

Appendix 5 - Senior staff pay at London Borough of Waltham Forest

ONS GSS code; E09000031

Body name; London Borough of Waltham Forest

Notes:

1. Officer pay details as at 1 April 2023
2. Annual salary is the sum of full time annual salary for the post. The full time annual salary (1 FTE) is used for this figure not the part time salary.
3. The full annual salary may not have been paid for the full year. However, in the interest of transparency, this document shows the FTE salary for the post.
4. Non Chief Officer salaries are shown in brackets of £5,000
5. Market Supplement: \* denotes that this role attracts a Market Supplement which could take the remuneration paid above the maximum salary for the grade

Grade	Position	Directorate	Employee(s)	Actual Annual Salary (or if below £175,000pa the details are provided within £5k Pay Bands)	Market Supplement / Allowance based on 12 month duration	Maximum potential salary for the Grade
CE4	Chief Executive	Chief Executive	Linzi Roberts-Egan	£217,671.00		£225,384.00
DCE2	Deputy Chief Executive	Deputy Chief Executive	Shazia Hussain	£183,117.00		£183,117.00
SD1	Strategic Director of People	Strategic People	Heather Flinders	170,001 to 175,000		£170,273.00
SD1	Strategic Director of Place	Strategic Place	Stewart Murray	170,001 to 175,000		£170,273.00
SD1	Strategic Director of Resource	Resources	Robert Manning	155,001 to 160,000		£170,273.00
SD2	Strategic Director of Neighbourhoods & Environment	Neighbourhoods and Environment	Deborah Porter	150,001 to 155,000		£157,428.00
CD1	CD of Adult Care & Quality Standards	Strategic People		130,001 to 135,000		£133,681.00
CD1	CD of Governance & Law	Resources		130,001 to 135,000		£133,681.00
CD1	Corporate Director of Housing	Strategic Place		130,001 to 135,000		£133,681.00
CD1	CD of Community Safety & Neighbourhoods	Neighbourhoods and Environment		130,001 to 135,000		£133,681.00
CD1	CD of People, OD & Business Support	Deputy Chief Executive		130,001 to 135,000		£133,681.00
CD1	CD of Children's Social Care	Strategic People		130,001 to 135,000		£133,681.00
CD1	Corporate Director of Neighbourhoods	Neighbourhoods and Environment		125,001 to 130,000		£133,681.00
CD1	CD Customer Strategy & Digital Channels	Neighbourhoods and Environment		125,001 to 130,000		£133,681.00
CD1	CD of Property & Delivery	Strategic Place		120,001 to 125,000		£133,681.00
CD2	Director of Major Projects	Strategic Place		125,001 to 130,000	£8,000.04	£126,862.00
CD2	Director of Public Health	Stronger Community		125,001 to 130,000		£126,862.00
CD2	Director of Learning & System Leadership	Strategic People		125,001 to 130,000		£126,862.00
CD2	CD of Culture & Destinations	Stronger Community		125,001 to 130,000		£126,862.00
CD2	Divisional Director Housing Delivery	Strategic Place		120,001 to 125,000		£126,862.00
CD2	Director of Capital Delivery	Strategic Place		115,001 to 120,000		£126,862.00
CD	CD of Regeneration, Planning & Delivery	Strategic Place		120,001 to 125,000		£124,878.12
CD	CD of Financial Services	Resources		115,001 to 120,000		£124,878.12

CD3	CD of Strategy, Insight & Communities	Deputy Chief Executive		125,001 to 130,000		£116,506.00
CD3	Director of Commercial Innovation	Resources		110,001 to 115,000		£116,506.00
CD3	CD of Revenues and Benefits	Resources		110,001 to 115,000		£116,506.00
CD3	Director of Regulatory & Con, Planning Serv	Neighbourhoods and Environment		110,001 to 115,000		£116,506.00
CD3	CD of Climate Emerg & Behavioural Change	Deputy Chief Executive		105,001 to 110,000		£116,506.00
CD3	Director of HR	Deputy Chief Executive		105,001 to 110,000		£116,506.00
CD3	CD Int Audit & Anti Fraud Share Serv	Resources		100,001 to 105,000		£116,506.00
CD3	Director of Inward Invest & HE AR	Strategic Place		100,001 to 105,000		£116,506.00
CD3	Director of Communications and Campaigns	Deputy Chief Executive		100,001 to 105,000		£116,506.00
CD3	Director - Cap Strategy & Portfolio Mgmt	Strategic Place		100,001 to 105,000		£116,506.00
DD	Director - Commercial Estate & Investmen	Strategic Place		110,001 to 115,000	£9,999.96	£114,482.28
DD	Director of Procurement	Resources		110,001 to 115,000		£114,482.28
DD	Chief Information Officer	Deputy Chief Executive		105,001 to 110,000		£114,482.28
DD	Acting Director of Procurement	Resources		100,001 to 105,000	£5,970.00	£114,482.28
AD	AD Cultural Sites	Strategic Place		95,001 to 100,000		£101,316.00
AD	Director - Area Regeneration Delivery	Strategic Place		95,001 to 100,000		£101,316.00
AD	AD Community Safety & Programmes	Neighbourhoods and Environment		95,001 to 100,000		£101,316.00
AD	Assistant Director Early Help and Prevent	Stronger Community		95,001 to 100,000		£101,316.00
AD	Asst. Dir. Adult Social Care	Strategic People		95,001 to 100,000	£8,898.96	£101,316.00
AD	AD Environmental Health	Neighbourhoods and Environment		95,001 to 100,000		£101,316.00
AD	Assistant Director Operations	Strategic People		95,001 to 100,000		£101,316.00
AD	AD - Strategic Asset Management & Compli	Strategic Place		95,001 to 100,000		£101,316.00
AD	AD -Housing Repairs and Planned Works	Strategic Place		95,001 to 100,000		£101,316.00
AD	Director of Disability Enablement Serv	Strategic People		95,001 to 100,000		£101,316.00
AD	Assistant Director Corporate Parenting	Strategic People		95,001 to 100,000		£101,316.00
AD	AD Employment Business Skills	Stronger Community		95,001 to 100,000		£101,316.00
AD	Assistant Director Property Management	Strategic Place		95,001 to 100,000		£101,316.00
AD	AD Development Mgmt & Building Control	Strategic Place		95,001 to 100,000		£101,316.00
AD	AD Social Care Innovation	Deputy Chief Executive		95,001 to 100,000		£101,316.00
AD	AD Regulatory Services	Neighbourhoods and Environment		90,001 to 95,000		£101,316.00
AD	Assistant Dir Safeguarding & Family Supp	Strategic People		90,001 to 95,000		£101,316.00
AD	Assistant Director Strategic Housing	Strategic Place		90,001 to 95,000		£101,316.00
AD	AD Enforcement & Neighbourhoods	Neighbourhoods and Environment		90,001 to 95,000		£101,316.00
AD	AD - Digital Innovation and Delivery	Neighbourhoods and Environment		90,001 to 95,000		£101,316.00
AD	Assistant Director - Commercial Law	Resources		90,001 to 95,000		£101,316.00
AD	Head of WF Traded Service	Strategic People		90,001 to 95,000		£101,316.00
AD	Assistant Director of QA	Strategic People		90,001 to 95,000		£101,316.00
AD	Assistant Director - Family Law	Resources		90,001 to 95,000		£101,316.00
AD	Assistant Director - Litigation & Public Law	Resources		90,001 to 95,000	£7,620.00	£101,316.00
AD	Director of Housing Regeneration	Strategic Place		90,001 to 95,000		£101,316.00
AD	Public Health Consultant	Strategic People		90,001 to 95,000		£101,316.00

AD	AD Integrated Commissioning	Stronger Community		90,001 to 95,000		£101,316.00
AD	Assistant Director of Strategy & Design	Deputy Chief Executive		85,001 to 90,000		£101,316.00
AD	AD Supporting Families & Communities	Strategic People		85,001 to 90,000		£101,316.00
AD	Assistant Director of Early Help Deliver	Strategic People		85,001 to 90,000		£101,316.00
AD	AD for Post 16 and Schools Operations	Strategic People		85,001 to 90,000		£101,316.00
AD	Head of Treasury & Pensions	Resources		85,001 to 90,000		£101,316.00
AD	AD Organisational Safeguarding-People	Strategic People		85,001 to 90,000		£101,316.00
AD	Assistant Director Highways & Parking	Neighbourhoods and Environment		85,001 to 90,000		£101,316.00
AD	AD of Internal Audit & Anti Fraud	Resources		85,001 to 90,000		£101,316.00
AD	AD - Youth and Family Resilience	Strategic People		85,001 to 90,000		£101,316.00
AD	Assistant Director Housing - Place Services	Strategic Place		85,001 to 90,000		£101,316.00
AD	Assistant Director Housing - People Services	Strategic Place		85,001 to 90,000		£101,316.00
AD	Assistant Director Sports, Leisure	Neighbourhoods and Environment		85,001 to 90,000		£101,316.00
AD	Public Health Consultant - Asst Director	Strategic People		85,001 to 90,000		£101,316.00
AD	Assistant Director of Community Safety	Neighbourhoods and Environment		85,001 to 90,000		£101,316.00
AD	Assistant Director of Place & Design	Strategic Place		75,001 to 80,000		£101,316.00
AD	Public Health Consultant - Asst Director	Strategic People		65,001 to 70,000		£101,316.00
AD	Public Health Consultant - CYP	Strategic People		60,001 to 65,000		£101,316.00
PO12	Head Early Years, Childcare & Bus. Dev.	Strategic People		80,001 to 85,000		£80,994.00
PO12	Strategic Financial Adv Neigh & Growth	Resources		80,001 to 85,000		£80,994.00
PO12	Strategic Financial Advisor - Adults	Resources		80,001 to 85,000		£80,994.00
PO12	Head of Neighbourhood Management	Neighbourhoods and Environment		80,001 to 85,000		£80,994.00
PO12	Strategic Head of Employment & Skills	Strategic Place		80,001 to 85,000		£80,994.00
PO12	Head of Mechanical & Electrical	Strategic Place		80,001 to 85,000		£80,994.00
PO12	Head of Service-People Business Hub	Deputy Chief Executive		80,001 to 85,000		£80,994.00
PO12	Head of Electoral and Democratic Service	Resources		80,001 to 85,000		£80,994.00
PO12	Head of Building Works	Strategic Place		80,001 to 85,000		£80,994.00
PO12	Head of Corporate Capital Programmes	Strategic Place		80,001 to 85,000	£4,999.92	£80,994.00
PO12	Head of Intelligence & Data Network	Deputy Chief Executive		80,001 to 85,000		£80,994.00
PO12	Head of Service	Strategic People		80,001 to 85,000		£80,994.00
PO12	Head of Digital Services	Deputy Chief Executive		80,001 to 85,000	£5,033.04	£80,994.00
PO12	Head of Digital Portfolio	Deputy Chief Executive		80,001 to 85,000		£80,994.00
PO12	Head of Destinations Marketing	Strategic Place		80,001 to 85,000		£80,994.00
PO12	Head of Building Control	Strategic Place		75,001 to 80,000		£80,994.00
PO12	Head of commercial & Contract Management	Strategic Place		75,001 to 80,000		£80,994.00
PO12	Head of Temp Accommodations & Quality	Strategic Place		75,001 to 80,000		£80,994.00
PO12	Head of Service Libraries	Neighbourhoods and Environment		75,001 to 80,000		£80,994.00
PO12	Assistant Chief Executive	Deputy Chief Executive		75,001 to 80,000		£80,994.00
PO12	Strategic Finance Advisor Housing	Resources		75,001 to 80,000		£80,994.00
PO12	Head of Schools Delivery	Strategic Place		75,001 to 80,000		£80,994.00
PO12	Head of Highway Network Management	Neighbourhoods and Environment		75,001 to 80,000		£80,994.00

PO12	Head of Commercial Client and Innovation	Resources		75,001 to 80,000		£80,994.00
PO12	Project Director	Strategic Place		75,001 to 80,000		£80,994.00
PO12	Project Director - The Score	Strategic Place		75,001 to 80,000		£80,994.00
PO12	Head of Strategy and Change	Deputy Chief Executive		75,001 to 80,000		£80,994.00
PO12	Head of Communities & Participation	Deputy Chief Executive		75,001 to 80,000		£80,994.00
PO12	Head of Strategic Comms and Campaigns	Deputy Chief Executive		75,001 to 80,000		£80,994.00
PO12	Chief Accountant	Resources		75,001 to 80,000		£80,994.00
PO12	Head of Compliance & Assurance	Strategic Place		75,001 to 80,000		£80,994.00
PO12	Head of Customer Resolution & Improvemen	Neighbourhoods and Environment		75,001 to 80,000		£80,994.00
PO12	Head of Oracle Cloud ERP	Deputy Chief Executive		75,001 to 80,000		£80,994.00
PO12	Project Director	Strategic Place		75,001 to 80,000		£80,994.00
PO12	Head of Traffic & Projects	Neighbourhoods and Environment		75,001 to 80,000		£80,994.00
PO12	Head of ICT Operations	Deputy Chief Executive		75,001 to 80,000		£80,994.00
PO12	Assistant Project Director - MP	Strategic Place		75,001 to 80,000		£80,994.00
PO12	Assistant Project Director - MP	Strategic Place		75,001 to 80,000		£80,994.00
PO12	Head of Income & Lettings	Strategic Place		75,001 to 80,000		£80,994.00
PO12	Head of Capital Portfolio Management	Strategic Place		75,001 to 80,000		£80,994.00
PO12	Strategic Financial Adviser Corporate	Resources		75,001 to 80,000		£80,994.00
PO12	Head of Architecture and Security	Deputy Chief Executive		75,001 to 80,000		£80,994.00
PO12	Head of Supply Chain	Resources		70,001 to 75,000		£80,994.00
PO12	Head of Operations	Neighbourhoods and Environment		70,001 to 75,000		£80,994.00
PO12	Project Director	Strategic Place		70,001 to 75,000		£80,994.00
PO12	Head of Destinations Commercial	Strategic Place		70,001 to 75,000		£80,994.00
PO12	Head of Supply Chain	Resources		70,001 to 75,000		£80,994.00
PO12	Head of Strategy & Design	Deputy Chief Executive		70,001 to 75,000		£80,994.00
PO12	Head of Transformation & Innovation	Neighbourhoods and Environment		70,001 to 75,000		£80,994.00
PO12	Head of Parking & Network Operations	Neighbourhoods and Environment		70,001 to 75,000		£80,994.00
PO12	Client Project Director	Strategic Place		70,001 to 75,000		£80,994.00
PO12	Project Director	Strategic Place		70,001 to 75,000		£80,994.00
PO12	Head of Operations Traded Services	Strategic People		65,001 to 70,000		£80,994.00
PO12	Head of Capital Portfolio Management	Strategic Place		65,001 to 70,000		£80,994.00
PO12	Strategic Financial Advisor	Resources		60,001 to 65,000		£80,994.00
PO11	Head of Service	Strategic People		70,001 to 75,000		£73,311.00
PO11	Head Of Accomodation Options	Strategic Place		70,001 to 75,000		£73,311.00
PO11	Insurance and Risk Manager	Resources		70,001 to 75,000		£73,311.00
PO11	Principal Lawyer	Resources		70,001 to 75,000	£4,999.92	£73,311.00
PO11	Head of Area Regeneration	Strategic Place		70,001 to 75,000		£73,311.00
PO11	Head of Corporate Parenting Leave Care	Strategic People		70,001 to 75,000		£73,311.00
PO11	Head of Placements & Supplier Quality	Resources		70,001 to 75,000		£73,311.00
PO11	Head of Area Regeneration	Strategic Place		70,001 to 75,000		£73,311.00
PO11	Principal Lawyer	Resources		70,001 to 75,000	£4,999.92	£73,311.00

PO11	Prof Practice Development Lead Prac C&A	Strategic People		70,001 to 75,000		£73,311.00
PO11	Head of Service - Specialist Work Servic	Strategic People		70,001 to 75,000		£73,311.00
PO11	Hd of Safeguarding & Family Support	Strategic People		70,001 to 75,000		£73,311.00
PO11	Principal Lawyer	Resources		70,001 to 75,000		£73,311.00
PO11	Strategic Asset Manager	Strategic Place		70,001 to 75,000	£6,716.04	£73,311.00
PO11	HOS - Home Adaptations Service	Strategic People		70,001 to 75,000		£73,311.00
PO11	Strategic Asset Manager	Strategic Place		70,001 to 75,000	£22,855.92	£73,311.00
PO11	Head of Strategic Partnerships	Strategic People		70,001 to 75,000		£73,311.00
PO11	Head of Corporate Parenting F&A	Strategic People		70,001 to 75,000		£73,311.00
PO11	Head of Strategic Planning & Infrastruct	Strategic Place		70,001 to 75,000		£73,311.00
PO11	HOS - Home First Service	Strategic People		70,001 to 75,000		£73,311.00
PO11	Principal Commercial Surveyor	Strategic Place		70,001 to 75,000		£73,311.00
PO11	Head of Service Practice Improvement	Strategic People		70,001 to 75,000		£73,311.00
PO11	Head of Change	Deputy Chief Executive		70,001 to 75,000		£73,311.00
PO11	Head of Family Functional Therapy	Strategic People		65,001 to 70,000		£73,311.00
PO11	FSQ Director	Strategic Place		65,001 to 70,000		£73,311.00
PO11	Head of Service - Placements	Strategic People		65,001 to 70,000		£73,311.00
PO11	Head of Health, Safety and Wellbeing	Deputy Chief Executive		65,001 to 70,000		£73,311.00
PO11	Head of Strategic Planning & Design	Strategic Place		50,001 to 55,000		£73,311.00
PO10/11	Principal Lawyer	Resources		70,001 to 75,000		£73,311.00
PO10/11	Principal Lawyer	Resources		70,001 to 75,000		£73,311.00
PO10/11	Principal Lawyer	Resources		70,001 to 75,000		£73,311.00
PO10/11	Principal Lawyer	Resources		70,001 to 75,000	£10,000.00	£73,311.00
PO10/11	Principal Lawyer	Resources		70,001 to 75,000		£73,311.00
PO10/11	Principal Lawyer	Resources		70,001 to 75,000		£73,311.00
PO10	I T Security Architect	Deputy Chief Executive		65,001 to 70,000		£68,439.00
PO10	Head of Service - Support Functions	Resources		65,001 to 70,000		£68,439.00
PO10	Regeneration and Sustainability Delivery Lead	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Senior project Manager	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Regeneration Delivery Lead	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Head of Business & Sector Growth	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Place Services Intelligence Manager	Deputy Chief Executive		65,001 to 70,000		£68,439.00
PO10	Senior Project Manager	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Head of Housing Systems	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Head of Housing Engagement & Insight	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Senior Project Manager	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Senior Project Manager	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Social Value Lead	Resources		65,001 to 70,000		£68,439.00
PO10	Senior Project Manager	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Network Solutions Architect	Deputy Chief Executive		65,001 to 70,000		£68,439.00
PO10	Senior Project Manager	Strategic Place		65,001 to 70,000		£68,439.00

PO10	Head of Service - Revenues	Resources		65,001 to 70,000		£68,439.00
PO10	Data Protection Manager	Resources		65,001 to 70,000		£68,439.00
PO10	Senior Project Manager	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Infrastructure Security Architect	Deputy Chief Executive		65,001 to 70,000		£68,439.00
PO10	Head of Jobs Academies & Innovation	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Service Manager	Neighbourhoods and Environment		65,001 to 70,000		£68,439.00
PO10	Senior Project Manager	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Schools Asset Team Leader	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Head of Performance & Programmes	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Head of Estates Services	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Head of Skills	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Team Manager - MASH	Strategic People		65,001 to 70,000		£68,439.00
PO10	Senior Project Manager	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Senior Project Manager	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Senior Project Manager	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Infrastructure Solutions Architect	Deputy Chief Executive		65,001 to 70,000		£68,439.00
PO10	Partnership Manager (NPSL)	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Head of Engagement & Partnership	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Head of WF Catering	Strategic People		65,001 to 70,000		£68,439.00
PO10	Senior Programme Manager	Deputy Chief Executive		65,001 to 70,000		£68,439.00
PO10	Service Manager	Neighbourhoods and Environment		65,001 to 70,000		£68,439.00
PO10	Team Manager ASB	Neighbourhoods and Environment		65,001 to 70,000		£68,439.00
PO10	Deputy Head of Strategy	Deputy Chief Executive		65,001 to 70,000		£68,439.00
PO10	Masterplan Project Manager	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Lead Manger Finance & Business	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Senior Finance Mgr/Head of Acc & Finance	Resources		65,001 to 70,000		£68,439.00
PO10	Head of Operations Centre	Neighbourhoods and Environment		65,001 to 70,000		£68,439.00
PO10	Building Safety Manager	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Families Business Intelligence Manager	Deputy Chief Executive		65,001 to 70,000		£68,439.00
PO10	Deputy Head of Digital	Deputy Chief Executive		65,001 to 70,000	£7,315.92	£68,439.00
PO10	Energy and Utilities Senior Manager	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Team Manager Supporting Families	Strategic People		65,001 to 70,000		£68,439.00
PO10	Head of Sustainable Transport	Neighbourhoods and Environment		65,001 to 70,000		£68,439.00
PO10	Head of Employment	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Safe Streets Operational manager	Neighbourhoods and Environment		65,001 to 70,000		£68,439.00
PO10	Corporate Anti-Fraud Manager	Resources		65,001 to 70,000		£68,439.00
PO10	Category Manager (Construction)	Resources		65,001 to 70,000	£2,796.00	£68,439.00
PO10	Head of Leadership Office	Deputy Chief Executive		65,001 to 70,000		£68,439.00
PO10	Head of Service Bus Hub and Cust Serv	Deputy Chief Executive		65,001 to 70,000		£68,439.00
PO10	WMG Site Director	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Head of Opportunities	Strategic Place		65,001 to 70,000		£68,439.00

PO10	Head of Youth Violence and Community	Neighbourhoods and Environment		65,001 to 70,000		£68,439.00
PO10	Head of Public Programming	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Energy and Utilities Senior Manager	Strategic Place		65,001 to 70,000		£68,439.00
PO10	Partner / Strategy and Quality Assurance	Deputy Chief Executive		50,001 to 55,000		£68,439.00
PO9/10	Planning Manager (Majors)	Strategic Place		65,001 to 70,000		£68,439.00
PO9/10	Planning Manager (North Area)	Strategic Place		65,001 to 70,000		£68,439.00
PO9	CoA & Hierarchies SME	Resources		60,001 to 65,000		£63,879.00
PO9	Independent Living Manager	Strategic Place		60,001 to 65,000		£63,879.00
PO9	Manager	Strategic People		60,001 to 65,000		£63,879.00
PO9	Manager	Strategic People		60,001 to 65,000		£63,879.00
PO9	Group Accountant Regeneration & Growth	Resources		60,001 to 65,000		£63,879.00
PO9	Group Accountant Adults	Resources		60,001 to 65,000		£63,879.00
PO9	Manager	Strategic People		60,001 to 65,000		£63,879.00
PO9	IRO Team Manager	Strategic People		60,001 to 65,000		£63,879.00
PO9	Head of Parks & Open Spaces	Neighbourhoods and Environment		60,001 to 65,000		£63,879.00
PO9	Group Accountant Housing	Resources		60,001 to 65,000	£2,000.04	£63,879.00
PO9	CPC Team Manager	Strategic People		60,001 to 65,000		£63,879.00
PO9	Group Accountant Corporate	Resources		60,001 to 65,000		£63,879.00
PO9	Head of Cultural Site Development	Strategic Place		60,001 to 65,000		£63,879.00
PO9	Planning Manager (South Area)	Strategic Place		60,001 to 65,000		£63,879.00
PO9	Carers Strategic Programme Lead	Strategic People		60,001 to 65,000		£63,879.00
PO9	Service Manager A Q & Environment	Neighbourhoods and Environment		60,001 to 65,000		£63,879.00
PO9	HoS School Admissions Commissioning & PP	Strategic People		60,001 to 65,000		£63,879.00
PO9	Partnership Manager	Strategic Place		60,001 to 65,000		£63,879.00
PO8/10	Head of Housing Strategy	Strategic Place		65,001 to 70,000		£63,879.00
PO8/10	Head of Housing Investment & Partnerships	Strategic Place		55,001 to 60,000		£63,879.00
PO8	Programme Manager	Deputy Chief Executive		65,001 to 70,000		£59,328.00
PO8	Edge Of Care Operational Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Deputy Service Manager Building Control	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Applications DEVOPS Manager	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Area Estates Manager	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Quality Assurance Improvement Manager CA	Strategic People		55,001 to 60,000		£59,328.00
PO8	Adoption and Fostering Agency Advisor	Strategic People		55,001 to 60,000		£59,328.00
PO8	Principal Project MGR Sch's Development	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Area Manager 0-18 50040814 temp line manager change	Strategic People		55,001 to 60,000		£59,328.00

PO8	Governor Services Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Out of Mainstream Operational Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Senior Lawyer Litigation	Resources		55,001 to 60,000		£59,328.00
PO8	Senior Public Health Strategist	Strategic People		55,001 to 60,000		£59,328.00
PO8	Deputy Head of Area Regeneration - 50093935 - Temp LM change	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Corporate Development Support Manager	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Team Manager LD	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Place Manager	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Tenancy Manager	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Area Man Chingford Children & Family Cen	Strategic People		55,001 to 60,000		£59,328.00
PO8	Quantity Surveyor Building Services	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Quantity Surveyor M&E	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Financial Compliance&Direct Payments Mgr	Strategic People		55,001 to 60,000		£59,328.00
PO8	Area Manager 0-18	Strategic People		55,001 to 60,000		£59,328.00
PO8	Service Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Senior Enforcement Contract Manager	Neighbourhoods and Environment		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Senior Public Health Strategist	Strategic People		55,001 to 60,000		£59,328.00
PO8	Deputy Head of Area Regeneration	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Senior Litigation Lawyer	Resources		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Functional Family Therapy Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager (Adult MASH)	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Mosaic Product Owner	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Mental Health Social Work Lead	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Digital Delivery Manager	Deputy Chief Executive		55,001 to 60,000	£10,897.92	£59,328.00
PO8	Treasury Manager-Governance & Compliance	Resources		55,001 to 60,000		£59,328.00
PO8	Integrated Commissioning Manager	Resources		55,001 to 60,000		£59,328.00



PO8	Prevent Team Manager	Neighbourhoods and Environment		55,001 to 60,000		£59,328.00
PO8	Senior Lawyer Advisory	Resources		55,001 to 60,000		£59,328.00
PO8	Senior Public Health Strategist	Strategic People		55,001 to 60,000		£59,328.00
PO8	Highway Infrastructure Manager	Neighbourhoods and Environment		55,001 to 60,000		£59,328.00
PO8	Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Deputy Planning Manager	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Engagement Manager	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Participation & Communities Programme Co	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Programme Manager	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Senior Public Health Strategist	Strategic People		55,001 to 60,000		£59,328.00
PO8	Statutory YOS Operational Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Business Manager Place	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Programme Delivery Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Fostering Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Education Business Project Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Climate Programme Manager	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Infrastructure & Network Services Mngr	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Deputy Planning Manager	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Community Participation Officer	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Programme Manager	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Programme Manager	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Dementia and Provider Services Development Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Senior Programme Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	IT Commercial Manager	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Highways Development Control Manager	Neighbourhoods and Environment		55,001 to 60,000		£59,328.00
PO8	Area Estates Manager	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Technical Operations Manager	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Area Manager 0-18	Strategic People		55,001 to 60,000		£59,328.00
PO8	Deputy Head of Area Regeneration	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Senior Lawyer Advisory	Resources		55,001 to 60,000		£59,328.00
PO8	Business Manager DCE	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Programme Manager	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Housing System Manager	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Security Analyst	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Programme Manager	Deputy Chief Executive		55,001 to 60,000		£59,328.00

PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Network Operations Manager	Neighbourhoods and Environment		55,001 to 60,000		£59,328.00
PO8	Head of Operations - FM	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Area Manager 0-18	Strategic People		55,001 to 60,000		£59,328.00
PO8	Street Lighting&Responsive Maint Manager	Neighbourhoods and Environment		55,001 to 60,000		£59,328.00
PO8	Team Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	Rents Manager	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Town Centre Lead	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Programme Manager	Resources		55,001 to 60,000		£59,328.00
PO8	Programme Manager	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Programme Manager	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Head of Civic Events and Member Support	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Technical Services Manager	Strategic Place		55,001 to 60,000		£59,328.00
PO8	Programme Manager - Resettlement	Strategic People		55,001 to 60,000		£59,328.00
PO8	Strategy & Policy Manager	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Policy and Project Manager	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Programme Delivery Manager-Public Health	Strategic People		55,001 to 60,000		£59,328.00
PO8	Programme Manager - Health Equity	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Business Manager DCE	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Team Manager Adult Early Help	Strategic People		55,001 to 60,000		£59,328.00
PO8	Pensions Manager-Governance & Compliance	Resources		55,001 to 60,000		£59,328.00
PO8	Programme Manager	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	QA & Partnerships Manager	Strategic People		55,001 to 60,000		£59,328.00
PO8	PMO Lead	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO8	Head of Civic Events and Member Support.	Deputy Chief Executive		55,001 to 60,000		£59,328.00
PO7/9	Pupil Place Commissioner / Head of Comm	Strategic People		55,001 to 60,000		£63,879.00
PO7/8	Independant Reviewing Officer	Strategic People		55,001 to 60,000		£59,328.00
PO7/8	Independant Reviewing Officer	Strategic People		55,001 to 60,000		£59,328.00
PO7/8	LADO & Safeguarding in Education Manager	Strategic People		55,001 to 60,000		£59,328.00
PO7/8	Independant Reviewing Officer	Strategic People		55,001 to 60,000		£59,328.00
PO7/8	Independant Reviewing Officer	Strategic People		55,001 to 60,000		£59,328.00
PO7/8	Independant Reviewing Officer	Strategic People		55,001 to 60,000		£59,328.00
PO7/8	Child Protection Co-ordiinator	Strategic People		55,001 to 60,000		£59,328.00
PO7/8	Design & Conservation Lead	Strategic Place		55,001 to 60,000		£59,328.00
PO7/8	Deputy Planning Manager	Strategic Place		55,001 to 60,000		£59,328.00
PO7/8	Design and Conservation Lead	Strategic Place		55,001 to 60,000		£59,328.00
PO7/8	Independant Reviewing Officer	Strategic People		50,001 to 55,000		£59,328.00
PO7/8	Planning Policy For Place Lead	Strategic Place		50,001 to 55,000		£59,328.00
PO7/8	Child Protection Co-ordinator	Strategic People		50,001 to 55,000		£59,328.00
PO7	Team Manager Trading Standards	Neighbourhoods and Environment		55,001 to 60,000		£57,201.00
PO7	Private Sector Housing Team Manager	Neighbourhoods and Environment		55,001 to 60,000		£57,201.00

PO7	Mortuary Service Operations Manager	Resources		55,001 to 60,000		£57,201.00
PO7	Section Manager Planning Enforcement	Neighbourhoods and Environment		55,001 to 60,000		£57,201.00
PO7	Street Trading Manager	Neighbourhoods and Environment		55,001 to 60,000		£57,201.00
PO7	Resident Financial Serv's & Control Mngr	Resources		55,001 to 60,000		£57,201.00
PO7	Building Works Contract Services Manager	Strategic Place		55,001 to 60,000		£57,201.00
PO7	Team Manager Private Sector	Neighbourhoods and Environment		55,001 to 60,000		£57,201.00
PO7	Stock Condition Programme & Data Manager	Strategic Place		55,001 to 60,000		£57,201.00
PO7	Building Works Contract Services Manager	Strategic Place		55,001 to 60,000		£57,201.00
PO7	Contract Services Manager Gas	Strategic Place		55,001 to 60,000		£57,201.00
PO7	SEND Provisions Manager	Strategic People		55,001 to 60,000		£57,201.00
PO7	Sector Growth Programme Manager	Strategic Place		55,001 to 60,000		£57,201.00
PO7	Media & Digital Officer Manager	Deputy Chief Executive		55,001 to 60,000		£57,201.00
PO7	Food and Safety Team Manager	Neighbourhoods and Environment		55,001 to 60,000		£57,201.00
PO7	Internal Communications Manager	Deputy Chief Executive		55,001 to 60,000		£57,201.00
PO7	Procurement Strategy & Governance Manager	Resources		55,001 to 60,000		£57,201.00
PO7	16-17 Participation Service Manager	Strategic People		55,001 to 60,000		£57,201.00
PO7	Senior Public Health Analyst	Strategic People		55,001 to 60,000		£57,201.00
PO7	Solution Architect	Deputy Chief Executive		55,001 to 60,000	£21,180.96	£57,201.00
PO7	Senior Inward Investment Manager	Strategic Place		55,001 to 60,000		£57,201.00
PO7	Business Growth Project Team Leader	Strategic Place		55,001 to 60,000		£57,201.00
PO7	Centre Manager	Strategic People		55,001 to 60,000		£57,201.00
PO7	People Partner	Deputy Chief Executive		55,001 to 60,000		£57,201.00
PO7	Deputy Team Leader	Strategic Place		55,001 to 60,000		£57,201.00
PO7	Integrated Asset Management Contract Mgr	Strategic Place		55,001 to 60,000		£57,201.00
PO7	Team Manager - Premises Licencing	Neighbourhoods and Environment		55,001 to 60,000		£57,201.00
PO7	Senior Principal Insurance Officer	Resources		55,001 to 60,000		£57,201.00
PO7	Deputy Team Manager	Strategic People		55,001 to 60,000		£57,201.00
PO7	Team Manager Private Sector	Neighbourhoods and Environment		55,001 to 60,000		£57,201.00
PO7	Housing Options Operations Manager	Strategic Place		55,001 to 60,000		£57,201.00
PO7	People Partner	Deputy Chief Executive		55,001 to 60,000		£57,201.00
PO7	Practice Support Manager	Strategic People		55,001 to 60,000		£57,201.00
PO7	Audit Manager	Resources		55,001 to 60,000		£57,201.00
PO7	Lead Analyst - Adults	Deputy Chief Executive		55,001 to 60,000		£57,201.00
PO7	Team Manager Private Sector	Neighbourhoods and Environment		55,001 to 60,000		£57,201.00
PO7	Principal Accountant Corporate	Resources		55,001 to 60,000		£57,201.00
PO7	Developer S106 Programme Manager	Strategic Place		55,001 to 60,000		£57,201.00
PO7	Lead Analyst - Families	Deputy Chief Executive		55,001 to 60,000		£57,201.00
PO7	Principal Engineer Highway Maintenance	Neighbourhoods and Environment		50,001 to 55,000		£57,201.00
PO7	Employment Programme Manager	Strategic Place		50,001 to 55,000		£57,201.00
PO7	HR Policy/Systems Lead	Deputy Chief Executive		50,001 to 55,000		£57,201.00
PO7	Campaigns Manager	Deputy Chief Executive		50,001 to 55,000		£57,201.00

PO7	Full Stack Web Developer	Deputy Chief Executive		50,001 to 55,000	£17,316.00	£57,201.00
PO7	Team Manager Private Sector	Neighbourhoods and Environment		50,001 to 55,000		£57,201.00
PO7	Lead Learning Manager	Strategic People		50,001 to 55,000		£57,201.00
PO7	Public Health Strategic Communications M	Deputy Chief Executive		50,001 to 55,000		£57,201.00
PO7	Lead Analyst (Community Safety)	Deputy Chief Executive		50,001 to 55,000		£57,201.00
PO7	People Partner	Deputy Chief Executive		50,001 to 55,000		£57,201.00
PO7	Performance, Funding & Business Manager	Strategic Place		50,001 to 55,000		£57,201.00

Appendix 6 - Senior staff pay at London Borough of Waltham Forest, Salary Banding by Directorate

ONS GSS code; E09000031

Body name; London Borough of Waltham Forest

Notes:

1. Officer pay details as at 1 April 2023
2. Annual salary is the sum of full time annual salary for the post. The full time annual salary (1 FTE) is used for this figure not the part time salary.
3. The full annual salary may not have been paid for the full year. However, in the interest of transparency, this document shows the FTE salary for the post.
4. Non Chief Officer salaries are shown in brackets of £5,000

Annual Salary (or bands if below £175,000)	Chief Executive	Deputy Chief Executive	Neighbourhoods and Environment	Resources	Strategic People	Strategic Place	Stronger Community	Total
£217,671.00	1							1
£183,117.00		1						1
170,001 to 175,000					1	1		2
155,001 to 160,000				1				1
150,001 to 155,000			1					1
130,001 to 135,000		1	1	1	2	1		6
125,001 to 130,000		1	2		1	1	2	7
120,001 to 125,000						3		3
115,001 to 120,000				1		1		2
110,001 to 115,000			1	3		1		5
105,001 to 110,000		3						3
100,001 to 105,000		1		2		2		5
95,001 to 100,000		1	2		4	6	2	15
90,001 to 95,000			3	3	4	2	1	13
85,001 to 90,000		1	3	2	6	2		14
80,001 to 85,000		4	1	3	2	5		15
75,001 to 80,000		7	4	4		13		28
70,001 to 75,000		2	3	13	10	11		39
65,001 to 70,000		13	7	7	7	37		71
60,001 to 65,000			2	6	8	4		20
55,001 to 60,000		33	15	14	72	35		169
50,001 to 55,000		7	2		3	4		16
Total	1	75	47	60	120	129	5	437