

Leicester City Council

Pay Policy Statement 2014/15

1.0. Introduction and Purpose

- 1.1 Section 38(1) of the Localism Act 2011 requires all local authorities in England and Wales to produce and publish a Pay Policy Statement for each financial year from 2012/13 onwards. Leicester City Council published its initial Pay Policy Statement on 1st April 2012. The principle behind this requirement is to increase transparency and accountability in local approaches to public sector pay, particularly in respect of senior staff by enabling public scrutiny.
- 1.2 As specified in the Act, this requirement does not extend to schools and therefore, the Statement does not include school based employees.
- 1.3 Leicester City Council's Pay Policy Statement is set out in accordance with the mandatory requirements of the Localism Act and also takes account of The Code of 'Recommended Practice for Local Authorities on Data Transparency' and the supplementary guidance issued in February 2013 . It sets out information on the council's Pay and Conditions of Service for its chief officers and the wider workforce.
- 1.4 The Pay Policy will enable communities to access the information they need to determine whether remuneration, particularly senior remuneration, is appropriate and commensurate with responsibility. In addition, it will ensure that policies on pay and reward of the most senior staff are set clearly within the context of the pay of the wider workforce.
- 1.5 The Pay Policy Statement is approved by the authority's Full Council and is published on the Council's website so that members of the local community have access to it.
- 1.6 The Act recognises that each local authority has the right to determine its own policy towards pay in order to address local priorities, the local market place and its own economic circumstances. However the requirement for the Pay Policy Statement to be approved by Full Council, and encouragement to councils to set up Remuneration Committees to oversee pay policy, involve councillors having a significant role in determining pay. At Leicester City Council, decisions on terms and conditions are made by Employees Committee or the Executive. The Employees Committee serves as the Remuneration Committee.

Context

- 2.1 Leicester City Council is a unitary authority serving the largest city in the East Midlands region with a population of 329,839¹. The Council spends around £1 billion each year. It is the largest employer in the city with a current total workforce of 11,550 full time equivalents and a headcount of 15,860. The Council operates under a Mayoral model of governance.
- 2.2 The Council provides a comprehensive set of local authority services to the population of the city encompassing schools, social services, environmental services, highways, economic regeneration, planning, libraries, museums, revenues and benefits, housing, parks and open spaces amongst others.
- 2.3 Due to the effect of Government cutbacks, plans have been made to reduce spending by £85m per year between 2010/11 and 2014/15. It is forecast that a further £60m per year will be required by 2017/18. The continued cutbacks have led to 163 redundancies in the last financial year and will lead to further redundancies in 2014/15 and beyond as organisational reviews take place to ensure the Council's services are aligned to the needs of the local community.
- 2.4 In 2013/14, the Council became responsible for the delivery of public health services. Some new responsibilities are mandatory, whilst others are to be applied in response to local need. In practice, the Council has wide discretion to discharge its duties as it sees fit. To enable the Council to deliver its responsibilities, a ring-fenced grant of £22m will be received in 2014/15. In April 2013, responsibility for public health commissioning and promotion transferred from Primary Care Trusts (PCTs) to local authorities. The statutory transfer placed a new duty on local authorities to promote the health of their population and as a result, 24 Public Health staff transferred to the Council. Those colleagues continue to be employed on NHS terms and conditions which differ to those of the Council. For this reason some or all of this pay policy statement may not apply to those public health staff whose pay may fall under the definition of chief officer.
- 2.5 Following the senior management review in 2012, the new structure and reduced pay bands have been successfully embedded. There are now 1 Chief Operating Officer, 3 Strategic Director and 16 Divisional Director posts in the revised senior management structure. The pay protection arrangements in place during 2013/14 expired in January 2014.
- 2.6 A key requirement of the Act is to set senior pay in the context of pay of the wider workforce, and specifically its lowest paid staff. The pay of most staff covered by this Pay Policy is governed primarily by a pay structure and associated terms and conditions of service which were implemented in March 2011 for all staff covered by the National Joint Council for Local Government Services (c12,173 staff by headcount).

2.7

¹ Source: Office of National Statistics Census 2011

3 Scope and Definitions

3.1 This Pay Policy Statement covers all Leicester City Council employees except those employed in schools, apprentices and casual workers.

3.2 The Statement includes policies on:

- a) The level and elements of remuneration for Chief Officers
- b) The remuneration of lowest paid employees
- c) The relationship between the remuneration of Chief Officers and other officers
- d) Other aspects of Chief Officer remuneration

3.3 Remuneration in the context of the Localism Act is defined widely to include salary, bonuses, performance related pay, allowances, fees, benefits in kind and contractual arrangements relating to any possible future severance payments.

3.4 The definition of Chief Officer includes Head of Paid Service*, Strategic Directors and Divisional Directors.

*The Council no longer has a post of Chief Executive but is still legally required to have a Head of Paid Service.

3.5 The Council's senior management structure is made up of the following posts:

- Head of Paid Service x 1
- Strategic Director x 3
- Divisional Director x 16

The current senior management structure can be found here <http://www.leicester.gov.uk/your-council-services/council-and-democracy/senior-management-team/>.

3.6 The policy for each group is set out in the following sections.

4 Senior Pay

4.1 Head of Paid Service

Under the Mayoral Model, the Council retains a statutory role of Head of Paid Service. The salary range for this post is £123,231 - £127,485 pa (two incremental points) which reflects the reduced scope and size of the responsibilities under this model compared with those of the former Chief Executive role for which the salary range was £147,737 - £189,102. There are no additional performance, bonus or ex gratia payments applicable to this role.

The pay protection arrangements for the post of Head of Paid Service expired in January 2014.

4.2 Strategic and Divisional Directors

In 2012, there was a review of Strategic and Divisional Directors pay which resulted in a reduction of the maxima of the salary ranges as shown in the table below. At the time of updating this statement the pay scale for Chief Officers remains the same as 2013/14.

Post	Current	Previous
Strategic Directors	£110,484	£110,484
	£114,735	£114,735
	£118,983	£118,983
Divisional Directors	£76,725	£76,725
	£79,674	£79,674
	£82,626	£82,626
	£85,575	£85,575

The two year-pay protection arrangement previously in place for some Strategic and Divisional Directors expired in January 2014 and this has resulted in a significant reduction in pay for these Directors.

The post of Strategic Director, Adult Social Care, Health and Housing previously covered on a secondment basis has now been recruited to, whilst the post of Strategic Director, Children's Services is currently being covered under an interim arrangement. There are currently 1 Strategic and 2 Divisional Director posts vacant and recruitment to these posts is currently underway.

Appendix 1 details each Chief Officer's substantive salary range and current salary.

The conditions of service for Strategic and Divisional Directors are in accordance with the Joint Negotiating Committee for Chief Officers Agreement and the local terms and conditions which apply to other staff. Directors do not receive performance related pay, bonuses, benefits in kind or any other additional payments. Those who so wish may have access to workplace car parking at a cost of £870 pa, deducted through a salary sacrifice arrangement, this arrangement is also in place for the wider workforce.

Officers at this level are expected to work those hours necessary to fulfil their duties without additional pay. They receive no additional payments for overtime, standby etc.

4.3 Placing on Grades and Incremental Progression

Appointments to both Strategic and Divisional Director grades are normally made on the minimum point of the salary range, unless an appointee is already on a higher salary in which case placing on the grade will reflect this. The only other factor normally taken into account is market forces where necessary. However, market supplements above the grade of the post are not normally awarded at this level. Decisions on placement within the grade are normally taken by the most senior manager involved in the selection process, who may consult the relevant Assistant Mayor if required.

Progression through the grade is by one increment on 1st April each year, subject to satisfactory performance, until the maximum of the grade is reached.

4.4 Fees

The only Chief Officer who receives fees is the Returning Officer who receives payment in line with the guidelines supplied by the Electoral Commission. The Returning Officer is the Director of Delivery, Communications and Political Governance.

4.5 Termination Payments

The Council's policy on termination payments is the same for all staff.

Redundancy payments are based on the number of weeks' pay staff are entitled to in accordance with statute, with reference to their age and length of service, using an actual week's pay. The Council does not pay enhanced redundancy payments for any staff under the Discretionary Payments Regulations.

In terms of early retirement, the Council's normal position is not to top up pension benefits but it will consider requests to do so on a case by case basis. This approach applies to all staff – there are no special arrangements for senior staff. However, the Council reserves the right to enter into settlement agreements for staff in exceptional circumstances.

Where the cost of redundancy pay plus the capital cost associated with the early release of pension is £60k or more, early retirement is subject to approval by the Head of Paid Service and the Director of Delivery, Communications and Political Governance in consultation with the City Mayor.

The Council has provisions for flexible retirement and for early retirement on compassionate grounds where the employee needs to provide care for a family member for two years or more. The Council does not award additional membership under Regulation 12.

4.6 Comparison of Senior Pay with Similar Authorities

Geographically, the nearest unitary councils are Derby, Nottingham and Coventry City Councils. A comparison of Leicester's chief officers salary ranges against the salary ranges for similar posts in these authorities is shown in the table below. It should be noted that actual posts and structures vary between authorities and none of these other City Councils is a Mayoral authority. For this reason no comparative salaries are included for Head of Paid Service (as the other Councils have a Chief Executive).

Authority	Top tier – Strategic Directors	Second tier – Divisional Directors
Leicester	£110,484 - £118,983	£76,725 - £85,575
Nottingham	£120,000 - £144,653	£66,765 - £89,017
Derby	£108,084 - £118,890	£67,689 - £79,983
Coventry	£90,462 - £124,295	

The comparison table shows that Leicester has a lower maximum salary for both tiers than Nottingham and Coventry. At present, due to the ongoing insecurity of employment caused by public sector cut-backs, this may not prove a major issue in terms of retention. However, in light of the expiration of pay protection for those staff previously in receipt of this, retention may now become an issue in some cases. Much will depend on the state of the employment market for senior roles and the nature of the role occupied.

4.7 Value for Money

One of the key issues underlying the requirement to produce a Pay Policy Statement is consideration of whether senior pay levels represent value for money. What do officers provide in return for these levels of remuneration?

Leicester is a large unitary authority spending over £1 billion each year. It has a workforce of 15,860 headcount, (full time equivalent 11,550 in total and a headcount of 7778 / 6306 full time equivalent non-school staff). Both Strategic and Divisional Directors have significant responsibilities for the delivery of the services under their control using the workforces and budgets they are responsible for. They advise the City Mayor and elected members on council decisions and on the future direction of the authority, guide major projects, plan and deliver a wide range of council services, are responsible for the effective performance of their service area, lead on complex changes, make tough day to day decisions on 'doing more with less' in an extremely challenging economic environment of cut-backs and commission services from others.

Most are responsible for large numbers of staff or manage highly complex technical areas with smaller staff complements. The numbers of staff managed are included in Appendix 1. Some senior roles hold statutory responsibilities, such as the Head of Paid Service, Section 151 Officer role (in

charge of the council's finances) and the Monitoring Officer role, or responsibilities for safeguarding vulnerable adults or children.

Strategic Directors, with the City Mayor and the Executive, are responsible for setting out a strategic vision for the way forward for the service areas under their control and providing clear leadership to the organisation. Strategic Directors also provide effective management for their departments. Some senior roles focus around partnership working and relationship management with external partners to integrate strategy, maximise effective use of resources or to facilitate or deliver shared agenda.

Strategic Directors are responsible for overseeing large departments and Divisional Directors manage the divisions within departments. The size of budgets varies according to the nature of the service. Details of divisional budgets are attached at Appendix 2.

The job descriptions for all these roles are available at <http://www.leicester.gov.uk/PayPolicyandDirectorsJD> . The management competencies for Divisional Directors are set out in Appendix 3.

5 The Wider Workforce

- 5.1 Senior pay needs to be set in the context of the pay policy in relation to the rest of the workforce. The Council's current pay structure for all staff covered by the National Joint Council for Local Government Services and the Joint Negotiating Committee for Local Authorities Craft and Associated Employees results from a pay and grading review which was implemented in March 2011, with effect from 1st July 2010. The structure, which covers the majority of non-schools staff including Heads of Service, has 15 grades – see Appendix 4. The grading of jobs is determined through job evaluation, using a scheme which is compliant in terms of equal pay for equal value principles. The top salary is £61,757 pa.
- 5.2 Each grade has four increments apart from Grade 1 which has six. Employees are normally appointed to the minimum point of the grade and progress through the grade by one increment on 1st April each year, subject to satisfactory performance, until the maximum of the grade is reached. Sometimes, for market reasons, employees are appointed above the minimum point. Accelerated increments may also be awarded for exceptional performance.
- 5.3 The lowest salary in the structure – the minimum point of Grade 1 – is £12,266 pa or £6.35 per hour. On 1 April 2013, the Council adopted the 'Living Wage' resulting in a minimum hourly rate of £7.45. This was recently increased to £7.65 which equates to an annual salary of £14,759. This is paid via a supplement to all employees on points 1 to 7 of the pay scale, a total of 1,109 by headcount (of which 579 are in schools) – approximately 7% of the total workforce.

5.4 The Council offers a wide range of training courses and post-entry qualification training to assist staff to progress in their careers. Managers are encouraged to develop career ladders linked to achieving relevant competencies, work of the relevant level and financial provision being available. The staff and management competencies developed in 2011 are attached at Appendix 3.

5.5 The following local provisions for staff remain in place for certain posts:

- Overtime payment at plain time or time and a third
- Payment at time and a third for work at night, on Saturday and on Sunday
- Payment at time and a third plus time off in lieu for work on a bank holiday
- Standby allowance of £100 per week

The above represents an overall reduction in the level of allowances previously paid enabling the new basic pay to be affordable. Full details of the relevant terms and conditions of service resulting from the pay and grading review can be found here <http://www.leicester.gov.uk/your-council-services/council-and-democracy/key-documents/conditions-of-service/>.

5.6 Market Pay

Sometimes job evaluation results in a salary range which is below the market rate for a particular role. Where managers find difficulty with recruitment and retention because of this they may put forward a business case to the Market Pay Working Group which considers both this and independent market pay data in determining whether it is appropriate to award a market supplement. Market supplements are based on lower, median or upper quartile market pay data figures (or a level between these values) depending on the evidence and are reviewed every two years.

5.7 In addition to those staff covered by the pay and conditions described above a small proportion of the non-schools workforce is covered by national pay scales for teachers, educational improvement professionals; educational psychologists, young people's/community service managers and youth and community workers.

6 Relationship of Senior Pay to the Pay of the Wider Workforce

The Hutton Report on Fair Pay recommended that local authorities should publish the ratio of top earner to the median earner in the authority (excluding schools staff and apprentices). At Leicester City Council the ratio, based on a median salary of £21,519, was 6.5:1 in 2013/14. The ratio based on top earner's salary of £127,485 to median earner's salary of £21,734 is 5.87:1 for 2014/15. The Council monitors and updates this ratio each year in its Pay Policy.

7 Pension Issues

- 7.1 All staff belonging to the Local Government Pension Scheme (LGPS) make contributions to the scheme based on their salary level as illustrated below:

LGPS Contribution Band (with effect from 1 April 2013)	Salary Range	Contribution Rate
1	£0-£13,700	5.5%
2	>£13,701-£16,100	5.8%
3	>£16,101-£20,800	5.9%
4	>£20,801-£34,700	6.5%
5	>£34,701-£46,500	6.8%
6	>£46,501-£87,100	7.2%
7	More than £87,100	7.5%

- 7.2 The Council makes employer's contributions to the scheme at a current rate of 18.7%.
- 7.3 The Council's approach to termination payments is set out in paragraph 4.5 and is the same for staff at all levels.
- 7.4 If a former employee in receipt of a pension rejoins the Council pension is not normally abated except where the employee has been granted added years. In this case if new earnings plus existing pension exceed previous salary, then abatement applies.

8 Disclosure

This Pay Policy Statement will be published on the Council's website. The Council already publishes details of all staff in scope of this Policy Statement paid above £58,200.

9 Review

The Pay Policy Statement will be updated annually as required by the Localism Act.

Chief Officers Salaries

Appendix 1

Name	Post Title	Salary Range		Employees (FTE)		Current Salary
		Minimum	Maximum	Central	Schools	
Head of Paid Service						
MR ANDREW KEELING	Chief Operating Officer	123,231	127,485	6314	5245	127,485
Strategic Directors						
MR FRANCIS JORDAN	Strategic Director City Dev & N'Hoods	110,484	118,983	1591		118,983
MS DEBORAH WATSON	Strategic Director Adult Social Care & Health	110,144	110,144	2028		110,144
INTERIM AGENCY COVER	Strategic Director Childrens Services	110,484	118,983	1649	5245	N/A
Divisional Directors						
MR KAMAL ADATIA	City Barrister & Head of Standards	79,674	85,575	78		62,447
MS ANN BRANSON	Director of Housing	79,674	85,575	993		85,575
MS TRACY REES	Director Care Services & Commissioning	79,674	85,575	449		85,575
MRS PAMELA CRAIG	Director Information & Customer Access	79,674	85,575	314		85,575
MS RUTH LAKE	Director of Adult Social Care & Safeguar	79,674	85,575	561		85,575
MR ANDREW SMITH	Director Planning Transport & Econ Dev	79,674	85,575	297		85,575
MS MARGARET ANNE LIBRERI	Director of Learning Services	79,674	85,575	400		85,575
MRS MIRANDA CANNON	Director Delivery Comms & Political Gov	79,674	85,575	245		85,575
MS ELIZABETH BLYTH	Director Culture & Neighbourhood Serv'	79,674	85,575	423		85,575
MR ANDY SMITH	Director Childrens Soc Care & Safeguardi	79,674	85,575	811		85,575
MR MARK LLOYD	Director of Investment	79,674	85,575	199		82,626
MRS ALISON GREENHILL	Director of Finance	79,674	85,575	424		82,626
MS SARAH HARRISON	City Centre Director	63,945	68,853	2		68,853
VACANT	Director of Young People's Services	79,674	85,575	430		N/A
VACANT	Director of Environmental & Enforcement Services	79,674	85,575	661		N/A
MR RODNEY MOORE	Divisional Director of Public Health	85,535	85,535	15		85,535

Divisional & Departmental Budgets 2014/15

APPENDIX 2

	£000s
Environmental & Enforcement Services	26,320.1
Culture & Neighbourhood Services	15,251.2
Planning, Transportation & Economic Development	20,754.5
City Centre	485.7
Property Services	7,113.1
Departmental Overheads	855.0
City Development & Neighbourhoods Total	70,779.6
Adult Social Care & Safeguarding	65,957.4
Care Services & Commissioning	24,269.3
Housing	5,610.7
City Public Health & Health Improvement	13,453.0
Public Health grant income	(21,995.0)
Adult Social Care & Housing	87,295.4
Young People's Support	19,611.7
Learning Services	5,031.1
Children's Social Care & Safeguarding	36,542.9
Adult Skills & Learning Service	(889.5)
Departmental Resources	(6,593.3)
Education & Children's Services	53,702.9
Delivery, Communications & Political Governance	11,565.00
Financial Services	8,616.60
Information Services	8,237.10
Legal Services	2,048.10
Corporate Resources	30,466.80
GRAND TOTAL	242,244.7

Local Government Pay Grade Structure 2013-2014

Appendix 4

LG Band	SCP	Annual £
1	1	12266.00
	2	12435.00
	3	12614.00
	4	12915.00
	5	13321.00
	6	13725.00
2	7	14013.00
	8	14880.00
	9	15189.00
	10	15598.00
3	11	15882.00
	12	16215.00
	13	16604.00
	14	16998.00
4	15	17333.00
	16	17980.00
	17	18638.00
	18	19317.00
5	19	19817.00
	20	20400.00
	21	21067.00
	22	21734.00
6 (1 month notice)	23	22443.00
	24	23188.00
	25	23945.00
	26	24892.00
7 (2 month notice)	27	25727.00
	28	26539.00
	29	27323.00
	30	28127.00
8 (2 month notice)	31	28922.00
	32	29528.00
	33	30311.00
	34	31160.00
9 (2 month notice)	35	32072.00
	36	33128.00
	37	33998.00
	38	34894.00
10 (3 month notice)	39	35784.00
	40	36676.00
	41	37578.00
	42	38422.00
11 (3 month notice)	43	39351.00
	44	40254.00
	45	41148.00
	46	42032.00
12 (3 month notice)	47	43,102
	48	44,173
	49	45,239
	50	46,312
13 (3 month notice)	51	47,478
	52	48,651
	53	49,814
	54	50,985
14 (3 month notice)	55	52,263
	56	53,550
	57	54,840
	58	56,119
15 (3 month notice)	59	57,468
	60	58,863
	61	60,294
	62	61,757

Forename	Surname	Post Long Desc	Salary Range
ANDREW	KEELING	Chief Operating Officer	125,000 - 129,999
FRANCIS	JORDAN	Strategic Director City Dev & Neighbourhoods	115,000 - 119,999
DEBORAH	WATSON	Strategic Director Adult Social Care & Health	110,000 - 114,999
KAMAL	ADATIA	City Barrister & Head of Standards	85,000 - 89,999
ANN	BRANSON	Director of Housing	85,000 - 89,999
TRACY	REES	Director Care Services & Commissioning	85,000 - 89,999
PAMELA	CRAIG	Director Information & Customer Access	85,000 - 89,999
ELIZABETH	BLYTH	Director Culture & Neighbourhood Services	85,000 - 89,999
RUTH	LAKE	Director of Adult Social Care & Safeguarding	85,000 - 89,999
ANDY	SMITH	Director Childrens Soc Care & Safeguarding	85,000 - 89,999
ANDREW	SMITH	Director Planning Transport & Econ Development	85,000 - 89,999
MARGARET	LIBRERI	Director of Learning Services	85,000 - 89,999
MIRANDA	CANNON	Director of Delivery Communications & Political Governance	85,000 - 89,999
RODNEY	MOORE	Director of Public Health	85,000 - 89,999
ALISON	GREENHILL	Director of Finance	80,000 - 85,999
MARK	LLOYD	Director of Investment	80,000 - 85,999
IVAN	BROWNE	Consultant in Public Health	80,000 - 85,999
JOANNE	ATKINSON	Consultant in Public Health	80,000 - 85,999
PETER	CHILVERS	Chief Executive SDSA	75,000 - 79,999
SARAH	HARRISON	City Centre Director	65,000 - 69,999
STEPHANIE	HOLLOWAY	Head of HR	65,000 - 69,999
JULIE	O'BOYLE	Consultant in Public Health	80,000 - 85,999
HELEN	DONNELLAN	Head of Inward Investment	65,000 - 69,999
STEPHEN	DIBNAH	Director Sustainable Economic Growth	60,000 - 64,999
CAROLINE	JACKSON	Head of Revenue & Benefits	60,000 - 64,999
SUKHBINDER	SUPRIA	Head of Service	60,000 - 64,999
CHRISTOPHER	BURGIN	Head of Service	60,000 - 64,999
DAVID	THRUSSELL	Head of Youth Offending Service	60,000 - 64,999
IAN	CRAIG	Head of Service	60,000 - 64,999
MARTIN	CLEWLOW	Head of Service	60,000 - 64,999
KAREN	MANVILLE	Head of Youth Offending Service	60,000 - 64,999
MARLO	VALENTE	Head of Enterprise Services	60,000 - 64,999
ANTHONY	SKIDMORE	Head of Business Application Support	60,000 - 64,999

MICHEL	LAURENT-REGISSE	Manager School Improvement	60,000 - 64,999
PHILIP	DRABBLE	Manager School Improvement	60,000 - 64,999
JULIE	DALE	Manager School Improvement	60,000 - 64,999
JOSEPH	DAWSON	Service Manager PEP	60,000 - 64,999
BEENA	ADATIA	Principal Solicitor (Commercial & Contracts)	60,000 - 64,999
JOHN	DOYLE	Head of Information Assurance	60,000 - 64,999
SARAH	KHAWAJA	Principal Solicitor (Regulatory)	55,000 - 59,999
PAUL	ATREIDES	Principal Solicitor (Emp, Edu & Litigat)	60,000 - 64,999
PRETTY	PATEL	Principal Solicitor (Social Care/Safegu)	60,000 - 64,999
KAREN	HOLMAN	Advisor School Improvement	55,000 - 59,999
VIVIEN	HYDE	Advisor School Improvement	55,000 - 59,999
GEOFFREY	MARSTON	Advisor School Improvement	55,000 - 59,999
MARK	CORDELL	Advisor School Improvement	55,000 - 59,999
VIJAY	DESOR	Head of Service	60,000 - 64,999
MARTIN	FLETCHER	Head of Highways	55,000 - 59,999
ANTHONY	EDESON	Head of Internal Audit & Risk Management	55,000 - 59,999
NEIL	BAYLISS	Head of Procurement	55,000 - 59,999
RICHARD	HARTLEY	School Improvement Adviser	55,000 - 59,999
SIMON	NICHOLLS	Head of Service	60,000 - 64,999
DAVINDER	DHESI	Senior Educational Psychologist	55,000 - 59,999
STEVEN	WESTON	Head of Waste Management	55,000 - 59,999
MICHAEL	RICHARDSON	Head of Planning	55,000 - 59,999
MARK	WILLS	Head of Transport Strategy & Programmes	55,000 - 59,999
MICHAEL	BROSTER	Head of Regulatory Service	55,000 - 59,999
ROMAN	LESZCZYSZYN	Head of Regulatory Service	55,000 - 59,999
SARAH	LEVITT	Head of Arts & Museums	55,000 - 59,999
ANN	CARTER	Head of Service (Early Prevention)	55,000 - 59,999
MALCOLM	GRANGE	Head of Regulatory Service	55,000 - 59,999
SUSAN	WELFORD	Head of Service Transf/Commiss/Intervent	55,000 - 59,999
STEVEN	BARBER	Programme Manager (Business Change)	55,000 - 59,999
MIKE	DALZELL	Head of Economic Regeneration	55,000 - 59,999
CHERIEL	O'NEILL	Head of Service Looked After Children	55,000 - 59,999
JANIS	WARREN	HOS (Removing Barriers/Improving Access)	55,000 - 59,999
ANASTASIA	ANDRE-WARREN	Senior Educational Psychologist	55,000 - 59,999

PAUL	RIDDICK	Senior Educational Psychologist	55,000 - 59,999
JASMINE	NEMBARD-FRANCIS	Head of Service Children in Need	50,000 - 55,000
KATHERINE	GALOPPI	Head of Commissioning	50,000 - 55,000
GWENDOLINE	DOSWELL	Programme Manager (Adult Soc Care Trans)	50,000 - 55,000
MARIE	ALLISON	Service Manager SNTS	50,000 - 55,000
KERRY	GRAY	Head of Adult Skills & Learning Services	50,000 - 55,000
CHARLOTTE	MCGRAW	Programme Manager (Housing)	50,000 - 55,000
KAMAL	KOTECHA	Server Manager	50,000 - 55,000
DOUGLAS	STEWART	Specialist Senior Education Psychologist	50,000 - 55,000
JOANNA	CHARLESWORTH	VESA Co-ordinator	50,000 - 55,000
STEPHEN	GODDARD	Head of Community Services	50,000 - 55,000
ENID	GRANT	Head of Employment Service Centre	50,000 - 55,000
KAREN	DAWSON	Service Manager (Duty & Advice)	50,000 - 55,000
SARAH	MORRIS	Head of Service (Localities)	50,000 - 55,000
ASHRAF	OSMAN	Head of Service (Localities)	50,000 - 55,000
JAGJIT	BAINS	Head of Independent Living	50,000 - 55,000
REBECCA	SMALL	Service Manager (Looked After Children)	50,000 - 55,000
NEIL	GAMBLE	Head of Estates & Asset Strategy	50,000 - 55,000
JANE	BOULTON	Head of Qual Prac & Service Improvement	50,000 - 55,000
MICHAEL	EVANS	Service Manager (Placement Commissioning)	50,000 - 55,000
SONIA	GRANT	Service Manager (Children in Need)	50,000 - 55,000
SANDRA	HOLYOAKE	Service Manager	50,000 - 55,000
JULIE	JORDAN	Service Manager (LAC / IRO Service)	50,000 - 55,000
MARY	MCCAUSLAND	Head of Care Services	50,000 - 55,000
CATHERINE	MORIARTY	Service Manager (Child Prot/Allegations)	50,000 - 55,000
LYNN	WYETH	Information Governance Manager	50,000 - 55,000
BINDU	PARMAR	Head of Service Localities	50,000 - 55,000
FEROZA	LADD	Service Manager	50,000 - 55,000
STEVEN	PARKER	Service Manager	50,000 - 55,000
MARK	TINGLEY	Service Manager (Family Placement/Supp)	50,000 - 55,000
ADRIAN	WILLS	Head of Libraries & Information Services	50,000 - 55,000
CHRISTOPHER	FALLON	Head of Service Learn Qual & Impr 11-19	50,000 - 55,000
CHEटना	PATEL-LIBURD	Head of Service TLE Strategy	50,000 - 55,000
CATHY-ELLEN	DOBB	Head of Service School Organisation & Assets	50,000 - 55,000

STEPHEN	VICKERS	Head of Safeguarding for Adult Soc Care	50,000 - 55,000
MANDIP	RAI	Head of LLEP Support	50,000 - 55,000
NEIL	RYRIE	Senior Educational Psychologist (Ac&PT)	50,000 - 55,000
MARK	LAMBELL	Assistant Director SDSA	50,000 - 55,000

Senior Management
Structure LCC
July 2014

Andy Keeling
Chief Operating Officer
Andy.Keeling@leicester.gov.uk
(Permanent)
Grade: UCOC
Salary: 125,000 – 130,000
Salary ceiling: 127,485

Frank Jordan
Strategic Director City Development
& Neighbourhoods
Frank.Jordan@leicester.gov.uk
(Permanent)
Grade: UCOR/S
Salary: 115,000 – 120,000
Salary ceiling: 118,983

Deb Watson
Strategic Director Adult Social Care
& Health
Deb.Watson@leicester.gov.uk
(Permanent)
Grade: UCOR/S
Salary: 110,000 – 115,000
Salary ceiling: 110,144

Vacant
Strategic Director
Education & Children's Services
Grade: UCOC/S
Salary: 110,000 – 120,000
Salary ceiling: N/A

Andrew L. Smith
Director
Planning, Transportation &
Economic Development
Andrew.L.Smith@leicester.gov.uk
(Permanent)
Grade: UCOC/T
Salary: 75,000 – 90,000
Salary ceiling: 85,575

Ruth Lake
Director
Adult Social Care & Safeguarding
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(Permanent)
Grade: UCOC/T
Salary: 75,000 – 90,000
Salary ceiling: 85,575

Andy Smith
Director
Children, Young People & Families
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(Permanent)
Grade: UCOC/T
Salary: 75,000 – 90,000
Salary ceiling: 85,575

Alison Greenhill
Director
Finance
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(Permanent)
Grade: UCOC/T
Salary: 75,000 – 90,000
Salary ceiling: 85,575

Sarah Harrison
Director
City Centre
Sarah.M.Harrison@leicester.gov.uk
(Permanent)
Grade: UCOE
Salary: 60,000 – 70,000
Salary ceiling: 68,853

Tracie Rees
Director
Care Services & Commissioning
(ASC)
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Grade: UCOC/T
Salary: 75,000 – 90,000
Salary ceiling: 85,575

Margaret Libreri
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Learning, Quality & Performance
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Salary: 75,000 – 90,000
Salary ceiling: 85,575

Jill Craig
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Information & Customer Access
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(Permanent)
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Salary: 75,000 – 90,000
Salary ceiling: 85,575

Mark Lloyd
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Investment
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(Permanent)
Grade: UCOC/T
Salary: 75,000 – 85,000
Salary ceiling: 85,575

Rod Moore
Divisional Director
Public Health
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(Permanent)
Salary: 75,000 – 90,000
Salary ceiling: 85,535

Vacant
Director
Strategic Commissioning &
Business Development
Grade: UCOC/T
Salary: 75,000 – 90,000
Salary ceiling: N/A

Miranda Cannon
Director
Delivery, Communications &
Political Governance
Miranda.Cannon@leicester.gov.uk
(Permanent)
Grade: UCOC/T
Salary: 75,000 – 90,000
Salary ceiling: 85,575

Vacant
Director
LLEP
Grade: UCOC/T
Salary: 75,000 – 85,000
Salary ceiling: N/A

Liz Blyth
Director
Culture & Neighbourhood Services
Grade: UCOC/T
Liz.Blyth@leicester.gov.uk
(Permanent)
Salary: 75,000 – 90,000
Salary ceiling: 85,575

Kamal Adatia
City Barrister & Head of Standards
Kamal.Adatia@leicester.gov.uk
(Permanent)
Grade: UCOC/T
Salary: 60,000 – 65,000
Salary ceiling: 85,575

Vacant
Director
Local Services & Enforcement
Grade: UCOC/T
Salary: 75,000 – 90,000
Salary ceiling: N/A

Helen Donnellan
Head of Inward Investment
Grade: UCOE
Helen.Donnellan@leicester.gov.uk
(Permanent)
Salary: 60,000 – 70,000
Salary ceiling: 68,853

Ann Branson
Director
Housing
Ann.Branson@leicester.gov.uk
(Permanent)
Grade: UCOC/T
Salary: 75,000 – 90,000
Salary ceiling: 85,575