

Employees Earning over £50,000

December 2018

The tables below use data as at 31 December 2018.

Table 1: Tier 1(CE and SM Grades)

Name	Post Title	FTE	Department	Grade	Salary Banding (£)	Permanent or Temporary Staff
Amanda Deeks	Chief Executive	1.0	CE&CR	CE	162,032	Permanent
	Deputy Chief Executive & Director of Corporate Resources	1.0	CE&CR	SM1	121,524 – 130,052	Permanent
	Director of Children, Adults & Health	1.0	CA&H	SM1	121,524 – 130,052	Permanent
	Director of Environment & Community Services	1.0	E&CS	SM1	121,524 – 130,052	Permanent

Table 2: Tier 2 (CO and senior PH Grades)

Post Title	FTE	Department	Grade	Salary Banding (£)	Permanent or Temporary Staff
Director of Public Health (Jobshare)	0.4	CA&H	PHS-VXM	77,913 – 105,042	Permanent
Director of Public Health (Jobshare)	0.6	CA&H	PHS Band 9	84,507 – 102,506	Permanent
Deputy Director of Public Health	0.4	CA&H	PHS Band 9	84,507 – 102,506	Permanent
Head of Adult Social Services & Housing	1.0	CA&H	CO7	81,550 – 89,161	Permanent
Head of Commissioning, Partnership & Performance	1.0	CA&H	CO7	81,550 – 89,161	Permanent
Head of Finance & Customer Services	1.0	CE&CR	CO7	81,550 – 89,161	Permanent

Post Title	FTE	Department	Grade	Salary Banding (£)	Permanent or Temporary Staff
Head of Legal Governance & Democratic Services	1.0	CE&CR	CO7	81,550 – 89,161	Permanent
Head of Safe and Stronger Communities	1.0	E&CS	CO7	81,550 – 89,161	Permanent
Head of Strategic Planning & Housing	1.0	E&CS	CO7	81,550 – 89,161	Permanent
Head of Streetcare & Transport Services	1.0	E&CS	CO7	81,550 – 89,161	Permanent
Head of Integrated Children's Services	1.0	CA&H	CO7	81,550 – 89,161	Permanent
Head of Education, Learning & Skills	1.0	CA&H	CO7	81,550 – 89,161	Permanent
Head of Transport & Strategic Projects	1.0	E&CS	CO7	81,550 – 89,161	Permanent
Head of Finance Management & Business Support	1.0	CA&H	CO9	72,852 – 79,375	Permanent
Deputy Head of Finance, Revenues & Welfare	1.0	CE&CR	CO9	72,852 – 79,375	Permanent
Head of Information Technology Services	1.0	CE&CR	CO9	72,852 – 79,375	Permanent
Head of Property Services	1.0	CE&CR	CO9	72,852 – 79,375	Permanent
Head of HR	0.8	CE&CR	CO9	72,852 – 79,375	Permanent
Head of Secure & Emergency Services	1.0	CA&H	CO9	72,852 – 79,375	Permanent
Digital Programme Director	1.0	CE&CR	CO9	72,852 – 79,375	Temporary
Head of Resources & Support Services	1.0	E&CS	CO9	72,852 – 79,375	Permanent

Table 3: All Others (Others earning over £50,000)

FTE Salary Group	Department	FTE
50,000 – 54,999	CA&H	14.8
	CE&CR	17.1
	E&CS	10.8
55,000 - 59,999	CA&H	15.7
	CE&CR	9.0
	E&CS	2.0
60,000 – 64,999	CE&CR	2.0
65,000 – 69,999	CA&H	2.2
70,000 - 74,999	CA&H	1.0
75000+	CA&H	2.9

Table 4: Summary of Functions and Staffing Levels by Department

Functions	Headcount	FTE
Children, Adults & Health (CA&H)	1308	910.56
<p>OUR VISION The scope and scale of the department's services provides a unique opportunity to touch the lives of residents and communities of all ages with a particular focus on those who are most vulnerable. Our vision reflects this by actively:-</p> <ul style="list-style-type: none"> • Enabling children and young people to thrive and acting swiftly to protect those most at risk • Supporting adults to live independently with a good quality of life • Promoting 0-25 disability service that provides a support pathway into adulthood • Enabling housing choices for those most at risk of homelessness • Promoting education, school and college provision at early years, schools and colleges that enables children and young people to reach their potential ensuring that young adults have opportunities for further education, skills and employment • Promoting health improvement and providing health protection to our community 		

Functions	Headcount	FTE
<p>Our focus is upon 'People' services which cover:-</p> <ul style="list-style-type: none"> • Social care for children, young people and families • Social care for adults of all ages • Housing Services (allocations and homelessness) • Education, learning and skills • Public health and wellbeing • The councils emergency planning and business continuity for major incidents. 		
Chief Executive & Corporate Resources (CE&CR)	964	668.90
<p>The Corporate Resources Department provides strong corporate direction and guidance for the council and the service departments. It also provides front line customer services to residents.</p> <p>The department supports the delivery of the Community Strategy, the Council Strategy, the Council Savings Programme, the Digital Transformation Programme and in the process maintains the delivery of a well-managed council. Our service plan for has the following strategic themes which are supported by detailed divisional service plans:</p> <ol style="list-style-type: none"> 1. Leading our journey to digital council 2. Workforce skilled for the future 3. Clear leadership with goals understood by all 4. Resources and assets optimised and used to best effect <p>The department consists of six divisions and the Digital Transformation team: Finance and Customer Services, Legal & Democratic Services, ICT, Property Services, Strategic Communications, Human Resources and Integra.</p>		
Environment & Community Services (ECS)	896	721.17
<p>Environment & Community Services vision is "Working with People and Communities to Enhance Quality of Life" and the five divisions in the department work with key stakeholders and local communities to deliver the council's key strategic objectives relating to planning, housing, transport, economy and climate change in a sustainable manner.</p> <p>The aim of the departments is to provide:</p> <ul style="list-style-type: none"> • A clean, green and safe environment; • High quality services that protect and improve the environment, manage waste and promote health and wellbeing; • Reduce crime and the fear of crime, the harm caused by drugs and alcohol and anti-social behaviour; • Provide opportunities, services and support to the community to tackle issues such as obesity and improve the overall health of communities; • Provide a comprehensive and efficient library and information service; 		

Functions	Headcount	FTE
<ul style="list-style-type: none"> • Support the sustainable economic development of the area in partnership with businesses, community, other public agencies, the voluntary sector and private sector organisations; • Deliver sustainable communities through the effective management of growth e.g. by ensuring that investment in new facilities/infrastructure matches the needs of new development; • Deliver key transport projects which will ensure reduced congestion; • Value the environment and lead on actions to reduce CO2 emissions; • Work with key partners in parish/town councils, business, voluntary/community sector, health, police and fire and rescue to deliver improved outcomes for local people and communities. <p>Examples of services in this department are: Strategic Planning, Development Control, Civil Parking Enforcement, Building Control, Planning Enforcement, Environmental Health, Waste Management, Streetcare and Transport, Libraries, Trading Standards, Community Sport, Anti-social Behaviour, Community Engagement.</p>		