

Exec	Position Name
CFA	Area Senior Adviser
CFA	Area Senior Adviser
CFA	Area Senior Educational Psychologist
CFA	Area Senior Educational Psychologist
CFA	County IAT Partnership Manager
CFA	County Manager Integrated Youth Support Services
CFA	Director of Learning
CFA	Education ICT Manager
CFA	Educational Psychologist
CFA	Educational Psychologist
CFA	Executive Director Children, Families and Adults
CFA	Head of ASC Practice and Safeguarding
CFA	Head of Catering and Cleaning Service
CFA	Head of CFA Workforce Development
CFA	Head of Children in Need
CFA	Head of Childrens Access
CFA	Head of Commissioning Enhanced Services
CFA	Head of Disability
CFA	Head of Disability Services
CFA	Head of Information Management and IS Strategy
CFA	Head of Looked After Children
CFA	Head of Mental Health
CFA	Head of Participation and Services for Young People
CFA	Head of Performance Management and Quality Assurance
CFA	Head of Procurement
CFA	Head of Provider Services
CFA	Head of Safeguarding and Standards
CFA	Head of Service 0-19 Place Planning and Organisation Service
CFA	Head of Service Childrens Innovation and Development
CFA	Head of Service Development
CFA	Head of Service Schools Intervention
CFA	Head of Service Schools Partnership
CFA	Head of Social Care Practice & Governance
CFA	Head of Social Work
CFA	Head of Strategic Commissioning SEND Services
CFA	Heads of Localities and Partnership East Cambs and Fenland
CFA	Heads of Localities and Partnership Huntingdonshire
CFA	Primary Adviser
CFA	Primary Adviser
CFA	Principal Educational Psychologist
CFA	Senior Adviser Curriculum Teaching and Leadership
CFA	Senior Adviser Intervention Team
CFA	Senior Adviser Special Schools

CFA	Service Director
CFA	Service Director Adult Social Care
CFA	Service Director Older Peoples Services
CFA	Service Director Social Care
CFA	Service Director, Strategy and Commissioning
CFA	Teacher in Charge
COR	Chief Executive
COR	Director of Customer Service and Transformation
COR	Head of Business Transformation and Digital Delivery
COR	Head of Communications and Community Engagement
ETE	Commission Manager Waste
ETE	Executive Director
ETE	Head of Adult Learning & Skills
ETE	Head of Assets and Commissioning
ETE	Head of Communities and Cultural Services
ETE	Head of Growth and Economy
ETE	Head of Local Infrastructure and Street Management
ETE	Head of Major Infrastructure Delivery
ETE	Head of Passenger Transport
ETE	Head of Supporting Business and Communities
ETE	Head of Transport and Infrastructure Policy and Funding
ETE	Programme Director Connecting Cambridgeshire
ETE	Service Director for Strategy and Development
ETE	Service Director Infrastructure Management and Operations
LGS	Chief Accountant
LGS	Group Asset Manager
LGS	Head of Commercial Law
LGS	Head of Community Services Law
LGS	Head of Finance Section 151 Officer
LGS	Head of HR Advisory Services East
LGS	Head of Strategic Assets
LGS	LGSS Director of IT Services
LGS	LGSS Director of Legal Services
LGS	Strategic Finance Manager
LGS	Strategic Finance Manager
PHD	Director of Public Health
PHD	Consultant in Public Health Medicine
PHD	Consultant Public Health
PHD	Consultant Public Health
PHD	Consultant Public Health Children and Inequalities

Team	Grade Name
Schools Intervention Service (LNG SIS)	MB(New).5
Schools Intervention Service (LNG SIS)	MB(New).5
Education Psychology (CEP EPS)	Ed Psychs.Scale B
Education Psychology (CEP EPS)	Ed Psychs.Scale B
Integrated Access Team (CSC SCA)	MB(New).4
Youth Support Service Management (CEP YSS)	MB(New).4
Learning Directorate (LNG SDR)	CLT.Director C
ICT Service (LNG SPS)	MB(New).5
Education Psychology (CEP EPS)	Ed Psychs.Scale A
Commissioning and Enhanced Services (SAC CES)	Ed Psychs.Scale B
Children, Families and Adults Directorate (DIR EDR)	CLT.Exec Director B
ASC Practice and Safeguarding (ASC QUA)	HS.HS3
Catering and Cleaning Services (LNG CCS)	HS.HS2
Workforce Development CFA (LNG WDV)	HS.HS2
Children in Need (CSC CIN)	HS.HS2
Social Care Access (CSC SCA)	HS.HS2
Commissioning and Enhanced Services (SAC CES)	HS.HS3
Disability (CSC DBL)	HS.HS2
Disability Services (ASC CTW)	HS.HS2
Information Management and IS (SAC IMI)	HS.HS2
Looked After Children (CSC LAC)	HS.HS2
Enhanced and Preventative Services Directorate (CEP SDR)	HS.HS2
Youth Support Service Management (CEP YSS)	HS.HS3
Performance and Quality Assurance (SAC PQA)	HS.HS3
Procurement (ASC PRC)	HS.HS2
Provider Services (ASC PRV)	HS.HS2
Safeguarding and Standards Unit (CSC SAS)	HS.HS2
0-19 Place Planning and Organisation Service (LNG PPO)	HS.HS3
Childrens Innovation and Development Service (LNG CID)	HS.HS3
Older Peoples Services Directorate (OLD SDR)	HS.HS3
Schools Intervention Service (LNG SIS)	HS.HS3
Schools Partnerships Service (LNG SPS)	HS.HS3
Corporate Employees (OLD CPE)	NHS TUPE.Band 8B
Childrens Social Work (CSC CSC)	HS.HS3
Strategic Commissioning SEND Services (SAC SCS)	HS.HS3
Locality and Partnerships East Cambs and Fenland (CEP LPE)	HS.HS3
Locality and Partnerships Hunts (CEP LPH)	HS.HS3
Schools Intervention Service (LNG SIS)	MB(New).5
Schools Intervention Service (LNG SIS)	MB(New).5
Education Psychology (CEP EPS)	Ed Psychs.Scale B
Schools Partnerships Service (LNG SPS)	MB(New).5
Early Years Service (LNG EYS)	MB(New).5
Schools Partnerships Service (LNG SPS)	MB(New).5

Enhanced and Preventative Services Directorate (CEP SDR)	CLT.Director C
Adult Social Care Directorate (ASC SDR)	CLT.Director C
Older Peoples Services Directorate (OLD SDR)	CLT.Director C
Children's Social Care Directorate (CSC SDR)	CLT.Director C
Strategy and Commissioning Directorate (SAC SDR)	CLT.Director C
The County School Cambridge Learning Base (CEP YSS)	Teachers.Leadership
Chief Executive (CEX CEX)	Chief Exec.Chief Exec 1
Directorate of Customer Service and Transformation (CST CDR)	CLT.Director C
Business Transformation and Digital Delivery (CST BTR)	HS.HS3
Communications and Community Engagement Team (CST CCE)	HS.HS3
Waste Commissioning (IMO AAC)	MB(New).4
Economy Transport and Environment Services (DIR ETE)	CLT.Exec Director B
Adult Learning and Skills Management Support Team (SAD ALS)	HS.HS2
Assets and Commissioning (IMO AAC)	HS.HS2
Community and Cultural Services Management Team (IMO LAI)	HS.HS3
Growth and Economy (SAD GES)	HS.HS3
Local Infrastructure and Street Management (IMO LIS)	HS.HS3
Major Infrastructure Delivery (SAD MID)	HS.HS2
Passenger Transport (SAD PTS)	HS.HS2
Supporting Businesses and Communities (IMO SBC)	HS.HS2
Transport and Infrastructure Policy and Funding (SAD TIP)	HS.HS2
Economy Transport and Environment Services (DIR ETE)	HS.HS3
Directorate of Strategy and Development (SAD SDR)	CLT.Director C
Directorate of Infrastructure Management and Operations (IMO SDR)	CLT.Director C
Norwich Accountancy Services (FAP CFB)	Norwich.Grade 12
Estates Strategy (FAP PAM)	MB(New).4
Commercial and Contracts (LGL CCL)	HS.HS2
Community Services Law (LGL CSL)	HS.HS2
Finance Directorate (FAP LDR)	CLT.Director C
HR Advisory East (PTT HRE)	HS.HS3
Estates Strategy (FAP PAM)	CLT.Director D
IT Services Directorate (ICT LDR)	CLT.Director B
Law Governance and Property Directorate (LGL LDR)	CLT.Director C
Finance CFA (FAP FNB)	HS.HS2
Finance CF, ETE, CS & LGSS (FAP FNA)	HS.HS2
Public Health (PHD SDR)	NHS TUPE.Consultant
Public Health Healthcare (PHD PHT)	NHS TUPE.Consultant
Improving Health (PHD PHT)	NHS TUPE.Band 8D
Public Health Healthcare (PHD PHT)	NHS TUPE.Consultant
Protecting Health and Children (PHD PHT)	NHS TUPE.Consultant

APPENDIX 3

Salary range in £5000 brackets
£55,000-£59,999
£55,000-£59,999
£50,000-£54,999
£50,000-£54,999
£50,000-£54,999
£50,000-£54,999
£90,000-£94,999
£50,000-£54,999
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£130,000-£134,999
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£80,000-£84,999
£95,000-£99,999
£85,000-£89,999
£95,000-£99,999
£90,000-£94,999
£50,000-£54,999
£195,000-£199,999
£90,000-£94,999
£60,000-£64,999
£55,000-£59,999
£50,000-£54,999
£120,000-£124,999
£60,000-£64,999
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£90,000-£94,999
£60,000-£64,999
£80,000-£84,999
£110,000-£114,999
£95,000-£99,999
£60,000-£64,999
£55,000-£59,999
£90,000-£94,999
£75,000-£79,999
£80,000-£84,999
£55,000-£59,999
£55,000-£59,999