation
Supporting Communities	Economy, Regeneration and Investment	Placeshaping	730652.Head of Inclusive Economy
Supporting Communities	Economy, Regeneration and Investment	Placeshaping	725833.Head of Placeshaping - Economic Development
Supporting Communities	Economy, Regeneration and Investment	Placeshaping	727867.Strategic Lead Regeneration and Place
Supporting Communities	Economy, Regeneration and Investment	Procurement	726226.Category Manager
Supporting Communities	Economy, Regeneration and Investment	Procurement	726227.Category Manager
Supporting Communities	Economy, Regeneration and Investment	Procurement	726230.Category Manager
Supporting Communities	Economy, Regeneration and Investment	Procurement	726229.Category Manager
Supporting Communities	Economy, Regeneration and Investment	Procurement	726225.Senior Category Manager
Supporting Communities	Economy, Regeneration and Investment	Procurement	733751.Head of Procurement and Social Value
Supporting Communities	Economy, Regeneration and Investment	Procurement	731860.Senior Category Manager
Supporting Communities	Economy, Regeneration and Investment	Procurement	735665.Category Manager
Supporting Communities	Economy, Regeneration and Investment	Procurement	732198.Category Manager
Supporting Communities	Economy, Regeneration and Investment	Procurement	726228.Category Manager
Supporting Communities	Economy, Regeneration and Investment		736412.Strategic Programme Lead, Community Wealth Fund
Supporting Communities	Economy, Regeneration and Investment		735053.Head of Culture
Supporting Communities	Economy, Regeneration and Investment		736470.Chief Investment Officer – Community Wealth Fund
Supporting Communities	Economy, Regeneration and Investment		737041.Commercial and Business Partnerships Lead
Supporting Communities	Economy, Regeneration and Investment		737229.Head of Investments -

Directorate	Division	Section	Position Name
			Community Wealth Fund
Supporting Communities	Environment and Sustainability	Camden Accessible Travel	722522.Head of Camden Accessible Travel Solutions
Supporting Communities	Environment and Sustainability	Engineering Services	725546.Highways Manager
Supporting Communities	Environment and Sustainability	Engineering Services	725533.Streetworks Authorisations and Compliance Manager
Supporting Communities	Environment and Sustainability	Engineering Services	732405.Chief Engineer
Supporting Communities	Environment and Sustainability	Environment Services	710333.Head of Environment Services
Supporting Communities	Environment and Sustainability	Environment Services	710330.Environmental Services Manager
Supporting Communities	Environment and Sustainability	Environment Services	732827.Market Development Manager
Supporting Communities	Environment and Sustainability	Parking Operations	728299.Operations Manager
Supporting Communities	Environment and Sustainability	Parking Operations	728298.Process and Investigations Manager
Supporting Communities	Environment and Sustainability	Parking Operations	723300.Head of Parking Operations
Supporting Communities	Environment and Sustainability	Sustainability Air Quality and Energy	729207.Head of Climate, Air Quality and Energy
Supporting Communities	Environment and Sustainability	Sustainability Air Quality and Energy	730959.Air Quality Programme Manager
Supporting Communities	Environment and Sustainability	Transport Planning and Parking Strategy	710065.Transport Design Team Manager
Supporting Communities	Environment and Sustainability	Transport Planning and Parking Strategy	725352.Major Projects Programme Manager
Supporting Communities	Environment and Sustainability	Transport Planning and Parking Strategy	732471.Strategic Lead Transport Planning
Supporting Communities	Environment and Sustainability	Transport Strategy	735811.Safe and Healthy Streets Team Manager
Supporting Communities	Environment and Sustainability	Transport Strategy	735822.Transport and Travel Planning Team Manager
Supporting Communities	Environment and Sustainability	Transport Strategy	735821.Head of Transport Strategy and Projects
Supporting Communities	Housing Policy Performance and Assurance		735536.Head of Housing Policy, Performance and Assurance

Directorate	Division	Section	Position Name
Supporting Communities	Housing Policy Performance and Assurance		737036.Housing Change and Transformation Manager
Supporting Communities	Housing Services	Allocations Lettings and Private Sector Housing	735875.Head of Allocations, Lettings and Private Housing Services
Supporting Communities	Housing Services	Allocations Lettings and Private Sector Housing	737836.Temporary Accommodation Service Manager
Supporting Communities	Housing Services	Estates Management	721639.Head of Estates Management
Supporting Communities	Housing Services	Estates Management	731368.Estate Management Service Manager
Supporting Communities	Housing Services	Housing	737876.Housing Supply Delivery Manager
Supporting Communities	Housing Services	Housing	737789.Temporary Accommodation Service Manager
Supporting Communities	Housing Services	Housing	735887.Head of Innovation and Improvement
Supporting Communities	Housing Services	Housing Commissioning and Partnerships	733882.Rough Sleeping Commissioner
Supporting Communities	Housing Services	Housing Commissioning and Partnerships	709923.Housing Commissioning and Partnership Manager
Supporting Communities	Housing Services	Housing Needs and Private Sector Housing	728060.Private Sector Housing Service Manager
Supporting Communities	Housing Services	Housing Solutions	735873.Head of Housing Solutions
Supporting Communities	Housing Services	Housing Solutions	737838.Single Homelessness Strategic Commissioner
Supporting Communities	Housing Services	Landlord Services	732847.Landlord Services Manager - Development and Partnerships
Supporting Communities	Housing Services	Landlord Services	732846.Landlord Services Manager
Supporting Communities	Housing Services	Landlord Services	732845.Landlord Services Manager
Supporting Communities	Housing Services	Landlord Services	726056.Head of Landlord Services

<b>Directorate</b>	<b>Division</b>	<b>Section</b>	<b>Position Name</b>
Supporting Communities	Housing Services	Leaseholder Services	732074.Rents and Charges Service Manager
Supporting Communities	Housing Services	Leaseholder Services	724091.Head of Leaseholder Services
Supporting Communities	Housing Services	Leaseholder Services and Housing Income	735876.Head of Leaseholder Services and Housing Income
Supporting Communities	Housing Services	Leaseholder Services and Housing Income	737840.Income Manager
Supporting Communities	Housing Services	Leaseholder Services and Housing Income	737841.Home Ownership Manager
Supporting Communities	Housing Services	Neighbourhoods	735874.Head of Neighbourhoods (Housing Services)
Supporting Communities	Housing Services	Neighbourhoods	737839.Neighbourhood Operations Manager
Supporting Communities	Property Management	Capital Works	732563.Programme Manager
Supporting Communities	Property Management	Capital Works	732570.Contract Building Surveyor
Supporting Communities	Property Management	Capital Works	732553.Programme Manager
Supporting Communities	Property Management	Capital Works	732534.Programme Manager
Supporting Communities	Property Management	Capital Works	732534.Programme Manager
Supporting Communities	Property Management	Capital Works	732535.Programme Manager
Supporting Communities	Property Management	Capital Works	732533.Head of Capital Works
Supporting Communities	Property Management	Chalcots Project Team	736168.Quality Inspector
Supporting Communities	Property Management	Chalcots Project Team	733297.Project Director Chalcots
Supporting Communities	Property Management	Chalcots Project Team	734313.Programme Manager (Chalcots)
Supporting Communities	Property Management	CSF Property and Contracts	710625.Contracts Performance and Commercial Manager
Supporting Communities	Property Management	CSF Property and Contracts	728658.Contracts, Performance and Commercial Lead (School FM)
Supporting Communities	Property Management	CSF Property and Contracts	735792.Building Surveyor
Supporting Communities	Property Management	Facilities Management (PM)	734098.Technical FM Lead

Directorate	Division	Section	Position Name
Supporting Communities	Property Management	Facilities Management (PM)	736045.Corporate Property Lead
Supporting Communities	Property Management	Facilities Management (PM)	736044.Soft Services Lead
Supporting Communities	Property Management	Facilities Management (PM)	731240.Head of Security
Supporting Communities	Property Management	Facilities Management (PM)	729187.Head of Facilities Management
Supporting Communities	Property Management	Property Customer Service and Engagement	734131.Customer Service Manager - HRCC
Supporting Communities	Property Management	Property Customer Service and Engagement	732670.Head of Property Customer Services & Engagement
Supporting Communities	Property Management	Property Services	723914.Senior Practitioner - Corporate Building Management
Supporting Communities	Property Management	Property Services	723911.Senior Building Surveyor
Supporting Communities	Property Management	Property Services	726498.Technical Lead (Repairs, Maintenance, Compliance & Capital Works)
Supporting Communities	Property Management	Property Services	723912.Senior Building Surveyor
Supporting Communities	Property Management	Property Services	736479.Building Services Manager
Supporting Communities	Property Management	Property Services	735790.Building Surveyor
Supporting Communities	Property Management	Property Services	731931.Senior Practitioner (Facilities Management)
Supporting Communities	Property Management	Property Services	736475.Building Management System Engineer
Supporting Communities	Property Management	Repairs and Operations (PM)	732621.M&E Operations Manager
Supporting Communities	Property Management	Repairs and Operations (PM)	736093.Complex Repairs Operations Lead
Supporting Communities	Property Management	Repairs and Operations (PM)	732597.Building Surveyor
Supporting Communities	Property Management	Repairs and Operations (PM)	732599.Major Repairs Operations Manager
Supporting Communities	Property Management	Repairs and Operations (PM)	732658.Repairs & Operations Service Delivery Team Leader



<b>Directorate</b>	<b>Division</b>	<b>Section</b>	<b>Position Name</b>
Supporting Communities	Property Management	Repairs and Operations (PM)	735629.Senior Building Surveyor
Supporting Communities	Property Management	Repairs and Operations (PM)	736866.Disrepair Surveyor
Supporting Communities	Property Management	Repairs and Operations (PM)	736867.Disrepair Surveyor
Supporting Communities	Property Management	Repairs and Operations (PM)	732614.Specialist Works Operations Manager
Supporting Communities	Property Management	Repairs and Operations (PM)	732603.Voids Operations Manager
Supporting Communities	Property Management	Resident and Building Safety	734065.Fire Safety Advisor Manager
Supporting Communities	Property Management	Resident and Building Safety	735688.Building Safety Manager - Team Leader
Supporting Communities	Property Management	Resident and Building Safety	736137.Surveyor
Supporting Communities	Property Management	Resident and Building Safety	734070.Health and Safety Manager
Supporting Communities	Property Management	Resident and Building Safety	734064.Head of Resident & Building Safety
Supporting Communities	Property Management	Strategic Asset Management and Compliance	732716.Strategic Asset Manager
Supporting Communities	Property Management	Strategic Asset Management and Compliance	732729.Quantity Surveyor
Supporting Communities	Property Management	Strategic Asset Management and Compliance	732723.Contract Building Surveyor
Supporting Communities	Property Management	Strategic Asset Management and Compliance	732730.Quantity Surveyor
Supporting Communities	Property Management	Strategic Asset Management and Compliance	732724.Contract Building Surveyor
Supporting Communities	Property Management	Strategic Asset Management and Compliance	732725.Contract Resourcing Team Leader
Supporting Communities	Property Management	Strategic Asset Management and Compliance	733319.Quantity Surveyor
Supporting Communities	Property Management	Strategic Asset Management and Compliance	732731.Quantity Surveyor
Supporting Communities	Property Management	Strategic Asset Management and Compliance	732762.Property Data, Programmes & Systems Team Leader
Supporting Communities	Property Management		732532.Technical Project Lead

Directorate	Division	Section	Position Name
Supporting Communities	Public Safety	Community Safety and Emergency Management	727475.Response Manager
Supporting Communities	Public Safety	Community Safety and Emergency Management	734791.Resilience & Public Security Manager
Supporting Communities	Public Safety	Community Safety and Emergency Management	734792.Community Safety Manager
Supporting Communities	Public Safety	Community Safety and Emergency Management	734793.Community Safety Manager
Supporting Communities	Public Safety	Community Safety and Enforcement	736886.Community Safety Programme Manager
Supporting Communities	Public Safety	Community Safety and Enforcement	736885.Head of Community Safety & Enforcement
Supporting Communities	Public Safety	Public Protection	734461.Public Protection and Licensing Manager
Supporting Communities	Public Safety	Public Protection	734398.Coronial Services and Business Development Manager
Supporting Communities	Public Safety	Public Protection	729026.Environmental Health Manager
Supporting Communities	Recreation Services	Green Space	728885.Head of Green Spaces
Supporting Communities	Recreation Services	Libraries	735150.Head of Libraries
Supporting Communities	Recreation Services	Sport and Physical Activity	728738.Strategy and Partnership Manager
Supporting Communities	Recreation Services	Sport and Physical Activity	737172.Head of Leisure
Supporting Communities	Recreation Services	Sport and Physical Activity	710247.Head of Sport and Physical Activity
Supporting Communities	Recreation Services		730883.Head of Safer Camden Network
Supporting Communities	Recreation Services		732995.Community Response Programme Lead
Supporting Communities	Repairs and Operations - SC	Complex Repairs	736100.Major Repairs Operations Manager
Supporting Communities	Repairs and Operations - SC	Complex Repairs	736097.Contract Building Surveyor
Supporting Communities	Repairs and Operations - SC	Complex Repairs	736098.Contract Building Surveyor
Supporting Communities	Repairs and Operations - SC	Complex Repairs	736099.Contract Building Surveyor



<b>Directorate</b>	<b>Division</b>	<b>Section</b>	<b>Position Name</b>
Supporting Communities	Repairs and Operations - SC	Repairs Support	736608.Disrepair Surveyor
Supporting Communities	Repairs and Operations - SC	Repairs Support	736608.Disrepair Surveyor
Supporting Communities	Repairs and Operations - SC	Repairs Support	736608.Disrepair Surveyor
Supporting Communities	Repairs and Operations - SC	Repairs Support	736608.Disrepair Surveyor
Supporting Communities	Repairs and Operations - SC	Repairs Support	736101.Repairs Support Lead
Supporting Communities	Repairs and Operations - SC	Repairs Support	736609.Disrepair Surveyor
Supporting Communities	Repairs and Operations - SC	Repairs Support	736610.Disrepair Surveyor
Supporting Communities	Repairs and Operations - SC	Repairs Support	736611.Disrepair Surveyor
Supporting Communities	Repairs and Operations - SC	Repairs Support	736612.Disrepair Surveyor
Supporting Communities	Repairs and Operations - SC	Responsive Repairs	736124.Responsive Repairs Operations Lead
Supporting Communities	Repairs and Operations - SC	Void Repairs	736125.Voids Operations Manager
Supporting Communities	Resident Safety		728403.Head of Resident Safety Engagement Strategy
Supporting Communities	Resident Safety		732479.Programme Director Neighbourhoods
Supporting Communities	Supporting Communities Strategy Team		737119.Portfolio Lead
Supporting Communities	Supporting Communities Strategy Team		736713.Systems Project Lead
Supporting Communities	Supporting Communities Strategy Team		737119.Portfolio Lead
Supporting Communities	Supporting Communities Strategy Team		736827.Lead Data Analyst
Supporting Communities	Supporting Communities Strategy Team		733773.Lead Data Analyst
Supporting Communities	Supporting Communities Strategy Team		733772.Head of Strategy Supporting Communities
Supporting Communities	Supporting Communities Strategy Team		736467.Portfolio Lead
Supporting Communities			733235.Head of HS2 Special Projects
Supporting Communities			734854.Head of Housing Transformation

**LIST ENDS**

