

Tier	Position (post holder name is given for posts with an FTE salary of above £150,000)	Directorate	FTE salary in £5K bands (except for roles with a salary of £150,000 and above)	Bottom of pay grade for the position	Top of pay grade for the position	Employment Type	Comments
Tier 1	Chief Executive, Stephen Moir	Chief Executive	£190,000.00	£190,000.00	£217,000	Permanent	
Tier 2	Executive Director of People Services, Charlotte Black	People Services	£161,925.00	£161,925.00	£176,925	Permanent	Role shared with PCC - paid on CCC payroll
Tier 2	Executive Director, Place & Sustainability, Stephen Cox	Place & Sustainability	£156,177.00	£130,509.00	£154,252	Permanent	Role paid on CCC payroll, but shared and 50% funded by the Cambridgeshire and Peterborough Combined Authority
Tier 2	Chief Executive Greater Cambridge Partnership, Rachel Stopard	Finance & Resources	£154,252.00	£130,509.00	£154,252	Permanent	Role paid on CCC payroll, but funded by the Greater Cambridge Partners
Tier 2	Executive Director of Public Health	Public Health	125,000 - 129,999	£128,925.00	£143,925	Permanent	Role shared with PCC - paid on CCC payroll
Tier 2	Executive Director of Strategy and Partnerships	Strategy & Partnerships	145,000 - 149,999	£145,925.00	£160,925	Permanent	
Tier 3	Director of Education	People and Communities	140,000 - 144,999	£128,925.00	£143,925	Permanent	Role shared with PCC - paid on CCC payroll
Tier 3	Service Director, Comissioning	People and Communities	135,000 - 139,999	£128,925.00	£143,925	Permanent	Role shared with PCC - paid on CCC payroll
Tier 3	Service Director, Adults	People and Communities	110,000-114,999	PCC	PCC	Acting	Role shared with PCC - paid on PCC payroll
Tier 3	Director of Resources & Chief Finance Officer (S151)	Finance & Resources	120,000 - 124,999	£122,795.00	£140,596	Permanent	
Tier 3	Assistant Director of Finance	Finance & Resources	80,000 - 84,999	£80,925.00	£92,925	Permanent	
Tier 3	Assistant Director IT & Digital Services	Finance & Resources	100,000 - 104,999	£96,925.00	£108,925	Permanent	Role shared with PCC - paid on CCC payroll
Tier 3	Assistant Director - Property	Finance & Resources	100,000 - 104,999	£96,925.00	£108,925	Permanent	
Tier 3	Head of Finance Operations	Finance & Resources	75,000 - 79,999	£73,176.00	£78,893	Permanent	Role shared with other Councils under a lead authority model
Tier 3	Head of Diligence and Best Value	Finance & Resources	75,000 - 79,999	£73,176.00	£78,893	Permanent	
Tier 3	Head of Customer Services	Finance & Resources	60,000 - 64,999	£61,849.00	£66,613	Permanent	
Tier 3	Head of Insurance	Finance & Resources	60,000 - 64,999	£61,849.00	£66,613	Permanent	
Tier 3	Head of Commercial and Procurement	Finance & Resources	80,000 - 84,999	£80,925.00	£92,925	Permanent	
Tier 3	Service Director: Highways and Transport	Place & Sustainability	120,000 - 124,999	£112,925.00	£124,925	Permanent	
Tier 3	Assistant Director: Planning, Growth and Environment	Place & Sustainability	95,000 - 99,999	£96,925.00	£108,925	Permanent	
Tier 3	Programme Director: Connecting Cambridgeshire	Place & Sustainability	90,000 - 94,999	£80,925.00	£92,925	Permanent	
Tier 3	Assistant Director: Transport Strategy and Network Management	Place & Sustainability	85,000 - 89,999	£80,925.00	£92,925	Permanent	
Tier 3	Assistant Director: Climate Change and Energy Services	Place & Sustainability	85,000 - 89,999	£80,925.00	£92,925	Permanent	
Tier 3	Assistant Director: Highways Maintenance	Place & Sustainability	85,000 - 89,999	£80,925.00	£92,925	Permanent	
Tier 3	Assistant Director: Regulatory Services	Place & Sustainability	100,000 - 104,999	PCC	PCC	Permanent	Role shared with PCC - paid on PCC payroll
Tier 3	Assistant Director: Community Safety	Place & Sustainability	100,000 - 104,1000	PCC	PCC	Permanent	Role shared with PCC - paid on PCC payroll
Tier 3	Senior Public Health Consultant	Public Health	95,000 - 99,999	£83,193.00	£111,490	Permanent	Role shared with PCC - paid on CCC payroll
Tier 3	Consultant in Public Health - Health & Social Care Innovation	Public Health	90,000 - 94,999	£88,364.00	£119,133	Permanent	Role shared with PCC - paid on CCC payroll
Tier 3	Deputy Director Public Health -	Public Health	90,000 - 94,999	£73,119.00	£88,147	Permanent	Role shared with PCC - paid on CCC payroll
Tier 3	Head of Public Health Business Programmes	Public Health	60,000 - 64,999	£61,849.00	£66,613	Permanent	Role shared with PCC - paid on CCC payroll
Tier 3	Head of Communications and Information	Strategy & Partnerships	75,000 - 79,999	£73,176.00	£78,893	Permanent	Role shared with PCC - paid on CCC payroll
Tier 3	Head of Business Intelligence	Strategy & Partnerships	75,000 - 79,999	£73,176.00	£78,893	Permanent	
Tier 3	Head of Audit & Risk Management	Strategy & Partnerships	75,000 - 79,999	£73,176.00	£78,893	Permanent	
Tier 3	Emergency Planning Manager	Strategy & Partnerships	50,000 - 54,999	£52,055.00	£56,025	Permanent	Role shared with PCC - paid on CCC payroll
Tier 3	Assistant Director HR Services	Strategy & Partnerships	95,000 - 99,999	£96,925.00	£108,925	Permanent	
Tier 3	Head of Policy, Design and Delivery	Strategy & Partnerships	75,000 - 79,999	£73,176.00	£78,893	Permanent	
Tier 3	Democratic Services Manager	Strategy & Partnerships	55,000 - 59,999	£52,055.00	£56,025	Permanent	
Tier 3	Data Protection Officer	Strategy & Partnerships	55,000 - 59,999	£59,280.00	£72,453	Permanent	Role shared with PCC - paid on PCC payroll

Position	Total remuneration in £5k ranges	Grade Minimum	Grade Maximum	Notes
District Highway Maintenance Manager	50,000-54,999	46,285	49,620	Overtime and/or allowances have taken this over £50,000
Transformation Manager	50,000-54,999	52,055	56,025	
Principal Child and Family Social Worker	50,000-54,999	52,055	56,025	
Development and Policy Manager	50,000-54,999	52,055	56,025	
Service Manager	50,000-54,999	52,055	56,025	
Service Manager	50,000-54,999	52,055	56,025	
Programme Manager - Minor Capital Works	50,000-54,999	52,055	56,025	
Service Manager	50,000-54,999	52,055	56,025	
District Manager Early Help	50,000-54,999	52,055	56,025	
Senior Commissioning Manager - CIC	50,000-54,999	52,055	56,025	
Head of Centre Burwell and Stibbington	50,000-54,999	52,055	56,025	
District Manager Early Help	50,000-54,999	52,055	56,025	
District Manager Early Help	50,000-54,999	52,055	56,025	
Senior Social Worker	50,000-54,999	41,045	44,062	Overtime and/or allowances have taken this over £50,000
Senior Procurement Manager	50,000-54,999	52,055	56,025	
Acting Deputy Safeguarding Lead and Independent Chair	50,000-54,999	role one: offscale role two: 46,285	role one: offscale role two: 49,620	Two job roles which together take earnings over £50,000
Enterprise Architect	50,000-54,999	52,055	56,025	
District Manager	50,000-54,999	52,055	56,025	
Service Manager	50,000-54,999	52,055	56,025	
Lead Mathematics Adviser	50,000-54,999	52,055	56,025	
Highways Development Manager	50,000-54,999	52,055	56,025	
Senior Procurement Manager	50,000-54,999	52,055	56,025	
Early Years Improvement Advisor	50,000-54,999	52,055	56,025	
Access and Inclusion Coordinator	50,000-54,999	38,690	41,604	Overtime and/or allowances have taken this over £50,000
Area Team Manager High Risk and Targeted Services	50,000-54,999	46,285	49,620	Overtime and/or allowances have taken this over £50,000
Transformation Manager	50,000-54,999	52,055	56,025	
Service Manager Independent Chairs	50,000-54,999	52,055	56,025	
SEND Development Manager	50,000-54,999	52,055	56,025	
Service Manager	50,000-54,999	52,055	56,025	
GCP Senior Delivery Project Manager	50,000-54,999	52,055	56,025	
Team Manager	50,000-54,999	46,285	49,620	Overtime and/or allowances have taken this over £50,000
Educational Psychologist	50,000-54,999	38,865	57,544	
Head of Commercial and Procurement	50,000-54,999	80,925	92,925	New starter in year so earnings not full year
Senior Social Worker	50,000-54,999	41,045	44,062	Overtime and/or allowances have taken this over £50,000
Mental Health Social Worker Manager	50,000-54,999	46,285	49,620	Overtime and/or allowances have taken this over £50,000
Team Leader Cycling Projects	50,000-54,999	52,055	56,025	
Innovation and Design Hub Manager	50,000-54,999	52,055	56,025	
Senior Social Worker	50,000-54,999	41,045	44,062	Overtime and/or allowances have taken this over £50,000
Operational Lead - Assessment	50,000-54,999	52,055	56,025	
Quality, Compliance and Registered Manager	50,000-54,999	52,055	56,025	
Service Manager	50,000-54,999	52,055	56,025	
Head of Technical Operations, The ICT Service	50,000-54,999	52,055	56,025	
Operational Performance Manager	50,000-54,999	52,055	56,025	
Asset Manager Urban	50,000-54,999	52,055	56,025	
Senior Contracts Manager	50,000-54,999	52,055	56,025	
District Manager Early Help	50,000-54,999	52,055	56,025	
Service Manager	50,000-54,999	52,055	56,025	
District Manager Early Help	50,000-54,999	52,055	56,025	

Network Engineer	50,000-54,999	OFFSCALE	OFFSCALE	Postholder is on a salary protected by TUPE regulations
Health in all Policies Team Leader	50,000-54,999	52,055	56,025	
Strategic Improvement Manager	50,000-54,999	52,055	56,025	
Service Manager Quality Assurance	50,000-54,999	52,055	56,025	
Investigations Manager	50,000-54,999	46,285	49,620	Overtime and/or allowances have taken this over £50,000
People & Communities Governance Manager (CCC/PCC)	50,000-54,999	52,055	56,025	
Senior Educational Psychologist	50,000-54,999	48,727	72,090	Acting up arrangement - not full year of salary in higher role
Youth Offending Service Manager	50,000-54,999	52,055	56,025	
Local Highway Officer	50,000-54,999	24,948	32,020	Overtime and/or allowances have taken this over £50,000
GCP Transport Programme Manager	50,000-54,999	52,055	56,025	
Group Manager - Provider Services	50,000-54,999	52,055	56,025	
Service Manager - Discharge Planning	50,000-54,999	52,055	56,025	
Service Manager	50,000-54,999	52,055	56,025	
Commissioning Team Manager Lifestyles and Primary Care	50,000-54,999	52,055	56,025	
GCP Senior Delivery Project Manager	50,000-54,999	52,055	56,025	
Business Systems Service Manager	50,000-54,999	52,055	56,025	
Manager Grafham Water Centre	50,000-54,999	52,055	56,025	
Strategy and Partnership Manager	50,000-54,999	73,176	78,893	Acting up arrangement - not full year of salary in higher role
Area Team Manager Sexual Behaviour Service	50,000-54,999	46,285	49,620	Postholder has a second role on an offscale salary
Business Intelligence Manager	50,000-54,999	52,055	56,025	
Operational Lead, Provider Services	50,000-54,999	52,055	56,025	
Service Manager Independent Chairs	50,000-54,999	52,055	56,025	
District Manager Early Help	50,000-54,999	52,055	56,025	
Team Manager Drugs Alcohol and Sexual Health	50,000-54,999	52,055	56,025	
Service Manager	50,000-54,999	52,055	56,025	
Business Systems Service & Support Manager	50,000-54,999	52,055	56,025	
Service Manager	50,000-54,999	52,055	56,025	
Head of Business Development, The ICT Service	50,000-54,999	52,055	56,025	
Safeguarding Manager	50,000-54,999	52,055	56,025	
Outdoor Education Adviser	50,000-54,999	52,055	56,025	
Commissioning Team Manager	50,000-54,999	52,055	56,025	
District Manager Early Help	50,000-54,999	52,055	56,025	
Opportunity Area Programme Manager	50,000-54,999	52,055	56,025	
Waste Partnership Manager	50,000-54,999	52,055	56,025	
Strategic Wellbeing and Engagement Business Partner	50,000-54,999	52,055	56,025	
Acting Head	50,000-54,999	42,195	117,197	Acting up arrangement - not full year of salary in higher role
Democratic Services Manager	50,000-54,999	52,055	56,025	
Sec Ops Manager	50,000-54,999	52,055	56,025	
Team Manager	50,000-54,999	46,285	49,620	Overtime and/or allowances have taken this over £50,000
Consultant in Public Health	55,000-59,999	OFFSCALE	OFFSCALE	Postholder is on a salary protected by TUPE regulations
Highways Asset Manager	55,000-59,999	52,055	56,025	
Senior Social Worker	55,000-59,999	41,045	44,062	Overtime and/or allowances have taken this over £50,000
Head of Cambridgeshire Music	55,000-59,999	61,849	66,613	Position regraded in year, so not a full salary year at higher rate
Senior Social Worker	55,000-59,999	41,045	44,062	Overtime and/or allowances have taken this over £50,000
Early Help Hub Manager	55,000-59,999	52,055	56,025	
Senior Social Worker	55,000-59,999	41,045	44,062	Overtime and/or allowances have taken this over £50,000
Service Manager	55,000-59,999	52,055	56,025	
County Strategic SEND Support Team Manager	55,000-59,999	38,690	41,604	Overtime and/or allowances have taken this over £50,000
Deputy Programme Director	55,000-59,999	61,849	66,613	Part time working arrangement
Strategic Lead for School Governance Peterborough and Cambrid	55,000-59,999	61,849	66,613	Position regraded in year, so not a full salary year at higher rate

Programme Manager Enduring Transmission Plus Programme	55,000-59,999	52,055	56,025	Postholder previously in a higher graded post
Traffic Manager	55,000-59,999	61,849	66,613	Position regraded in year, so not a full salary year at higher rate
Strategic Finance Manager	55,000-59,999	61,849	66,613	Part time working arrangement
Manager Sensory Support Team 0-25 years	55,000-59,999	42,195	117,197	
Educational Psychologist	55,000-59,999	38,865	57,544	
Head of HR and Recruitment	55,000-59,999	61,849	66,613	New to role in year, so earnings not full year in this role
Team Manager	55,000-59,999	46,285	49,620	Overtime and/or allowances have taken this over £50,000
Workforce Strategy & Policy Manager	55,000-59,999	61,849	66,613	Part time working arrangement
Head of Regional Adoption Agency	55,000-59,999	61,849	66,613	Market supplement applied to role
Strategic Admissions & Attendance Manager	60,000-64,999	61,849	66,613	
Senior Adviser for Leadership	60,000-64,999	61,849	66,613	
Group Manager Transport Strategy and Funding	60,000-64,999	61,849	66,613	
Transport and Infrastructure Strategy Manager	60,000-64,999	52,055	56,025	Overtime and/or allowances have taken this over grade ceiling
Emergency Planning Manager	60,000-64,999	52,055	56,025	Overtime and/or allowances have taken this over grade ceiling
Senior Educational Psychologist	60,000-64,999	48,727	72,090	
Assistant Director School Improvement	60,000-64,999	96,925	108,925	New starter in year so earnings not full year
Safeguarding and Review Manager	60,000-64,999	61,849	66,613	
Highways Contracts and Commissioning Manager	60,000-64,999	61,849	66,613	
Highways Maintenance Manager	60,000-64,999	52,055	56,025	Overtime and/or allowances have taken this over grade ceiling
Strategic Education Capital Programme Manager	60,000-64,999	61,849	66,613	
Head of Public Health Business Programmes	60,000-64,999	61,849	66,613	
Senior Support Worker	60,000-64,999	24,496	26,845	Postholder has additional role with overtime, and allowances
Senior Educational Psychologist	60,000-64,999	48,727	72,090	
Head of Customer Services	60,000-64,999	61,849	66,613	
Head of Service: Planning and Sustainable Growth	60,000-64,999	73,176	78,893	New starter in year so earnings not full year
Head of Insurance	60,000-64,999	61,849	66,613	
Strategic Education Place Planning Manager	60,000-64,999	61,849	66,613	
Primary Adviser	60,000-64,999	61,849	66,613	
Lead Service Manager Operations	60,000-64,999	61,849	66,613	
Head of Libraries, Archives and Culture	60,000-64,999	61,849	66,613	
Head of Service - Assessment & Care Management (North & South)	60,000-64,999	61,849	66,613	
Head of Adults Performance and Strategic Development	60,000-64,999	61,849	66,613	
Senior Adviser- Intervention and Safeguarding	60,000-64,999	61,849	66,613	
Assistant Director - Education Capital & Place Planning	60,000-64,999	96,925	108,925	New starter in year so earnings not full year
Strategic Finance Manager	60,000-64,999	61,849	66,613	
School Improvement Adviser	60,000-64,999	61,849	66,613	
Head of Service Waste Management	60,000-64,999	73,176	78,893	Position regraded in year, so not a full salary year at higher rate
Senior Social Worker	60,000-64,999	41,045	44,062	Overtime and/or allowances have taken this over £50,000
District Highway Maintenance Manager	60,000-64,999	46,285	49,620	Overtime and/or allowances have taken this over £50,000
Alternative Education and Inclusion Manager	60,000-64,999	61,849	66,613	
Head of The ICT Service	60,000-64,999	61,849	66,613	
Head of Learning and Development	60,000-64,999	61,849	66,613	
Strategic Finance Manager	60,000-64,999	61,849	66,613	
Primary Adviser	60,000-64,999	61,849	66,613	
Head of Virtual School	60,000-64,999	61,849	66,613	
Group Asset Manager	60,000-64,999	61,849	66,613	
Local Highway Officer	65,000-69,999	24,948	32,020	Overtime and/or allowances have taken this over £50,000
Strategic Lead for Integrated SEND Commissioning 0-25	65,000-69,999	61,849	66,613	
Head of Audit & Risk Management	65,000-69,999	73,176	78,893	New starter in year so earnings not full year
Principal Educational Psychologist	65,000-69,999	48,727	72,090	

Strategic Finance Manager	65,000-69,999	61,849	66,613	
School Improvement & Curriculum	65,000-69,999	73,176	78,893	New starter in year so earnings not full year
Head of the Learning Disability Partnership	70,000-74,999	73,176	78,893	
Head of Service, Natural & Historic Environment	70,000-74,999	73,176	78,893	
Head of Service SEND	70,000-74,999	73,176	78,893	
Head of Service Transfers of Care	70,000-74,999	73,176	78,893	
Head of Service Operations	70,000-74,999	73,176	78,893	
GCP Head of Innovation and Technology	70,000-74,999	73,176	78,893	
Head of Policy, Design and Delivery	75,000-79,999	73,176	78,893	
Head of Finance Operations	75,000-79,999	73,176	78,893	
Head of Youth Support and Care Leavers (CCC & PCC)	75,000-79,999	73,176	78,893	
Head of Business Systems & Digital	75,000-79,999	73,176	78,893	
Head of IT Strategy Projects & Programmes	75,000-79,999	73,176	78,893	
Head of Service Early Help South (CCC & PCC)	75,000-79,999	73,176	78,893	
Head of Service Family Safeguarding (CCC & PCC)	75,000-79,999	73,176	78,893	
Head of Service Early Help North (CCC & PCC)	75,000-79,999	73,176	78,893	
Head of Disability	75,000-79,999	73,176	78,893	
Head of Communications and Information	75,000-79,999	73,176	78,893	
Head of Service Early Years	75,000-79,999	73,176	78,893	
Head of Business Intelligence	75,000-79,999	73,176	78,893	
Head of Diligence & Best Value	75,000-79,999	73,176	78,893	
Assistant Director Safeguarding, Quality and Practice	80,000-84,999	80,925	92,925	
Assistant Director of Finance	80,000-84,999	80,925	92,925	
Head of Commissioning Adult Social Care	80,000-84,999	80,925	92,925	
AD Climate Change and Energy Services	80,000-84,999	80,925	92,925	
Assistant Director Transport Strategy and Development	80,000-84,999	80,925	92,925	
Assistant Director Highways Maintenance	80,000-84,999	80,925	92,925	
Consultant in Public Health - Health & Social Care Innovation	85,000-89,999	OFFSCALE	OFFSCALE	Postholder is on a salary protected by TUPE regulations
GCP Assistant Director Sustainable and Inclusive Growth	90,000-94,999	88,986	100,871	
GCP Assistant Director Strategy and Programme	90,000-94,999	88,986	100,871	
Deputy Director Public Health	90,000-94,999	73,119	88,147	Overtime and/or allowances have taken this over grade ceiling
Assistant Director HR Services	90,000-94,999	96,925	108,925	Change in leadership grading structure, postholder has not been on new salary for a full year.
Service Director: Policy and Communities	90,000-94,999	112,925	124,925	New starter in year so earnings not full year
Assistant Director Planning, Growth and Environment	90,000-94,999	96,925	108,925	Change in leadership grading structure, postholder has not been on new salary for a full year.
Senior Public Health Consultant	95,000-99,999	83,193	111,490	
Head of Commissioning Commercial	100,000-104,999	96,925	108,925	
Assistant Director	100,000-104,999	96,925	108,925	
Assistant Director: Fostering, Regional Adoption and Young People	100,000-104,999	96,925	108,925	
Assistant Director - Property	105,000-109,999	96,925	108,925	
Assistant Director IT & Digital Services	105,000-109,999	96,925	108,925	
Director Highways and Transport	115,000-119,999	112,925	124,925	
Director of Resources & Chief Financial Officer (S151)	120,000-124,999	122,795	140,596	
Greater Cambridge Partnership Transport Director	125,000-129,999	108,669	126,471	
Executive Director of Public Health	125,000-129,999	128,925	143,925	
Executive Director of Strategy and Partnerships	125,000-129,999	145,925	160,925	New to role in year, so earnings not full year in this role
Service Director	130,000-134,999	128,925	143,925	
Director of Education	135,000-139,999	128,925	143,925	
Chief Executive	145,000-145,999	190,000	217,000	New starter in year so earnings not full year
Executive Director of People Services CCC & PCC	150,000-154,999	161,925	176,926	New to role in year, so earnings not full year in this role

Chief Executive Greater Cambridge Partnership	150,000-154,999	130,509	154,252	
Executive Director, Place & Sustainability	155,000-159,999	128,264	151,599	Additional responsibilty allowance applied

Notes

This data shows an employee's total remuneration (which is made up of basic salary and additional elements of pay received)

There is no overlap between the salary points on the pay spine. The employees' current range above illustrates the £5,000 range that their salary falls within and does not take account of the grade starting point or ceiling.

There are some positions where an employees total remuneration is above the top value of the grade - this is due to additional payments received in addition to the employee's basic salary for example additional allowances, overtime payments or a market supplement payment