

Role	Bottom of grade	Top of Grade	Total Remuneration for January - December 2020 in £5K bands (except for roles with total remuneration of 150,000 and above)	Notes
HR Business Partner	49268	53170	50,000 - 54,999	
Operations Manager	49268	53170	50,000 - 54,999	
District Highway Maintenance Manager	43597	46875	50,000 - 54,999	Total remuneration was above the top of the grade due to payments received in addition to basic salary (Emergency Call Out Rota and Overtime)
Transport Assessment Manager	43597	46875	50,000 - 54,999	Total remuneration was above the top of the grade due to payments received in addition to basic salary (Market Supplement)
Early Years Sector Development Manager	58893	63575	55,000 - 59,999	
Principal Child and Family Social Worker	49268	53170	50,000 - 54,999	
Strategic Audit Manager	58893	63575	60,000 - 64,999	Role is undertaking work for Rutland/Welland rather than CCC
Service Director Business Improvement and Development	120683	138178	125,000 - 129,999	Role shared with PCC
Highways Asset Manager	49268	53170	50,000 - 54,999	
Head of Business Intelligence	70026	75644	70,000 - 74,999	Role shared with PCC
Head of Service Transfers of Care	70026	75644	65,000 - 69,999	Total remuneration below the bottom of the grade as the grade boundaries have increased during the period of reporting.
Strategic Admissions & Attendance Manager	58893	63575	55,000 - 59,999	
Assistant Director - Education Capital & Place Planning	96220	107899	95,000 - 99,999	Total remuneration was above the top of the grade due to payments received in addition to basic salary (AMHP allowance, Shift allowance and Additional hours)
Senior Social Worker	38447	41412	50,000 - 54,999	Role shared with PCC
Head of Communications and Information	70026	75644	70,000 - 74,999	Role shared with PCC
Service Director Adults	120683	138178	125,000 - 129,999	
Primary Adviser	58893	63575	60,000 - 64,999	
Principal Educational Psychologist	51,538	64,577	55,000 - 59,999	
Head of Service Early Years	70026	75644	70,000 - 74,999	
Outdoor Education Adviser	49268	53170	50,000 - 54,999	
Strategic Education Place Planning Manager	58893	63575	55,000 - 59,999	
District Manager Early Help	49268	53170	50,000 - 54,999	
Early Help Hub Manager	49268	53170	50,000 - 54,999	
Senior Commissioner SEND	49268	53170	50,000 - 54,999	
Historic Environment Manager	43597	46875	60,000 - 64,999	
Education ICT Manager	58893	63575	60,000 - 64,999	Total remuneration was above the top of the grade due to payments received in addition to basic salary (Emergency Call Out Rota, Overtime and Weather Check Payments)
Highways Maintenance Manager	49268	53170	55,000 - 59,999	Total remuneration was above the top of the grade due to payments received in addition to basic salary (AMHP allowance, Shift allowance and Additional hours)
Senior Social Worker	38447	41412	50,000 - 54,999	
Educational Psychologist	38,197	56,554	55,000 - 59,999	
Head of Service SEND	70026	75644	65,000 - 69,999	
Head of Service Operations	70026	75644	65,000 - 69,999	Total remuneration was above the top of the grade due to payments received in addition to basic salary (SEN and TLR2 allowances)
Access and Inclusion Coordinator (SCC)	38690	41604	50,000 - 54,999	
District Manager Safeguarding	49268	53170	50,000 - 54,999	
Manager Sensory Support Team 0-25 years	42195	117197	55,000 - 59,999	This role is on the Teachers leadership pay scale, and the top of the grade represents the very top of the whole scale Total remuneration was above the top of the grade due to payments received in addition to basic salary (SEN and TLR2 allowances)
Lead Teacher	38690	41604	50,000 - 54,999	
District Manager Early Help	49268	53170	50,000 - 54,999	
Service Manager Safeguarding	49268	53170	50,000 - 54,999	
Service Manager	49268	53170	50,000 - 54,999	
Business Manager County Planning Minerals and Waste	49268	53170	65,000 - 69,999	
Head of Service - Assessment & Care Management (North & South)	58893	63575	50,000 - 54,999	
Programme Director	70026	75644	70,000 - 74,999	
HR Policy and Projects Team Manager (CCC)	58893	63575	55,000 - 59,999	
Senior Adviser for Teaching and Learning	58893	63575	55,000 - 59,999	
Assistant Director Adults and Safeguarding	96220	107899	95,000 - 99,999	
Transformation Manager	49268	53170	50,000 - 54,999	
Transformation Manager	49268	53170	50,000 - 54,999	
Service Manager	49268	53170	50,000 - 54,999	
Programme Director Connecting Cambridgeshire	78714	90393	80,000 - 84,999	
Service Manager	49268	53170	50,000 - 54,999	
Director of Customer & Digital Services CCC and PCC	106800	124296	110,000 - 114,999	Role shared with PCC
Head of Customer Services	58893	63575	55,000 - 59,999	
Insurance and Risk Manager	49268	53170	50,000 - 54,999	
Head of Cambridgeshire Music	49268	53170	50,000 - 54,999	
Traffic Manager	49268	53170	50,000 - 54,999	Total remuneration is lower than the bottom of the grade as the post holder is a part time employee with a pro-rata salary. This post is shared with Northamptonshire County Council and Milton Keynes Council
Head of LGSS Business Planning and Finance	70026	75644	65,000 - 69,999	

Primary Adviser	58893	63575	55,000 - 59,999	
Strategic Improvement Manager	49268	53170	50,000 - 54,999	
Strategic Finance Manager	58893	63575	60,000 - 64,999	
Head of Virtual School	58893	63575	60,000 - 64,999	
Senior Adviser- Intervention and Safeguarding	58893	63575	55,000 - 59,999	
Strategic Finance Manager	58893	63575	60,000 - 64,999	
Head of Service Safeguarding South	70026	75644	70,000 - 74,999	
Service Director for Highways and Transport	128264	151599	135,000 - 139,999	Role shared with PCC
Head of Youth Support	70026	75644	70,000 - 74,999	
				Total remuneration was above the top of the grade due to payments received in
Team Manager	43597	46875	50,000 - 54,999	addition to basic salary (AMHP allowance and Shift allowance)
Lead Service Manager Integration and Practice	58893	63575	60,000 - 64,999	
				Total remuneration was above the top of the grade due to payments received in
Senior Social Worker	38447	41412	55,000 - 59,999	addition to basic salary (EDT Additional Hours and Shift allowance)
Service Manager	49268	53170	50,000 - 54,999	
Team Manager Drugs Alcohol and Sexual Health	49268	53170	50,000 - 54,999	
Audit and Risk Manager	49268	53170	50,000 - 54,999	
Head of Finance	70026	75644	75,000 - 79,999	
Lead Corporate Parenting Manager	58893	63575	60,000 - 64,999	
Senior Public Health Consultant	79,870	107,681	80,000 - 84,999	Role shared with PCC
				Total remuneration below the bottom of the grade as the grade boundaries have increased during the period of reporting.
Head of Disability	70026	75644	65,000 - 69,999	
Assistant Director	87456	99136	85,000 - 89,999	
Group Asset Manager	58893	63575	60,000 - 64,999	
Business Intelligence Manager	49268	53170	50,000 - 54,999	
				Total remuneration includes £10k paid for undertaking duties of Deputy Chief Executive
Chief Finance Officer	120683	138178	145,000 - 149,999	
Service Manager	49268	53170	50,000 - 54,999	
Transformation Programme Manager	49268	53170	50,000 - 54,999	
				Total remuneration was above the top of the grade due to payments received in
Senior Social Worker	38447	41412	50,000 - 54,999	addition to basic salary (EDT Additional Hours and Shift Allowance)
Strengthening Communities Service Manager	49268	53170	50,000 - 54,999	
				Total remuneration is lower than the bottom of the post holder's current grade as
Assistant Director HR Services	87456	99136	75,000 - 79,999	the post holder moved to a higher graded post part way through the year
District Manager Early Help	49268	53170	50,000 - 54,999	
				Total remuneration was above the top of the grade due to payments received in addition to basic salary (SEN and TLR2 allowances)
Specialist Teacher	38690	41,604	50,000 - 54,999	
Senior Adviser Quality Assurance Team	58893	63575	60,000 - 64,999	
Commission Manager Community Infrastructure	49268	53170	50,000 - 54,999	
Continuing Healthcare Manager	49268	53170	50,000 - 54,999	
Permanency Practice Development Manager	49268	53170	50,000 - 54,999	
Transport and Infrastructure Strategy Manager	49268	53170	50,000 - 54,999	
Assistant Director for Infrastructure and Growth	87456	99136	85,000 - 89,999	
IT Portfolio Manager	49268	53170	50,000 - 54,999	
				Total remuneration is lower than the bottom of the post holder's current grade as the post holder moved to a higher graded post part way through the year. Post holder is a part time employee with a pro-rata salary
Head of Commercial	70026	75644	50,000 - 54,999	
Head of Service Early Help South	70026	75644	70,000 - 74,999	
Director of Public Health	79,870	107,681	100,000 - 104,999	Role shared with PCC
Safeguarding Manager	49268	53170	50,000 - 54,999	
Democratic Services Manager	49268	53170	50,000 - 54,999	
Head of Service Schools Intervention	70026	75644	70,000 - 74,999	
Commission Manager Waste	58893	63575	55,000 - 59,999	
Group Manager Transport Strategy and Funding	58893	63575	55,000 - 59,999	
Business Systems Service & Support Manager	49268	53170	50,000 - 54,999	
				Total remuneration was above the top of the grade due to payments received in
Senior Social Worker	38447	41412	55,000 - 59,999	addition to basic salary (AMHP allowance, Shift allowance and Additional hours)
Business Intelligence Manager Research	49268	53170	50,000 - 54,999	
Educational Psychologist	38,197	56,554	55,000 - 59,999	
Senior Educational Psychologist ASC, SLCN	51,538	64,577	55,000 - 59,999	
Team Leader Highway Projects	49268	53170	50,000 - 54,999	
Head of IT & Digital Service	70026	75644	70,000 - 74,999	
Senior Adviser for Leadership	58893	63575	55,000 - 59,999	
HR Business Partner	49268	53170	50,000 - 54,999	
Head of Service Early Help North	70026	75644	75,000 - 79,999	
				Total remuneration was above the top of the grade due to payments received in addition to basic salary (Overtime)
Emergency Planning Manager	49268	53170	55,000 - 59,999	
Deputy Director Public Health	69,970	86,631	85,000 - 89,999	Role shared with PCC
Manager Grahams Water Centre	49268	53170	50,000 - 54,999	
Strategic Finance Manager	58893	63575	55,000 - 59,999	

HR Business Partner	49268	53170	50,000 - 54,999	
Head of Commissioning Adult Social Care	78714	90393	75,000 - 79,999	Role shared with PCC Total remuneration is lower than the bottom of the post holder's current grade as
Strategic Education Capital Programme Manager	58893	63575	50,000 - 54,999	
Head of Impact and Recovery	58893	63575	55,000 - 59,999	
Senior Delivery Project Manager	49268	53170	50,000 - 54,999	the post holder moved to a higher graded post part way through the year.
Head of Service Countywide and LAC	70026	75644	75,000 - 79,999	
Strategic Finance Manager	58893	63575	60,000 - 64,999	Total remuneration is lower than the bottom of the post holder's current grade as
Alternative Education and Inclusion Manager - CCC and PCC	58893	63575	50,000 - 54,999	the grade for the role increased part way through the year.
Senior Delivery Project Manager	49268	53170	50,000 - 54,999	
Youth Offending Service Manager	49268	53170	50,000 - 54,999	
Client Premises Manager, Maintenance	43597	46875	50,000 - 54,999	
Operational Lead, Provider Services	49268	53170	50,000 - 54,999	
District Manager Safeguarding	49268	53170	50,000 - 54,999	
Head of Adult Safeguarding, Quality & Practice, CCC and PCC	70026	75644	70,000 - 74,999	Role shared with PCC
Service Director Commissioning	120683	138178	120,000 - 124,999	Role shared with PCC
Lead Service Manager Operations	58893	63575	60,000 - 64,999	
Greater Cambridge Partnership Transport Director	106800	124296	120,000 - 124,999	
Director of Education	120683	138178	125,000 - 129,999	Role shared with PCC
Waste Partnership Manager	49268	53170	50,000 - 54,999	The Partner Authorities jointly support GCP. The majority of the GCP funding comes from a central government grant. This post has remuneration that is higher than the top of the pay scale for the position due to additional elements of pay received on top of basic salary This post is part of the Greater Cambridgeshire Partnership. The Partner Authorities jointly support GCP. The majority of the GCP funding comes from a central government grant.
Chief Executive Greater Cambridge Partnership, Rachel Stopard	128264	151599	£169,999	
Head of Strategy and Programme	70026	75644	70,000 - 74,999	
Commercial Manager	49268	53170	50,000 - 54,999	Total remuneration was above the top of the grade due to payments received in addition to basic salary (Market Supplement)
Strategic Audit Manager	58893	63575	65,000 - 69,999	
Head of Service Adults Integration	58893	63575	60,000 - 64,999	
Opportunity Area Programme Manager	49268	53170	50,000 - 54,999	This post is part of the Greater Cambridgeshire Partnership. The Partner Authorities jointly support GCP. The majority of the GCP funding comes from a central government grant. Role shared with PCC
Head of Communications	58893	63575	60,000 - 64,999	
Service Director, Legal and Governance	96220	107899	100,000 - 104,999	Role shared with PCC
Lead Practice Improvement Manager	58893	63575	60,000 - 64,999	
Joint Executive Director, Place & Economy	128264	151599	145,000 - 149,999	Role shared with PCC
One Public Estate Programme Manager	49268	53170	50,000 - 54,999	Total remuneration is lower than the bottom of the post holder's current grade due to a pay increase part way through the year
Head of IT Services (LGSS)	70026	75644	65,000 - 69,999	
Head of Adult Learning & Skills	70026	75644	75,000 - 79,999	
Head of Libraries & Community Services	58893	63575	55,000 - 59,999	
IT Strategy Programme Manager	70026	75644	75,000 - 79,999	
Commissioning Team Manager Lifestyles and Primary Care	49268	53170	50,000 - 54,999	Total remuneration is lower than the bottom of the post holder salary as they started employment with CCC part way through the year Total remuneration is lower than the bottom of the post holder salary as they started employment with CCC part way through the year Total remuneration is lower than the bottom of the post holder salary as they started employment with CCC part way through the year
Assistant Director - Property	87456	99136	65,000 - 69,999	
Head of Commissioning Commercial	87456	99136	55,000 - 59,999	Total remuneration is lower than the bottom of the post holder salary as they were employed for part of the year
Consultant in Public Health	79,870	107,681	50,000 - 54,999	Role shared with PCC
Head of Transformation	70026	75644	60,000 - 64,999	Total remuneration was above the top of the grade due to payments received in addition to basic salary (Additional Hours, Enhanced Hours and Market Supplement)
Assistant Director IT & Digital Services	87456	99136	90,000 - 94,999	
Partnerships and Service Development Manager	49268	53170	50,000 - 54,999	
Business Manager Growth and Development	49268	53170	55,000 - 59,999	

#### 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