

STAFFING AND APPEALS COMMITTEE



Cambridgeshire
County Council

Tuesday, 21st March 2017

2.00p.m.

**Room 128
Shire Hall
Cambridge CB3 0AP**

Democratic and Members' Services

Quentin Baker
LGSS Director: Law and
Governance
Shire Hall
Castle Hill
Cambridge
CB3 0AP

AGENDA

1. Apologies and Declarations of Interests (oral)

*Guidance for Councillors on declaring interests is available at
<http://tinyurl.com/ccc-decoint>*

2. Minutes – 24th January 2017 (page 2)
3. Pay Policy Statement 2016/17 (pages 3-11)
4. Exclusion of Press and Public (oral)

To resolve that the press and public be excluded from the meeting on the grounds that the agenda contains exempt information under Paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972, as amended, and that it would not be in the public interest for this information to be disclosed (information relating to any individual.)

5. Children, Families and Adults Leadership Review (to follow)

The Staffing and Appeals Committee comprises the following members:
Councillors B Ashwood, P Brown, P Bullen, A Dent, P Downes, W Hunt, G Kenney,
M McGuire, J Schumann, S Taylor and J Whitehead

Substitute members: Councillors P Ashcroft, I Bates, D Brown, E Cearns, B Chapman,
S Criswell, D Giles, R Henson, R Hickford, J Hipkin, N Kavanagh, M Leeke, M Mason,
L Nethsingha, P Reeve, P Sales, S van de Ven and A Walsh

For more information about this meeting, including access arrangements and facilities for people with disabilities, please contact Michelle Rowe, Democratic Services on 01223 699180, or by email at michelle.rowe@cambridgeshire.gov.uk.

STAFFING AND APPEALS COMMITTEE - MINUTES

Date: Tuesday 24th January 2017

Time: 1.31 -1.34pm

Place: Room 128, Shire Hall, Cambridge

Present: Councillors B Ashwood, P Brown, P Downes, W Hunt, G Kenney, M Mason (substituting for Cllr S Taylor) and J Schumann (Chairman)

Apologies: Councillors M McGuire and S Taylor (Councillor Mason substituting)

69. DECLARATIONS OF INTEREST

There were no declarations of interest.

The Chairman noted that Councillors Bullen, Dent and Whitehead were still in a meeting of the General Purposes Committee, so the Committee received apologies on their behalf.

70. MINUTES – 15th DECEMBER 2016

The minutes of the meeting held on 15th December 2016 were confirmed as a correct record and signed by the Chairman.

71. CHILDREN, FAMILIES AND ADULTS LEADERSHIP REVIEW

It was proposed by the Chairman, Councillor Schumann, and seconded by Councillor Downes, to defer consideration of the Children, Families and Adults Leadership Review to a later date. This was because the report had been produced prematurely, and more time was necessary to allow full consultation.

A Member commented much more work was needed to the proposed joint consultation paper, as it contained a lot of jargon and inaccuracies, and was not fit for purpose.

It was resolved unanimously to:

Defer consideration of the Children, Families and Adults Leadership Review to a later date.

Chairman

PAY POLICY STATEMENT 2017/18

To: **Staffing and Appeals Committee**

Date: **21st March 2017**

From: **Chief Executive**

Purpose: **The purpose of this report is to review the data currently published on senior employee remuneration to ensure compliance with both the Local Government Transparency Code 2015 and Chapter 8 of the Localism Act 2011.**

Recommendations: **Staffing and Appeals Committee is asked to recommend that Council agree the Pay Policy Statement 2017/18 (Appendix 1) including the pay multiple.**

<i>Officer contact:</i>		<i>Member contact</i>	
Name:	Martin Cox	Name:	Councillor Joshua Schumann
Post:	HR Director (LGSS)	Portfolio:	Chairman of the Staffing and Appeals Committee
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1.0 BACKGROUND

- 1.1 In February 2015, the Secretary of State for Communities and Local Government issued The Local Government Transparency Code 2015. The code sets out the key principles in making local authorities more transparent and accountable to local people. The Council has been proactive in its compliance with this code.
- 1.2 In addition, under the Localism Act 2011, Local Authorities are required to prepare a Chief Officer Pay Policy Statement for each financial year. This policy statement must be approved by a resolution of the authority, i.e. full Council, and is required to be published by 31 March.

2.0 CURRENT POSITION

- 2.1 In accordance with the Local Government Transparency Code 2015, we publish on the Council's website:
- The names of employees paid £150,000 and above.
 - The post title, team, grade, salary range, (in £5000 brackets) and salary ceiling point for the top 3 tiers of the organisation, along with details of whether the appointments are permanent or temporary.
 - The post title, team, grade and salary range of employees earning £50,000 and above.
 - The 'pay multiple' – the ratio between the highest paid salary and the median salary of the authority's workforce (Teachers are not included).
 - Details of vacancies via the jobs portal.

3.0 SENIOR OFFICER PAY DATA

The senior manager pay data is provided in **Appendix 2**.

- 3.1 There is currently one post in the organisation that is paid more than £150,000. This is the Chief Executive Gillian Beasley with a salary for 2017/2018 of £173,596. This post is shared with Peterborough City Council on a 50/50 basis therefore Cambridgeshire pay 50% of this salary.
- 3.2 There are currently 90 senior officers earning £50,000 or above. This compares to 82 senior officers that were earning £50,000 or above in 2016/2017. The figure given this year includes 5 Public Health Employees who were not included in the previous year's data.
- 3.3 The current mean salary for the organisation is £25,683 this compares to a mean salary of £24,838 in 2016.
- 3.4 The ratio of the Chief Executive's full salary to the median salary in the organisation is 1:7 based on a median salary of £23,166. The ratio in the previous year was also 1:7. The Fair Pay Review 2010 recommended that the pay ratio should be not more than 1:20. The Council falls well within this range.

4.0 Chief Officer Pay Policy Statement

A copy of the Chief Officer Pay Policy Statement is provided in **Appendix 1**.

- 4.1 The Chief Officer Pay Policy Statement has been updated to reflect changes in job titles and responsibilities

Source Documents	Location
The Local Government Transparency Code 2015 Chief Officer Pay Policy Statement	Martin Cox HR Director, LGSS Cambridgeshire County Council Box No: OCT 1106 Shire Hall Cambridge CB3 0AP MCox@Northamptonshire.gov.uk

Chief Officer Pay Policy Statement – 2017/2018

Effective 01 April 2017

1. Introduction

We are committed to operating consistent, transparent and equitable pay arrangements for employees and are committed to ensuring equal pay in employment.

This Chief Officer Pay Policy Statement fulfils the Council's statutory requirements under Chapter 8 of the Localism Act 2011 ("the Act") and was agreed by full Council on 28 March 2017.

The Chief Officer Pay Policy applies to all Statutory and Non-Statutory Chief Officers, (including Deputies), of Cambridgeshire County Council.

In accordance with the Government's Code of Recommended Practice for Local Authorities on Data Transparency, the Council publishes information on all employees earning £50,000 or above.

2. Scope

This Statement details the pay policy and practice in relation to all Statutory and Non-Statutory Chief Officers, (including Deputies) as defined under our constitution.

3. Basic Pay Determination

The pay grade and the terms and conditions that are applied to each post are determined through the process of HAY job evaluation. This is an analytical scheme, which measures the relative size of jobs across the organisation. The key principles underlying our application of job evaluation are:

- Consistently applied across the authority to ensure fairness.
- Applied by appropriately trained and experienced employees.
- Quality assured to ensure that standards are maintained.
- Open and transparent and accessible for employees and their representatives.
- About the relative size of jobs and not about people or pay.
- Wholly dependent on job role, function and accountability.

4. Chief Officer Pay (Corporate Leadership Team)

4.1 Pay Scale

The pay scale for the Corporate Leadership Team is available on our website.

4.2 Staffing and Appeals Committee

The Staffing and Appeals Committee determines, on behalf of full Council, application of the pay policy regarding the remuneration of Statutory and Non Statutory Chief Officers (including Deputies), of the organisation. The Staffing and Appeals Committee comprises 11 members of the Council.

When determining application of the pay policy, the Committee is advised by the Head of Paid Service and Director of HR (LGSS) (or his/her nominees). The Committee may, having sought the advice of the above, choose to be advised by an external independent advisor as appropriate.

4.3 Pay Award

There is no automatic cost of living increase. The Chief Executive determines the level of increase, if any, to be applied to the published pay rates for Chief Officers, by reference to our performance against Key Measurable Targets and overall affordability given the prevailing budget decision. In addition, the national award¹ is used as a benchmark for the cost of living award. Any such recommendation is reported to the Staffing and Appeals Committee.

4.4 Flexibility for Non-Consolidated Payments

The Staffing and Appeals Committee has the flexibility to award one off non-consolidated performance awards. These are applied in exceptional circumstances only, where individuals have performed above and beyond their job role. Again this will be dependent on clear performance criteria and evidenced outcomes as well as affordability. Any non-consolidated performance award will be a one-off temporary award for a maximum of one year and based on the development points within each Director pay grade boundaries and will not exceed the "Absolute Ceiling" of these pay and grade boundaries.

4.5 Individual Salary Progression

There is no automatic progression through the development points. Personal development in role may be recognised by the award of discretionary consolidated pay movements each year, in accordance with the locally agreed step values, through the pay/development points. Application of individual development points will be determined each year by the Chief Executive, taking into consideration the individual's performance, as evidenced by the Performance Appraisal and Development Programme (PADP) rating and overall affordability given our prevailing budget position. Awards may be considered only on completion of Personal Development Plans and where contribution and competence have been suitably evidenced and assessed via the appraisal scheme. Progression will not go beyond the "Absolute Ceiling" set for each grade.

4.6 Acting Up / Partial Acting Up and Honorarium Payments

Where an officer is required to Act-Up into a higher level Chief Officer/Deputy Chief Officer post he/she will normally be remunerated at the bottom of the higher graded post's development point range. The decision to Act an officer up into a Chief Officer/Deputy Chief

¹ The award agreed by the National Employers to be applied to the National Joint Council (NJC) Local Government Pay Spine.

Officer post will be within the remit of the Staffing and Appeals Committee. Where a Chief Officer/Deputy Chief Officer is required to take on temporary additional responsibilities the Staffing and Appeals Committee may consider awarding an honorarium payment based on the difference of his/her current salary and the additional partial role he/she is required to carry out. There will be no flexibility to award above the "Absolute Ceiling" for the role. Any honorarium payments made to the Chief Executive will be subject to Full Council approval as would any payment made to the Returning Officer. In election years, full Council will be asked to agree any payment to be made to the Returning Officer at the same time as agreeing the Pay Policy.

4.7 Market Premium Payments

Where a business case is put forward to pay a Market premium, this will be presented to the Staffing and Appeals Committee advised by the HR Director, LGSS (or his/her nominees) and Chief Executive for consideration. Any Market premium rate would be based on a detailed business case that demonstrates some or all of the following:

- Evidence of repeated unsuccessful recruitment campaigns
- Evidence of comparable roles paid at higher levels in benchmark authorities
- Significant evidence of higher than normal turn over/attrition rates
- Significant business continuity/service delivery risks

Any Market premium rate would be temporary for a maximum period of 12 months. Market premiums would be made only in exceptional circumstances and subject to affordability. Any proposed Market premiums payments made to the Chief Executive would be subject to the above and Full Council approval.

5. Pay Equity – The Pay Multiple

The Council monitors the relationship between the remuneration of its Chief Officers and Deputies and the remuneration of its lowest paid employees.

From 01 April 2017 the Council will define its 'lowest paid employees' as those paid on spinal column point 6 (SCP 6) of the National Joint Council (NJC) pay spine for Local Government Services employees.

The rate of pay applied to employees on SCP 6, as of the 01 April 2017, is £15,014. The current ratio of the Chief Executive's full salary to the median salary in the organisation is 1:8 based on a median salary of £23,166.

The Fair Pay Review 2010 recommended that the pay ratio should not be more than 1:20 - the Council falls well within this range.

The Council commits to calculating the pay ratio on an annual basis.

6. Termination of employment

On ceasing to be employed by the Council, employees will be paid contractual payments due under their contract of employment. Our Redundancy Policy details the conditions under which redundancy payments can be made. We calculate redundancy payments based on an individual's actual pay, length of continuous service and age.

7. Review

This pay policy statement will be reviewed annually and recommended to Full Council for approval.

We may by resolution of the Full Council, amend this Pay Policy Statement during the course of the year to which it relates.

Salary information for the top 3 tiers of Cambridgeshire County Council

Directorate	Job Title	Salary Range	Actual Salary (for posts paid over £150,000)	Salary Ceiling	Employment Term	Comments
Tier 1	Chief Executive	170,000 - 175,000	£173,596	190,759	Perm	Salary costs shared on a 50/50 basis with Peterborough City Council
Tier 2	Economy, Transport and Environment	Executive Director Economy, Transport and Environment Services	125,000-130,000	145,697	Perm	
	Children, Families and Adults	Interim Executive Director: Children, Families and Adults	140,000 - 145,000	145,697	Interim	
	Customer Services and Transformation	Corporate Director Corporate and Customer Services	90,000-95,000	103,699	Perm	
	Public Health	Director Public Health	90,000-95,000	95,860	Perm	
	LGSS	Deputy Chief Executive and Chief Finance Officer	95,000-100,000	103,699	Perm	
Tier 3	Economy, Transport and Environment	Service Director for Strategy and Development	95,000-100,000	103,699	Perm	
	Economy, Transport and Environment	Service Director Infrastructure Management and Operations	90,000-95,000	103,699	Perm	
	Economy, Transport and Environment	Programme Director Connecting Cambridgeshire	65,000-70,000	72,700	Perm	
	Children, Families and Adults	Service Director Adult Social Care	95,000-100,000	103,699	Perm	
	Children, Families and Adults	Service Director, Strategy and Commissioning	90,000-95,000	103,699	Perm	
	Children, Families and Adults	Service Director Enhanced and Preventative Services	80,000-85,000	103,699	Perm	
	Children, Families and Adults	Director of Learning	90,000-95,000	103,699	Perm	
	Children, Families and Adults	Service Director Older Peoples Services	85,000-90,000	103,699	Perm	
	Customer Services and Transformation	Head of Business Intelligence	65,000-70,000	72,700	Perm	
	Customer Services and Transformation	Head of Communications and Information	65,000-70,000	72,700	Perm	
	Public Health	Assistant Director Public Health Intelligence	55,000-60,000	57,640	Perm	
	Public Health	Consultant Public Health	80,000-85,000	95,860	Perm	
	Public Health	Consultant Public Health	50,000-55,000	95,860	Perm	
	Public Health	Consultant Public Health	65,000-70,000	95,860	Perm	
	Public Health	Consultant Public Health	50,000-55,000	95,860	Perm	
	LGSS	Chief Accountant	50,000-55,000	54,902	Perm	Salary costs are shared with Northamptonshire County Council and Milton Keynes Council
	LGSS	Children's Services Finance Manager	55,000-60,000	72,700	Perm	Salary costs are shared with Northamptonshire County Council and Milton Keynes Council
	LGSS	Head of Finance	55,000-60,000	61,100	Perm	Salary costs are shared with Northamptonshire County Council and Milton Keynes Council
	LGSS	Head of Transformation	65,000-70,000	72,700	Perm	Salary costs are shared with Northamptonshire County Council and Milton Keynes Council
	LGSS	Strategic Finance Manager	55,000-60,000	61,100	Perm	Salary costs are shared with Northamptonshire County Council and Milton Keynes Council
	LGSS	Strategic Finance Manager	55,000-60,000	61,100	Perm	Salary costs are shared with Northamptonshire County Council and Milton Keynes Council

Team	Job Title	Employment Term	Salary Range	Salary Ceiling
Audit Risk and Insurance (FAP ARI)	Deputy Head of Internal Audit	Permanent	50,000 - 55,000	51,100
Transformation (COR TRS)	Head of Transformation	Permanent	65,000 - 70,000	72,700
Highway Asset Management Team (IMO HWS)	Highways Asset Manager	Permanent	50,000 - 55,000	51,100
Business Intelligence (COR BUS)	Head of Business Intelligence	Permanent	65,000 - 70,000	72,700
0-19 Place Planning and Organisation Service (LNG PPO)	Head of Service 0-19 Place Planning and Organisation Service	Permanent	65,000 - 70,000	72,700
Older Peoples Services Directorate (OLD SDR)	Service Director Older Peoples Services	Permanent	85,000 - 90,000	103,699
Schools Intervention Service (LNG SIS)	Primary Adviser	Permanent	55,000 - 60,000	61,100
Site Operations Cambridgeshire (ICT SOC)	CCC Site Operations Manager	Permanent	50,000 - 55,000	51,100
SEND South Cambs and City (CEP SEN)	SEND Specialist Services Manager C and L	Permanent	50,000 - 55,000	51,100
Early Years Service (LNG EYS)	Senior Adviser Intervention Team	Permanent	55,000 - 60,000	61,100
Adult Social Care Directorate (ASC SDR)	Service Director Adult Social Care	Permanent	95,000 - 100,000	103,699
ICT Service (LNG CID)	Education ICT Manager	Permanent	55,000 - 60,000	61,100
SEND East Cambs and Fenland (CEP SEN)	Educational Psychologist	Permanent	50,000 - 55,000	52,380
Schools Intervention Service (LNG SIS)	Primary Adviser	Fixed Term	55,000 - 60,000	61,100
SEND Huntingdon (CEP SEN)	SEND Specialist Services Manager SE and MH	Permanent	50,000 - 55,000	51,100
Commissioning and Enhanced Services (SAC CES)	Head of Commissioning Enhanced Services	Permanent	65,000 - 70,000	72,700
Norwich Accountancy Services (FAP CFB)	Chief Accountant	Permanent	50,000 - 55,000	54,902
Workforce Development CFA (LNG WDV)	Head of CFA Workforce Development	Permanent	60,000 - 65,000	61,100
Procurement (ASC PRC)	Head of Procurement	Permanent	55,000 - 60,000	61,100
Enhanced and Preventative Services Directorate (CEP SDR)	Service Director	Permanent	80,000 - 85,000	103,699
SEND Huntingdon (CEP SEN)	Educational Psychologist	Permanent	50,000 - 55,000	52,380
Corporate Employees (OLD CPE)	Head of Operations	Permanent	65,000 - 70,000	68,484
Schools Intervention Service (LNG SIS)	Area Senior Adviser	Permanent	55,000 - 60,000	61,100
Economy Transport and Environment Services (DIR ETE)	Programme Director Connecting Cambridgeshire	Permanent	65,000 - 70,000	72,700
Directorate of Customer Service and Transformation (CST CDR)	Director of Customer Service and Transformation	Permanent	90,000 - 95,000	103,699
Learning Directorate (LNG SDR)	Director of Learning	Permanent	90,000 - 95,000	103,699
Childrens Innovation and Development Service (LNG CID)	CID Service Manager	Permanent	55,000 - 60,000	61,100
Cambridgeshire Music (LNG CID)	Head of Cambridgeshire Music	Permanent	50,000 - 55,000	51,100
Traffic Management Team (IMO HWS)	Traffic Manager	Permanent	50,000 - 55,000	51,100
Early Years Service (LNG EYS)	Head of Service Early Years	Permanent	55,000 - 60,000	72,700
Finance Children and Public Health (FIN CPH)	Children's Services Finance Manager	Permanent	55,000 - 60,000	72,700
Schools Intervention Service (LNG SIS)	Primary Adviser	Permanent	55,000 - 60,000	61,100
Adult Learning and Skills Management Support Team (SAD ALS)	Head of Adult Learning & Skills	Permanent	60,000 - 65,000	61,100
Finance ETE Corporate and LGSS (FIN COR)	Strategic Finance Manager	Permanent	60,000 - 65,000	61,100
Transport and Infrastructure Policy and Funding (SAD TIP)	Major Infrastructure Transport Manager	Permanent	50,000 - 55,000	51,100
Children's Social Care Directorate (CSC SDR)	Head of Disability	Permanent	65,000 - 70,000	72,700
Economy Transport and Environment Services (DIR ETE)	Executive Director	Permanent	125,000 - 130,000	119,457
Youth Support Service Management (CEP YSS)	Head of Participation and Services for Young People	Permanent	65,000 - 70,000	72,700
Finance Adults (FIN ADU)	Strategic Finance Manager	Permanent	55,000 - 60,000	61,100
Children's Social Care Directorate (CSC SDR)	Head of Access, CiN and LAC Huntingdonshire and Fenland	Permanent	65,000 - 70,000	72,700
Public Health Healthcare (PHD PHT)	Consultant Public Health	Permanent	65,000 - 70,000	95,860
Public Health Intelligence (PHD PHT)	Assistant Director Public Health Intelligence	Permanent	55,000 - 60,000	57,640
Locality and Partnerships East Cambs and Fenland (CEP LPE)	Heads of Localities and Partnership East Cambs and Fenland	Permanent	65,000 - 70,000	72,700
Infrastructure Management and Operations Highway Service (IMO HWS)	Head of Highways	Permanent	65,000 - 70,000	72,700
Strategic Assets (FAP PAM)	Group Asset Manager	Permanent	55,000 - 60,000	61,100
Corporate Employees (OLD CPE)	Head of Service Operations	Permanent	65,000 - 70,000	72,700
Finance Directorate (FIN CFO)	Head of Finance Section 151 Officer	Permanent	95,000 - 100,000	103,699
Schools Partnerships Service (LNG SPS)	Senior Adviser Curriculum Teaching and Leadership	Permanent	55,000 - 60,000	61,100
HR Advisory East (HRS HRE)	Head of HR Advisory Services East	Permanent	65,000 - 70,000	72,700
Public Health Healthcare (PHD PHT)	Consultant in Public Health Medicine	Permanent	50,000 - 55,000	95,860
Directorate of Infrastructure Management and Operations (IMO SDR)	Service Director Infrastructure Management and Operations	Permanent	90,000 - 95,000	103,699
Schools Partnerships Service (LNG SPS)	Education Adviser	Permanent	55,000 - 60,000	61,100
Directorate of Strategy and Development (SAD SDR)	Service Director for Strategy and Development	Permanent	95,000 - 100,000	103,699
SEND Specialist Service (CEP SEN)	Senior Practitioner Research and Training	Permanent	55,000 - 60,000	63,275
Early Years Service (LNG EYS)	Senior Adviser Quality Assurance Team	Permanent	55,000 - 60,000	61,100
Disability Services (ASC CTW)	Head of Disability Services	Permanent	55,000 - 60,000	61,100

ICT Service (LNG CID)	Education ICT Professional Services Manager	Permanent	50,000 - 55,000	51,100
Passenger Transport (SAD PTS)	Head of Passenger Transport	Permanent	55,000 - 60,000	61,100
Older Peoples Services Directorate (OLD SDR)	Head of Service Development	Permanent	70,000 - 75,000	72,700
SEND Specialist Service (CEP SEN)	Head of SEND Specialist Services and Principal EP	Permanent	60,000 - 65,000	63,275
Growth and Economy (SAD GES)	Head of Growth and Economy	Permanent	65,000 - 70,000	72,700
Highway Projects and Road Safety Team (IMO HWS)	Highways Projects & Road Safety Manager	Permanent	50,000 - 55,000	51,100
Schools Intervention Service (LNG SIS)	Primary Adviser	Permanent	55,000 - 60,000	61,100
Cambs Race Equality and Diversity Service (LNG SPS)	NtG CREDS Manager	Permanent	55,000 - 60,000	61,100
Growth and Development (SAD GES)	Business Manager Growth and Development	Permanent	50,000 - 55,000	51,100
Public Health (PHD SDR)	Director of Public Health	Permanent	90,000 - 95,000	95,860
Information Management Service (SAC IMS)	Head of Information Management	Permanent	55,000 - 60,000	61,100
Schools Intervention Service (LNG SIS)	Head of Service Schools Intervention	Permanent	70,000 - 75,000	72,700
Economy Transport and Environment Services (DIR ETE)	City Deal Programme Director	Permanent	85,000 - 90,000	95,277
Children's Social Care Directorate (CSC SDR)	Head of Safeguarding and Standards	Permanent	65,000 - 70,000	72,700
Waste Commissioning (IMO WMS)	Commission Manager Waste	Permanent	50,000 - 55,000	51,100
Transport and Infrastructure Policy and Funding (SAD TIP)	Head of Transport and Infrastructure Policy and Funding	Permanent	55,000 - 60,000	61,100
LGSS Business Transformation (BSC PGM)	Oracle ERP Manager	Permanent	50,000 - 55,000	51,100
Locality and Partnerships South Cambs and Cambridge City (CEP LPS))	Lead Officer for High Demand Families	Permanent	50,000 - 55,000	51,100
Strategy and Architecture (ICT SAA)	Head of IT Strategy Architecture Development	Permanent	80,000 - 85,000	95,277
Early Help Family Work Team (CEP EHF)	Head of Family Work Early Help	Permanent	50,000 - 55,000	61,100
SEND Huntingdon (CEP SEN)	Educational Psychologist	Permanent	50,000 - 55,000	52,380
CiN South Cambs City and East Cambs (CSC SCE)	Group Manager	Permanent	50,000 - 55,000	51,100
Schools Partnerships Service (LNG SPS)	Education Adviser	Permanent	50,000 - 55,000	51,100
Schools Intervention Service (LNG SIS)	Primary Adviser	Permanent	55,000 - 60,000	61,100
Locality and Partnerships Hunts (CEP LPH)	Heads of Localities and Partnership Huntingdonshire	Permanent	60,000 - 65,000	72,700
SEND South Cambs and City (CEP SEN)	Educational Psychologist	Permanent	50,000 - 55,000	52,380
Strategy and Commissioning Directorate (SAC SDR)	Service Director, Strategy and Commissioning	Permanent	90,000 - 95,000	103,699
Improving Health (PHD PHT)	Consultant Public Health	Permanent	80,000 - 85,000	82,434
SEND East Cambs and Fenland (CEP SEN)	SEND Specialist Services Manager A and C	Permanent	50,000 - 55,000	51,100
Children's Social Care Directorate (CSC SDR)	Head of Access, CiN and LAC East Cambs South Cambs and City	Permanent	65,000 - 70,000	72,700
Finance Children and Public Health (FIN CPH)	Strategic Finance Manager	Permanent	55,000 - 60,000	61,100
Major Infrastructure Delivery (SAD MID)	Head of Major Infrastructure Delivery	Permanent	60,000 - 65,000	61,100
Improving Health (PHD PHT)	Consultant Public Health	Permanent	50,000 - 55,000	95,860
Schools Partnerships Service (LNG SPS)	Adviser Special Educational Needs	Permanent	50,000 - 55,000	51,100