

South Gloucestershire Council

Employees earning over £50,000

The tables below use data as at 31 March 2015.

Table 1: Tier 1(CE and SM Grades)

Name	Post Title	FTE	FTE Salary
Amanda Deeks	Chief Executive	1	155724
	Deputy Chief Executive & Director of Corporate Resources	1	122258
	Director of Children, Adults & Health	1	119525
	Director of Environment & Community Services	1	119525

Table 2: Tier 2 (CO Grades)

Post Title	FTE	FTE Salary	Department
Head of Business Support	1.0	85690	CA&H
Head of Finance & Customer Services	1.0	85690	CE&CR
Head of Transport & Strategic Projects	1.0	85690	E&CS
Head of Adult Social Care	1.0	85690	CA&H
Head of Streetscene & Transport Services	1.0	85690	E&CS
Head of Legal Governance & Democratic Services	1.0	85690	CE&CR
Head of Safer & Stronger Communities	1.0	85690	E&CS
Head of Strategic Planning & Housing	1.0	83861	E&CS
Head of Commissioning Partnership & Perf	1.0	82032	CA&H
Head of Education, Learning & Skills	1.0	78375	CA&H
Property Services Manager	1.0	76285	CE&CR
Head of Information Technology	1.0	76285	CE&CR
Head of HR	0.76	70015	CE&CR
Head of Secure & Emergency Services	1.0	70015	CA&H

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

FTE Salary Group	Department	FTE
50,000 – 54,999	CA&H	17
	CE&CR	4
	E&CS	9
55,000 - 59,999	CA&H	11
	CE&CR	6
	E&CS	4
60,000 – 64,999	CA&H	3
	CE&CR	1
65,000 – 69,999	CA&H	1
75000+	CA&H	2

Table 4: Summary of Functions and Staffing Levels by Department

Department	Functions	Headcount	FTE
Children, Adults & Health (CA&H)	<p>Children, Adults & Health is the newest and largest department, formed by the merger of Children and Young People and Community Care and Housing departments.</p> <p>The core functions of the department are :</p> <p>Children’s Services works with partners to improve the lives of children and young people from 0-19, and with young people with learning difficulties and disabilities up to 25 years of age, to help them to take responsibility for their own health and wellbeing. Working with parents, carers and families to provide targeted and specialist help to those children and young people and their families who need particular support or are at risk of harm.</p> <p>The department will ensure children, young people and their families are provided with integrated, accessible and equitable services which are designed to keep them safe, healthy and inspired to do the very best they can.</p> <p>In providing these services, the department will:</p> <ul style="list-style-type: none"> • Put positive outcomes for children and young people at the heart of all they do; • Target early intervention and support on disadvantaged and vulnerable children and young people and their families; • Be flexible and user friendly and involve children and young people and their families. <p>Examples of the services provided include; Schools, Education Welfare, Adoption and Fostering, Vinney Green Secure Unit, Youth, Special Education Needs and Social Work.</p> <ul style="list-style-type: none"> • Adult Services works to: Support the independence and wellbeing of older and vulnerable people; • Assess those who may need more individual care and support and enable them to access appropriate services; • Work with the adult social care sector to shape the services that are available. 	1202	909.9

	<p>Core tasks include:</p> <ul style="list-style-type: none"> • Assessment of need and eligibility; • Commissioning services that maximise personal choice and independence; • Reviewing individual care plans; • Work in partnership with other public sector providers e.g. NHS, Housing Associations; • Providing an effective safeguarding service; • Providing timely advice, advocacy and information; • Developing strategy and plans. <p>Examples of services provided are: Occupational Therapy, Housing Services, Social Work, and Mental Health Services.</p> <p>Public Health</p> <p>From April 2013 responsibility for public health and some health services transferred from the NHS to the council so that health priorities can be reflected in the services the council provides such as housing, schools, social services and environmental health.</p> <p>Public health is about preventing disease and helping people to live healthier and longer lives by providing the information and facilities they need to do this. Providing low-cost sport and leisure that is available to all residents is an example.</p> <p>The council will be responsible for services including:</p> <ul style="list-style-type: none"> • Sexual health services. • Drug and alcohol treatment services. • Health checks for 40 to 74-year-olds. • School nursing programmes. • Giving up smoking services. • Services to prevent childhood obesity including the national child measurement programme. 		
<p>Chief Executive & Corporate Resources (CE&CR)</p>	<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 and the Council Savings Programme and in the process maintains the delivery of a well-managed council, focussing in 15-16 on the following topics</p> <p>Change</p> <ul style="list-style-type: none"> • Enabling, commissioning or providing all council support and corporate customer services, and being the provider of choice to the organisation. • Deliver organisational change well. Support managers, teams and individuals through change and beyond. • Deliver key council-wide projects relating to smarter working in a joined up way: • ICT strategy, communications strategy, digital first, accommodation strategy, employee survey, organisational ways of working (OWOW) • Lead and support the delivery of the council savings programme (CSP) to achieve the required savings • Lead/oversee/prepare for the successful transition of Traded Services division into the newly created trading company in 2016 	<p>510</p>	<p>443.8</p>

	<ul style="list-style-type: none"> • Ensure there are effective and efficient governance, risk management and control process in place including information governance and security • Support our council leaders, the West of England Partnership, Local Enterprise Partnership and partners on major initiatives in the region and contribute to the ongoing devolution discussion • Manage the risk, impact and reputation of the council through future challenges and changes • Support the implementation and adoption of the Care Act obligations <p>Commercial being more commercially driven, balancing cost and quality to meet organisational objectives, demonstrating clear competitive advantage and seeking trading opportunities.</p> <ul style="list-style-type: none"> • Ensure there is a strategic approach to council-wide commercial trading activity and support the establishment of the South Gloucestershire Trading Service, including its operation in a shadow form through 2015/16 • Deliver a refreshed ICT strategy and continue to develop the council's ICT infrastructure to support its commercial ambitions • Continue on-going development of flexible HR policies and practices to support the delivery of sustainable and effective services across the council • Deliver the CSP and explore options for alternative operating models whilst maintaining best value services • Develop and investigate creative investment/ownership models (capital and revenue) to further the council's revenue income <p>Customer delivering high levels of customer care.</p> <ul style="list-style-type: none"> • Create new ways of working to provide better experiences for our customers • Improve our IT offer and user experience with the upgrade of windows 7, office 2013 and other relevant systems • Deliver the national and local elections including training and support for our new members • Develop the skills and capability of our workforce and develop effective managers and leaders • Develop the council's approach for improving services to customers including a new website that will improve the on-line experience, and the delivery of our wider Digital Strategy including faster broadband roll out: <p>The department consists of five divisions: Finance and Customer Services, Legal & Democratic Services, ICT, Property Services, Strategic Communications and Human Resources.</p>		
<p>Environment & Community Services (ECS)</p>	<p>Environment & Community Services was established by the merger of the old Community Services and Planning, Transportation & Strategic Environment departments. Further changes to the Council's structure in 2012/13 resulted in the transfer of the Health Improvement function to the new Children, Adults and Health Department alongside Public Health and Strategic Housing and Private Sector Housing Functions moving to ECS.</p> <p>The department's 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>852</p>	<p>706.8</p>

	<p>The department's vision is "Working with People and Communities to Enhance Quality of Life".</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; • 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>		
--	--	--	--