

Position	Total remuneration in 5k bands	Minimum for the grade	Maximum for the grade	Comments Appendix 1
Team Manager	50,000-54,999	£42,970	£45,987	This person has an additional relief role
Residential Worker	50,000-54,999	£26,421	£28,770	This person has received overtime, enhanced hours or allowances
Commissioning Team Manager	50,000-54,999	£54,075	£58,199	
Educational Psychologist	50,000-54,999	£42,422	£61,848	
Team Manager	50,000-54,999	£48,210	£51,545	
Local Test & Trace Senior Operations Manager	50,000-54,999	£54,075	£58,199	
Communications Business Partner - People and Public Health	50,000-54,999	£48,210	£51,545	
Communications Business Partner - Web and Digital	50,000-54,999	£48,210	£51,545	
Communications Business Partner - Place	50,000-54,999	£48,210	£51,545	
Teacher of the Deaf	50,000-54,999	offscale	offscale	
Virtual School - Assistant Head Teacher	50,000-54,999	£54,075	£58,199	
Strategic Lead for School Governance Peterborough and Cambridgeshire	50,000-54,999	£54,075	£58,199	
Independent Chair	50,000-54,999	£48,210	£51,545	
Service Manager	50,000-54,999	£54,075	£58,199	
Transport Modelling Manager	50,000-54,999	£48,210	£51,545	
Think Communities Area Manager for Cambs and Pboro & Community Tea	50,000-54,999	£48,210	£51,545	
Team Manager Adult Early Help	50,000-54,999	£48,210	£51,545	
Head of Service Family Safeguarding (CCC & PCC)	85,000-89,999	£116,313	£128,673	This person was acting up for part of the year, the min and max of grade reflects the acting up role
Senior Finance Business Partner	50,000-54,999	£48,210	£51,545	
Group Accountant	50,000-54,999	£48,210	£51,545	
Group Accountant	50,000-54,999	£48,210	£51,545	
Team Manager	50,000-54,999	£54,075	£58,199	
Educational Psychologist	50,000-54,999	£42,422	£61,848	
Educational Psychologist	50,000-54,999	£42,422	£61,848	
Senior Social Worker	50,000-54,999	£42,970	£45,987	This person is in the Emergency Duty Team and has received shift allowance & enhancements
GCP Business Manager	50,000-54,999	£48,210	£51,545	
Group Accountant	50,000-54,999	£48,210	£51,545	
Operational Lead, Provider Services	50,000-54,999	£54,075	£58,199	
Teacher of the Deaf	50,000-54,999	offscale	offscale	
Teacher of the Deaf	50,000-54,999	offscale	offscale	
Teacher of the Deaf	50,000-54,999	offscale	offscale	
Teacher of the Visually Impaired	50,000-54,999	offscale	offscale	
Teacher of the Visually Impaired	50,000-54,999	offscale	offscale	
Investigations Manager	50,000-54,999	£48,210	£51,545	
Commissioning Manager	50,000-54,999	£54,075	£58,199	
HR Business Partner	50,000-54,999	£54,075	£58,199	
Specialist Teacher	50,000-54,999	offscale	offscale	
Digital Programme Manager	50,000-54,999	£48,210	£51,545	
Team Leader Statutory Assessment	50,000-54,999	£48,210	£51,545	
Connecting Cambridgeshire Programme Manager	50,000-54,999	£48,210	£51,545	
Highways Development Manager	50,000-54,999	£54,075	£58,199	
Manager Multi Agency Safeguarding Hub	50,000-54,999	£54,075	£58,199	
Programme and Governance Support Manager	50,000-54,999	£48,210	£51,545	
Transformation Manager	50,000-54,999	£48,210	£51,545	
Targeted Support Service Manager	50,000-54,999	£54,075	£58,199	
Enterprise Architect	50,000-54,999	£54,075	£58,199	
County SEND District Manager	50,000-54,999	£54,075	£58,199	
Education Capital Projects Manager	50,000-54,999	£54,075	£58,199	
Development and Policy Manager	50,000-54,999	£54,075	£58,199	
Business Manager County Planning Minerals and Waste	50,000-54,999	£54,075	£58,199	
Transport Assessment Manager	50,000-54,999	£54,075	£58,199	
Programme Manager - Minor Capital Works	50,000-54,999	£54,075	£58,199	
Head of Registration Services	50,000-54,999	£54,075	£58,199	
Senior Procurement Manager	50,000-54,999	£54,075	£58,199	
Leadership Advisor	50,000-54,999	£54,075	£58,199	
Health, Safety & Wellbeing Business Partner	50,000-54,999	£54,075	£58,199	
Strategic HR Business Partner	50,000-54,999	£54,075	£58,199	
ASKIT Service Manager	50,000-54,999	£54,075	£58,199	
Targeted Support Service Manager	50,000-54,999	£54,075	£58,199	
Early Years Improvement Advisor	50,000-54,999	£54,075	£58,199	

Senior Social Worker	50,000-54,999	£42,970	£45,987	This person is in the Emergency Duty Team and has received shift allowance & enhancements
Educational Psychologist	50,000-54,999	£42,422	£61,848	
Mental Health Social Worker Manager	50,000-54,999	£48,210	£51,545	
Area Team Manager High Risk and Targeted Services	50,000-54,999	£48,210	£51,545	
Principal Child and Family Social Worker	50,000-54,999	£48,210	£51,545	
Coproduction, Involvement and Inclusion Manager	50,000-54,999	£64,249	£69,198	This person was acting up - the min and max of grade is for acting up role
Relief Ceremony Officer	50,000-54,999	£54,075	£58,199	
Strategic Continuing Health Care Lead	50,000-54,999	£54,075	£58,199	
GCP Senior Delivery Project Manager	50,000-54,999	£54,075	£58,199	
Senior Commissioning Manager	50,000-54,999	£54,075	£58,199	
Senior Procurement Manager	50,000-54,999	£54,075	£58,199	
Team Leader Programme Management Office	50,000-54,999	£54,075	£58,199	
Operational Lead - Reablement	50,000-54,999	£54,075	£58,199	
Targeted Support Service Manager	50,000-54,999	£54,075	£58,199	
Group Accountant	50,000-54,999	£48,210	£51,545	
Access and Inclusion Coordinator	50,000-54,999	offscale	offscale	
Programme & Deliver Manager	50,000-54,999	£54,075	£58,199	
Senior Procurement Manager	50,000-54,999	£54,075	£58,199	
Early Years Improvement Advisor	50,000-54,999	£54,075	£58,199	
SEND Development Manager	50,000-54,999	£54,075	£58,199	
Head of Burwell and Outreach	50,000-54,999	£54,075	£58,199	
Programme Manager	50,000-54,999	£54,075	£58,199	
Senior Social Worker	50,000-54,999	£42,970	£45,987	This person is in the Emergency Duty Team and has received shift allowance & enhancements
Service Manager	50,000-54,999	£54,075	£58,199	
Deputy Headteacher	50,000-54,999	offscale	offscale	
Service Manager	50,000-54,999	£54,075	£58,199	
Group Accountant	50,000-54,999	£48,210	£51,545	
Group Accountant	50,000-54,999	£48,210	£51,545	
Group Accountant	50,000-54,999	£48,210	£51,545	
Group Accountant	50,000-54,999	£48,210	£51,545	
District Manager	50,000-54,999	£54,075	£58,199	
Service Manager	50,000-54,999	£54,075	£58,199	
Lead Mathematics Adviser	50,000-54,999	£54,075	£58,199	
Service Manager Independent Chairs	50,000-54,999	£54,075	£58,199	
GCP Senior Delivery Project Manager	50,000-54,999	£54,075	£58,199	
Senior Educational Psychologist	50,000-54,999	£52,678	£76,976	
Educational Psychologist	50,000-54,999	£42,422	£61,848	
Team Manager	50,000-54,999	£54,075	£58,199	
Team Leader Cycling Projects	50,000-54,999	£54,075	£58,199	
District Highway Maintenance Manager	55,000-59,999	£48,210	£51,545	This person has received overtime, enhanced hours or allowances
Relief Support Worker	55,000-59,999	£38,258	£40,958	This person has an additional relief role
Head of Youth Support and Care Leavers (CCC & PCC)	60,000-64,999	£76,015	£81,954	This person was acting up - the min and max of grade is for acting up role
Transformation Manager	55,000-59,999	£54,075	£58,199	
Quality, Compliance and Registered Manager	55,000-59,999	£54,075	£58,199	
Head of Technical Operations, The ICT Service	55,000-59,999	£54,075	£58,199	
Operational Performance Manager	55,000-59,999	£54,075	£58,199	
People & Communities Governance Manager (CCC/PCC)	55,000-59,999	£54,075	£58,199	
Operational Lead - Assessment	55,000-59,999	£54,075	£58,199	
Health in all Policies Team Leader	55,000-59,999	£54,075	£58,199	
Targeted Support Service Manager	55,000-59,999	£54,075	£58,199	
Senior Contract and Account Manager	55,000-59,999	£54,075	£58,199	
Targeted Support Service Manager	55,000-59,999	£54,075	£58,199	
Service Manager	55,000-59,999	£54,075	£58,199	
Principal Educational Psychologist	65,000-69,999	£76,015	£81,954	This person was acting up - the min and max of grade is for acting up role
Senior Social Worker	55,000-59,999	£42,970	£45,987	This person is in the Emergency Duty Team and has received shift allowance & enhancements
GCP Senior Delivery Project Manager	55,000-59,999	£54,075	£58,199	
Business Intelligence Manager	55,000-59,999	£54,075	£58,199	
Capital Construction Cost Manager	55,000-59,999	£54,075	£58,199	
Transport and Infrastructure Strategy Manager	55,000-59,999	£54,075	£58,199	
Public Health Intelligence Team Leader	55,000-59,999	£54,075	£58,199	
Service Manager Independent Chairs	55,000-59,999	£54,075	£58,199	
Team Manager Drugs Alcohol and Sexual Health	55,000-59,999	£54,075	£58,199	
Sec Ops Manager	55,000-59,999	£54,075	£58,199	

Service Manager	55,000-59,999	£54,075	£58,199	
Business Systems Service & Support Manager	55,000-59,999	£54,075	£58,199	
Group Manager - Provider Services	55,000-59,999	£54,075	£58,199	
Democratic Services Manager	55,000-59,999	£54,075	£58,199	
GCP Senior Delivery Project Manager	55,000-59,999	£54,075	£58,199	
Business Systems Service Manager	55,000-59,999	£54,075	£58,199	
Strategic Improvement Manager	55,000-59,999	£54,075	£58,199	
Head of Business Development, The ICT Service	55,000-59,999	£54,075	£58,199	
Safeguarding Manager	55,000-59,999	£54,075	£58,199	
Outdoor Education Adviser	55,000-59,999	£54,075	£58,199	
Commissioning Team Manager	55,000-59,999	£54,075	£58,199	
Opportunity Area Programme Manager	55,000-59,999	£54,075	£58,199	
Signals and Systems Manager	55,000-59,999	£48,210	£51,545	This person was acting up - the min and max of grade band reflects their substantive (lower graded) post
Team Manager	55,000-59,999	£48,210	£51,545	This person has received overtime, enhanced hours or allowances
Early Help Hub Manager	55,000-59,999	£54,075	£58,199	
Team Manager	55,000-59,999	£48,210	£51,545	This person has received overtime, enhanced hours or allowances
Relief Community Support Worker	55,000-59,999	£23,500	£25,979	This person has received overtime, enhanced hours or allowances
Assistant Director Transport, Strategy and Network Management	90,000-94,999	£116,313	£128,673	This person was acting up - the min and max of grade is for acting up role
Educational Psychologist	55,000-59,999	£42,422	£61,848	
Head of Libraries, Archives and Culture	70,000-74,999	£76,015	£81,954	The minium of the grade is higher than the 5k banding due to the COL uplift applied in April 23
Service Manager	55,000-59,999	£54,075	£58,199	
Asset Manager Urban	55,000-59,999	£54,075	£58,199	
Senior Social Worker	55,000-59,999	£42,970	£45,987	This person is in the Emergency Duty Team and has received shift allowance & enhancements
Head of Service Waste Management	70,000-74,999	£76,015	£81,954	The minium of the grade is higher than the 5k banding due to the COL uplift applied in April 23
GCP Head of Innovation and Technology	70,000-74,999	£76,015	£81,954	The minium of the grade is higher than the 5k banding due to the COL uplift applied in April 23
Team Manager	55,000-59,999	£48,210	£51,545	This person is in the Emergency Duty Team and has received shift allowance & enhancements
County Strategic SEND Support Team Manager	55,000-59,999	offscale	offscale	
Traffic Manager	60,000-64,999	£64,249	£69,198	
Manager Sensory Support Team 0-25 years	60,000-64,999	offscale	offscale	
Emergency Planning Manager	60,000-64,999	£54,075	£58,199	This person is in an Emergency Planning Role and has received call out payments
Waste Partnership Manager - RECAP	60,000-64,999	£64,249	£69,198	
Senior Educational Psychologist	60,000-64,999	£52,678	£76,976	
Reablement Support Worker	60,000-64,999	£22,183	£24,071	This person has received overtime, enhanced hours or allowances
Senior Advisor – School Improvement & Curriculum	70,000-74,999	£76,015	£81,954	The minium of the grade is higher than the 5k banding due to the COL uplift applied in April 23
Senior Social Worker	60,000-64,999	£42,970	£45,987	This person is in the Emergency Duty Team and has received shift allowance & enhancements
Lead Service Manager Integration and Practice	60,000-64,999	£64,249	£69,198	
GCP, Head of Communications	60,000-64,999	£64,249	£69,198	
Strategic Admissions & Attendance Manager	60,000-64,999	£64,249	£69,198	
Head of Cambridgeshire Music	60,000-64,999	£64,249	£69,198	
Head of Growth and Strategy	60,000-64,999	£64,249	£69,198	
Senior Educational Psychologist	60,000-64,999	£52,678	£76,976	
Head of Adult Learning & Skills	70,000-74,999	£76,015	£81,954	The minium of the grade is higher than the 5k banding due to the COL uplift applied in April 23
District Highway Maintenance Manager	60,000-64,999	£48,210	£51,545	This person has received overtime, enhanced hours or allowances
Group Manager Transport Strategy and Funding	60,000-64,999	£64,249	£69,198	
Head of Regional Adoption Agency	60,000-64,999	£64,249	£69,198	
Senior Adviser for Leadership	60,000-64,999	£64,249	£69,198	
Local Highway Officer	60,000-64,999	£26,421	£36,648	This person has received overtime, enhanced hours or allowances
Relief Support Worker	60,000-64,999	£26,421	£28,770	This person has received overtime, enhanced hours or allowances
Group Manager Design & Delivery	60,000-64,999	£64,249	£69,198	
Head of Workforce Policy and Wellbeing	60,000-64,999	offscale	offscale	
Team Manager	60,000-64,999	£48,210	£51,545	This person is in the Emergency Duty Team and has received shift allowance & enhancements
Head of HR and Recruitment	60,000-64,999	£64,249	£69,198	
Head of Facilities Management	60,000-64,999	£64,249	£69,198	
Group Manager Contracts and Commissioning	60,000-64,999	£64,249	£69,198	
Head of Public Health Business Programmes	60,000-64,999	£64,249	£69,198	
Strategic Education Capital and Place Planning Manager	60,000-64,999	£64,249	£69,198	
Head of Customer Services	60,000-64,999	£64,249	£69,198	
Head of Insurance	60,000-64,999	£64,249	£69,198	
Head of Service: Planning and Sustainable Growth	70,000-74,999	£76,015	£81,954	The minium of the grade is higher than the 5k banding due to the COL uplift applied in April 23
Head of the Learning Disability Partnership	70,000-74,999	£76,015	£81,954	The minium of the grade is higher than the 5k banding due to the COL uplift applied in April 23
Primary Adviser	65,000-69,999	£64,249	£69,198	
Senior Adviser- Intervention and Safeguarding	65,000-69,999	£64,249	£69,198	
School Improvement Adviser	65,000-69,999	£64,249	£69,198	

Strategic Finance Manager	65,000-69,999	£64,249	£69,198	
Strategic Inclusion Lead	65,000-69,999	£64,249	£69,198	
Head of Virtual School	65,000-69,999	£64,249	£69,198	
Head of The ICT Service	65,000-69,999	£64,249	£69,198	
Head of Assets	65,000-69,999	£64,249	£69,198	
Head of Learning and Development	65,000-69,999	£64,249	£69,198	
Strategic Finance Manager	65,000-69,999	£64,249	£69,198	
Strategic Finance Manager	65,000-69,999	£64,249	£69,198	
Primary Adviser	65,000-69,999	£64,249	£69,198	
Head of Service, Natural & Historic Environment	70,000-74,999	£76,015	£81,954	The minium of the grade is higher than the 5k banding due to the COL uplift applied in April 23
Director of Customer & Digital Services for Cambridgeshire County Council	145,000-149,999	£150,303	£165,753	The minium of the grade is higher than the 5k banding due to the COL uplift applied in April 23
Headteacher Pilgrim Pathways	65,000-69,999	offscale	offscale	
Highways Asset Manager	55,000-59,999	£64,249	£69,198	This person moved to higher grade part way through the year, the 5k band is lower than the min and max of their current grade due to lower salary in their previous role.
Local Highway Officer	65,000-69,999	£38,258	£40,958	This person has received overtime, enhanced hours or allowances
Team Manager	55,000-59,999	£64,249	£69,198	This person moved to higher grade part way through the year, the 5k band is lower than the min and max of their current grade due to lower salary in their previous role.
Strategic Wellbeing and Engagement Business Partner	55,000-59,999	£64,249	£69,198	This person moved to higher grade part way through the year, the 5k band is lower than the min and max of their current grade due to lower salary in their previous role.
Head of Targeted Support South	70,000-74,999	£76,015	£81,954	This person was acting up - the min and max of grade is for acting up role
Senior Social Worker	55,000-59,999	£42,970	£45,987	This person is in the Emergency Duty Team and has received shift allowance & enhancements
Highways Maintenance Manager	70,000-74,999	£64,249	£69,198	This person has received overtime, enhanced hours or allowances
Head of 0-25	55,000-59,999	£76,015	£81,954	This person moved to higher grade part way through the year, the 5k band is lower than the min and max of their current grade due to lower salary in their previous role.
GCP Transport Programme Manager	65,000-69,999	£76,015	£81,954	This person moved to higher grade part way through the year, the 5k band is lower than the min and max of their current grade due to lower salary in their previous role.
Head of Targeted Support South	65,000-69,999	£76,015	£81,954	This person moved to higher grade part way through the year, the 5k band is lower than the min and max of their current grade due to lower salary in their previous role.
Head of Targeted Support South	85,000-89,999	£99,833	£112,193	This person moved to higher grade part way through the year, the 5k band is lower than the min and max of their current grade due to lower salary in their previous role.
GCP Programme Director (City Access)	110,000 - 114,999	£116,313	£128,673	This person moved to higher grade part way through the year, the 5k band is lower than the min and max of their current grade due to lower salary in their previous role.
Senior Adviser EYS	50,000-54,999	£64,249	£69,198	Part time - all or part of year
Senior Social Worker	70,000-74,999	£42,970	£45,987	This person is in the Emergency Duty Team and has received shift allowance & enhancements
Senior Adviser - EYS	55,000-59,999	£64,249	£69,198	Part time - all or part of year
Strategic Finance Manager	55,000-59,999	£64,249	£69,198	Part time - all or part of year
Public Health Consultant	65,000-69,999	£76,015	£81,954	Part time - all or part of year
Head of Commercial and Procurement	65,000-69,999	£83,353	£95,713	Part time - all or part of year
Head of Service Transfers of Care	75,000-79,999	£76,015	£81,954	
Head of Audit & Risk Management	75,000-79,999	£76,015	£81,954	
Head of Service Operations	75,000-79,999	£76,015	£81,954	
Head of Business Systems & Digital	75,000-79,999	£76,015	£81,954	
Head of Service Early Years	75,000-79,999	£76,015	£81,954	
Head of IT Strategy Projects & Programmes	75,000-79,999	£76,015	£81,954	
Head of Targeted Support North	75,000-79,999	£76,015	£81,954	
Head of Communications and Information	65,000-69,999	£76,015	£81,954	Part time - all or part of year
Programme Director Connecting Cambridgeshire	80,000-84,999	£83,353	£95,713	
Head of Diligence & Best Value	80,000-84,999	£76,015	£81,954	
Head of Finance Operations	80,000-84,999	£76,015	£81,954	This person has received a partial acting up allowance
Head of Assessment & Care Management	65,000-69,999	£76,015	£81,954	This post was regraded part way through year
Area Coroner	85,000-89,999	offscale	offscale	
Assistant Director of Finance	85,000-89,999	£83,353	£95,713	
Service Director Adult Social Care	90,000-94,999	£99,833	£112,193	This post was regraded part way through year
Assistant Director Highways Maintenance	85,000-89,999	£83,353	£95,713	
Deputy Director Public Health	90,000-94,999	£75,956	£92,774	
Head of Commissioning Adult Social Care	90,000-94,999	£83,353	£95,713	
AD Climate Change and Energy Services	90,000-94,999	£83,353	£95,713	
Head of Energy Services	60,000-64,999	£76,015	£81,954	This person started part way through the year
Executive Director for Children, Education and Families	75,000-79,999	£166,783	£182,233	This person started part way through the year
Assistant Director Project Delivery	90,000-94,999	£83,353	£95,713	
Consultant in Public Health - Health & Social Care Innovation	95,000-99,999	offscale	offscale	
GCP Assistant Director Sustainable and Inclusive Growth	95,000-99,999	£99,833	£112,193	
GCP Assistant Director Strategy and Programme	95,000-99,999	£99,833	£112,193	
Service Director Planning, Growth and Environment	95,000-99,999	£99,833	£112,193	
Service Director Human Resources	95,000-99,999	£99,833	£112,193	
Assistant Director Schools and Settings Improvement	100,000-104,999	£99,833	£112,193	
Assistant Director – Education Planning and Inclusion	100,000-104,999	£99,833	£112,193	
Executive Director for Adults, Health and Commissioning	75,000-79,999	£166,783	£182,233	This person started part way through the year
Area Coroner	105,000-109,999	offscale	offscale	
Head of Commercial, Contract Management & Brokerage	105,000-109,999	£99,833	£112,193	
Service Director Adult Social Care	105,000-109,999	£99,833	£112,193	

Senior Public Health Consultant	105,000-109,999	£105,454	£108,618	This person received an additional payment.
Service Director, Legal and Governance (Monitoring Officer)	80,000-84,999	£116,313	£128,673	This person started part way through the year
Executive Director of Place and Sustainability	100,000-104,999	£150,303	£165,753	This person started part way through the year
Service Director for Finance and Procurement (Deputy Section 151 Officer)	125,000-129,999	offscale	offscale	
Executive Director of Public Health	130,000-134,999	£132,793	£148,243	
Greater Cambridge Partnership Transport Director	135,000-139,999	£132,793	£148,243	
Service Director, Commissioning	135,000-139,999	£132,793	£148,243	
Director of Education	140,000-144,999	£132,793	£148,243	
Executive Director of Finance and Resources	110,000 - 114,999	£150,303	£165,753	This person started part way through the year
Chief Executive Greater Cambridge Partnership	155,000-159,999	£150,303	£165,753	
Chief Executive	190,000-194,999	offscale	offscale	