

Job title	Salary (£)	Expenditure (£)	Income (£)	Net Budget (£)	Services
Accommodation Projects Manager	50,000 - 54,999	717,000	0	717,000	Transport Delivery
Adult Social Care Connect Team Manager	50,000 - 54,999	1,155,230	0	1,155,230	Adult Social Care
Advisor - ADM, Adoption and Fostering	50,000 - 54,999	-	0	-	Safeguarding/Children's Services
Analyst Developer	50,000 - 54,999	-	0	-	IT
Analyst Developer	50,000 - 54,999	-	0	-	IT
Application Support & Development Team Lead (Client / People Systems)	50,000 - 54,999	-	0	-	IT
Application Support & Development Team Lead (Enabling Systems)	55,000 - 59,999	-	0	-	IT
Application Support & Development Team Lead (Finance and business)	50,000 - 54,999	-	0	-	IT
Business Manager	50,000 - 54,999	-	0	-	Business Management
Capital & Treasury Manager	55,000 - 59,999	-	0	-	Finance
Chief Executive	185,999 - 189,999	808,656,968	-467,617,396	341,039,571	Chief executive
Child Protection Advisor	55,000 - 59,999	-	0	-	Safeguarding/Children's Services
Children's Resource Service Team Manager	55,000 - 59,999	611,427	0	611,427	Safeguarding/Children's Services
City Development Manager	55,000 - 59,999	-	-127,988	127,988	Property Development
Complex Care & Hospital Discharge Service Manager	60,000 - 64,999	1,579,059	-252,000	1,327,059	Complex Care and Hospital Discharge
Contracted Staff	50,000 - 54,999	-	0	-	Music Services
Contracts & Commercial Services Manager	55,000 - 59,999	7,872,174	-9,300,000	1,427,826	Housing Operations Senior Manager
Corporate Parenting Participation Lead	70,000 - 74,999	-	0	-	Safeguarding/Children's Services
Deputy Director - Children's Social Care Delivery	100,000 - 104,999	71,357,800	-17,109,472	54,248,328	Safeguarding/Children's Services
Deputy Head of Communications	50,000 - 54,999	-	0	-	Communications
Directly Delivered Service Manager	55,000 - 59,999	4,518,300	-216,600	4,301,700	Directly Delivered Services
District Estate Maintenance West	50,000 - 54,999	204,000	0	204,000	Housing Operations Senior Manager
District Housing Manager (Central)	50,000 - 54,999	979,427	-18,000	961,427	Housing
Early Years Manager	55,000 - 59,999	17,122,100	-630,900	16,491,200	Early Years
Educational Psychologist	50,000 - 54,999	-	0	-	Education Psychology
Educational Psychologist	50,000 - 54,999	-	0	-	Education Psychology
Electoral Services Manager	50,000 - 54,999	522,773	0	522,773	Elections
Employment & Logistics Manager	55,000 - 59,999	-	0	-	Housing Operations Senior Manager
Energy Manager	50,000 - 54,999	2,672,663	-185,071	2,487,592	Energy
Estate Regeneration Manager	55,000 - 59,999	13,411,215	-150,000	13,261,215	Asset Management
Executive Assistant to Head of Paid Service	50,000 - 54,999	-	0	-	supports Head of Paid Service
Executive Director - Business Services (Deputy Chief Executive)	135,999 - 139,999	688,773	-433,000	255,773	IT, Customer and Communication, Projects, Legal Services, HR & OD, Business Development
Executive Director - Communities, Culture and Home	135,999 - 139,999	207,459,971	-128,149,671	79,310,299	Oversee all areas of CCH
Executive Director - Finance	135,999 - 139,999	122,806,078	-86,421,348	36,384,730	Finance, Audit, Risk and Insurance, Commercialisation, Supplier Management
Executive Director - Wellbeing (Children & Learning)	150,000 - 154,999	74,014,060	-17,131,272	56,882,788	Safeguarding/Children's Services
Executive Director Place	135,999 - 139,999	27,112,656	-667,100	26,445,556	Executive Director
Finance Business Partner - Adult Social Care	55,000 - 59,999	-	0	-	Finance
Finance Business Partner - Business Services and Finance	55,000 - 59,999	-	0	-	Finance
Finance Business Partner - CCH	50,000 - 54,999	-	0	-	Finance
Finance Business Partner - Children's Social Care	55,000 - 59,999	-	0	-	Finance
Finance Business Partner - Place	50,000 - 54,999	-	0	-	Finance
Fire Safety Programme Manager	55,000 - 59,999	7,071,000	0	7,071,000	Asset Management
FTZ Programme Manager	60,000 - 64,999	6,733,000	0	6,733,000	Green City Programmes
FTZ Theme 1 Lead Programme Manager	55,000 - 59,999	4,231,000	0	4,231,000	Green City Programmes
Green City Lead	55,000 - 59,999	931,450	-161,562	769,888	Green City
Head of Business Operations	70,000 - 74,999	4,675,437	-20,903	4,654,534	Elections, Democratic, Business Support, Meeting Support
Head of City Services	80,000 - 84,999	41,312,525	-14,378,035	22,944,491	Head of Service - City Services
Head of Commercialisation	75,000 - 79,999	166,000	-433,000	267,000	Commercialisation
Head of Consumer Protection & Environmental Services	75,000 - 79,999	17,510,460	-21,422,671	3,912,211	Environmental protection, Community Safety, Trading Standards
Head of Culture & Tourism	65,000 - 69,999	6,659,256	-1,748,700	4,910,556	Venues, Museums, Libraries, City of Culture
Head of Customer & Communications	75,000 - 79,999	5,645,266	-232,100	5,413,166	Customer Operations, Communications, Facilities
Head of Data, Intelligence & Insight	55,000 - 59,999	-	0	-	Research and intelligence
Head of Early Help	65,000 - 69,999	3,926,982	-2,234,900	1,692,082	Safeguarding/Children's Services

Job title	Salary (£)	Expenditure (£)	Income (£)	Net Budget (£)	Services
Head of Education & Learning	100,000 - 104,999	127,400,764	-124,973,429	2,427,335	Education Services
Head of Emergency Planning and Business Resilience	70,000 - 74,999	141,265	-44,800	96,465	Emergency Planning
Head of Financial Planning & Management	80,000 - 84,999	3,054,935	-9,120,400	6,065,465	Finance
Head of Green City & Infrastructure	80,000 - 84,999	33,032,910	-1,196,505	31,836,405	Head of Service - Green City & Infrastructure
Head of HR Business Services	55,000 - 59,999	-	0	-	HR Changes, HR Data and Payroll and Pensions
Head of IT	80,000 - 84,999	8,916,337	-550,000	8,366,337	IT
Head of Legal Partnerships	70,000 - 74,999	2,273,244	-663,500	1,609,744	Legal Services, Complaints resolution
Head of Organisational Development and Talent	70,000 - 74,999	922,658	-30,000	892,658	Learning and Development, Apprenticeship, Recruitment
Head of Procurement (Health and Care)	60,000 - 64,999	229,080	0	229,080	Procurement (Health and Care)
Head of Projects, Policy & Performance	80,000 - 84,999	3,047,844	-824,247	2,223,597	Council wide projects, policy and performance
Head of Property	90,000 - 94,999	16,960,001	-12,555,498	4,404,503	Head of Service - Property
Head of Quality Assurance	65,000 - 69,999	2,105,616	-171,000	1,934,616	Safeguarding/Children's Services
Head of Quality, Governance and Professional Development	70,000 - 74,999	201,800	-25,000	176,800	Quality, Governance and Professional Development
Head of Safeguarding	70,000 - 74,999	7,078,029	-644,400	6,433,629	Safeguarding/Children's Services
Head of SEND	75,000 - 79,999	38,728,514	-30,381,459	8,347,055	Education Services
Head of Social Work with Families & Children Looked After	80,000 - 84,999	34,058,685	-2,034,700	32,023,985	Safeguarding/Children's Services
Head Of Stronger Communities	65,000 - 69,999	2,445,347	-160,200	2,285,147	Oversee Community Engagement, Domestic Abuse
Head of Stronger Communities, Neighbourhoods & Housing	85,000 - 89,999	153,628,061	-78,533,500	75,094,561	Housing, Housing Ops
Head of Supplier Management	80,000 - 84,999	9,847,940	-1,232,648	8,615,292	Supply management
Head of Supported Housing & Community Support	65,000 - 69,999	4,136,115	-1,305,100	2,831,015	Supported Housing and Community Support
Head of Young Peoples Services	70,000 - 74,999	684,003	-349,468	334,535	Safeguarding/Children's Services
Housing Operations Manager	60,000 - 64,999	24,702,003	-16,860,400	7,841,603	Housing Operations Senior Operations Manager
IDVA Service Manager	55,000 - 59,999	885,500	-160,000	725,500	Independent Domestic Violence Abuse
Income and Expenditure Management	70,000 - 74,999	7,499,849	0	7,499,849	Income & Expenditure Senior operations Manager
Independent Chair	50,000 - 54,999	-	0	-	Safeguarding/Children's Services
Independent Chair	50,000 - 54,999	-	0	-	Safeguarding/Children's Services
Independent Chair	50,000 - 54,999	-	0	-	Safeguarding/Children's Services
Independent Chair	50,000 - 54,999	-	0	-	Safeguarding/Children's Services
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Independent Chair	50,000 - 54,999	-	0	-	Safeguarding/Children's Services
Independent Chair	50,000 - 54,999	-	0	-	Safeguarding/Children's Services
Independent Chair	50,000 - 54,999	-	0	-	Safeguarding/Children's Services
Independent Chair	50,000 - 54,999	-	0	-	Safeguarding/Children's Services
Independent Chair	50,000 - 54,999	-	0	-	Safeguarding/Children's Services
Independent Chair - Child Protection Conferences	50,000 - 54,999	-	0	-	Safeguarding/Children's Services
Infrastructure and Security Team Lead	55,000 - 59,999	-	0	-	IT
Internal Audit Manager	55,000 - 59,999	332,200	0	332,200	Audit
Joint Director of Public Health	105,000 - 119,999	17,459,400	-17,459,400	-	Public Health
LD Team Manager	50,000 - 54,999	1,077,244	0	1,077,244	Learning Disability Services
Lead Independent Reviewing Officer	55,000 - 59,999	-	0	-	Safeguarding/Children's Services
Learning Leader	55,000 - 59,999	412,063	-308,400	103,663	Music Services
Legal and Project Manager	50,000 - 54,999	138,000	0	138,000	Special Educational Needs
Locality Manager 0-19 (West)	55,000 - 59,999	1,079,500	-424,500	655,000	Safeguarding/Children's Services
Mechanical & Electrical Services Manager	55,000 - 59,999	4,930,575	-3,922,400	1,008,175	Housing Operations Senior Manager
MTFS & Revenues Manager	60,000 - 64,999	-	0	-	Finance
Partnerships and Commercial Services Lead	50,000 - 54,999	-	0	-	IT
Performance Manager	80,000 - 84,999	-	0	-	Safeguarding/Children's Services
Phoenix Lead	50,000 - 54,999	-	0	-	Safeguarding/Children's Services
PMO and Performance Manager	50,000 - 54,999	-	0	-	Delivery of programmes/projects across the council
Policy & Performance Analyst	50,000 - 54,999	-	0	-	Sustainable City
Principal Building Control Surveyor West	50,000 - 54,999	-	-	-	Building Control
Principal Social Worker	50,000 - 54,999	118,900	-25,000	93,900	

Job title	Salary (£)	Expenditure (£)	Income (£)	Net Budget (£)	Services
Principal Social Worker	50,000 - 54,999	-	0	-	Safeguarding/Children's Services
Programme Manager	55,000 - 59,999	-	0	-	Delivery of programmes/projects across the council
Programme Manager	55,000 - 59,999	-	0	-	Delivery of programmes/projects across the council
Programme Manager	55,000 - 59,999	-	0	-	Delivery of programmes/projects across the council
Programme Manager - Capital Projects (Ne	55,000 - 59,999	21,872,000	0	21,872,000	Construction
Programme Manager - Capital Projects (Re	55,000 - 59,999	3,745,000	0	3,745,000	Construction
Project Manager	50,000 - 54,999	-	0	-	Projects
Public Health Consultant	60,000 - 64,999	4,745,500		4,745,500	Public Health
Public Health Consultant	60,000 - 64,999	100,000		100,000	Public Health
Reading, Young Persons and Area Manager	50,000 - 54,999	423,664	-240,400	183,264	Libraries
Regeneration Planning Manager	50,000 - 54,999	-	-	-	Regeneration Planning
Regeneration Projects Manager	50,000 - 54,999	440,700	-157,000	283,700	Regeneration
Registered Manager	50,000 - 54,999	1,994,060	-3,800	1,990,260	Care Home
Revenue and Benefits Manager	60,000 - 64,999	-	0	-	Income & Expenditure Service Manager
Risk & Insurance Manager	60,000 - 64,999	1,993,414	-43,500	1,949,914	Risk and Insurance
Safeguarding and Service Quality Manager	50,000 - 54,999	78,192	0	78,192	Safeguarding
School Improvement Primary Adviser	50,000 - 54,999	-	0	-	School Improvement
Senior Building Surveyor (Construction)	50,000 - 54,999	3,005,000	0	3,005,000	Construction
Senior Commissioner - Disabilities	60,000 - 64,999	741,900	-119,400	622,500	Disabilities
Senior Commissioner - Market Management & Development	55,000 - 59,999	4,180,684	-807,000	3,373,684	Market Management & Development
Senior Educational Psychologist	50,000 - 54,999	-	0	-	Education Psychology
Senior Electrical Engineer	50,000 - 54,999	-	0	-	Property Design
Senior Finance Business Partner	65,000 - 69,999	1,465,811	0	1,465,811	Finance
Senior Mechanical Engineer	50,000 - 54,999	-	0	-	Property Design
Senior Solicitor	55,000 - 59,999	-	0	-	has management responsibility for team of staff within Legal Services
Senior Solicitor	55,000 - 59,999	-	0	-	has management responsibility for team of staff within Legal Services
Senior Solicitor	55,000 - 59,999	-	0	-	has management responsibility for team of staff within Legal Services
Senior Solicitor	55,000 - 59,999	-	0	-	has management responsibility for team of staff within Legal Services
Senior Solicitor	55,000 - 59,999	-	0	-	has management responsibility for team of staff within Legal Services
Senior Structural Engineer	50,000 - 54,999	-	0	-	Property Design
Service Director - Business Development	105,000 - 119,999	8,679,000	0	8,679,000	IT, Customer and Communication, Projects
Service Director - HR and OD	105,000 - 119,999	3,513,458	-30,000	3,483,458	HR Advisory, HR Business Services, Recruitment and OD
Service Director - Legal and Business Operations	105,000 - 119,999	-	0	-	Legal Services, Elections, Democratic, Business Support, Meeting Support
Service Lead - Building Control	60,000 - 64,999	318,700	-387,100	68,400	Building Control
Service Lead - Housing Needs & Welfare Support	55,000 - 59,999	4,831,300	-1,396,600	3,434,700	Homelessness, Housing Needs, Regeneration
Service Manager - Accounts Payable & Client Monies	50,000 - 54,999	-	0	-	Income & Expenditure Service Manager
Service Manager - Asset Management	60,000 - 64,999	10,517,132	-11,466,698	949,566	Asset Management
Service Manager - Construction Project Management	60,000 - 64,999	36,443,052	-580,000	35,863,052	Construction
Service Manager - Contracts & Procurement	60,000 - 64,999	-	0	-	Procurement and contracts
Service Manager - Contracts Commercial	60,000 - 64,999	-	0	-	Commercial contracts
Service Manager - Customer Payments & Debt Management	50,000 - 54,999	-	0	-	Income & Expenditure Service Manager
Service Manager - Development & Commercial Services	55,000 - 59,999	7,810,677	-2,727,500	1,097,177	Service Manager - Development and Commercial Services
Service Manager - Development Planning	55,000 - 59,999	1,105,242	-1,393,900	288,658	Development Planning
Service Manager - Economic Development	60,000 - 64,999	237,417	0	237,417	Economic Development
Service Manager - Education Strategy, Planning & Improvement	60,000 - 64,999	444,030	61,000	505,030	Education Services
Service Manager - Employment and Skills	60,000 - 64,999	1,248,915	-949,200	299,715	Regeneration, Operations, Employment Support
Service Manager - Environmental Health, Trading Standards & Community Safety	55,000 - 59,999	1,842,102	-138,400	1,703,702	Environmental Health, Trading Standards, Community Safety
Service Manager - Fostering & Residential Services	60,000 - 64,999	29,259,663	-1,464,700	27,794,963	Safeguarding/Children's Services
Service Manager - Health, Safety and Employee Wellbeing	55,000 - 59,999	-	0	-	Health and Safety
Service Manager - Highways Strategy & Contracts	55,000 - 59,999	-	0	-	Supply management
Service Manager - Parking & Itchen Bridge	55,000 - 59,999	6,872,202	-15,725,100	8,852,898	Parking enforcement, Bridge Toll
Service Manager - Social Wellbeing	55,000 - 59,999	1,817,273	-35,100	1,782,173	Social Wellbeing

Job title	Salary (£)	Expenditure (£)	Income (£)	Net Budget (£)	Services
Service Manager - Strategic Planning	50,000 - 54,999	720,141	-87,400	632,741	Strategic Planning
Service Manager Customer Operations	50,000 - 54,999	-	0	-	Customer Operations, Gateway
Service Manager Infrastructure, Security and networks	60,000 - 64,999	-	0	-	IT
Service Manager Private Sector Housing and Port Health	55,000 - 59,999	5,121,817	-2,283,803	2,838,014	Environmental Health, HMO Licensing, Port Health
Software Development Lead	55,000 - 59,999	-	0	-	IT
Solicitor	50,000 - 54,999	-	0	-	Legal
Solicitor	50,000 - 54,999	-	0	-	Legal
Solicitor	50,000 - 54,999	-	0	-	Legal
Solicitor	50,000 - 54,999	-	0	-	Legal
Strategic Skills Manager	50,000 - 54,999	1,877,550	-1,865,400	12,150	Strategic Planning
Sustainable City Team Leader	50,000 - 54,999	997,414	-50,943	946,471	Sustainable City
Team Manager	55,000 - 59,999	240,343	0	240,343	Safeguarding/Children's Services
Team Manager	55,000 - 59,999	3,427,144	0	3,427,144	Safeguarding/Children's Services
Team Manager - Adoption	50,000 - 54,999	4,564,960	-252,400	4,312,560	Safeguarding/Children's Services
Team Manager - Children's Resource Service	55,000 - 59,999	1,421,965	0	1,421,965	Safeguarding/Children's Services
Team Manager - Design Services	55,000 - 59,999	1,818,377	-330,000	1,488,377	Property Design
Team Manager - Education Welfare	55,000 - 59,999	535,365	-60,800	474,565	Safeguarding/Children's Services
Team Manager - Fostering	55,000 - 59,999	6,121,589	-123,600	5,997,989	Safeguarding/Children's Services
Team Manager - Inclusion	55,000 - 59,999	531,349	-45,300	486,049	Education Services
Team Manager - LSCB/LSCAB	55,000 - 59,999	263,633	-106,300	157,333	Safeguarding/Children's Services
Team Manager - Pathways	55,000 - 59,999	2,368,002	-570,000	1,798,002	Safeguarding/Children's Services
Team Manager - Placements	50,000 - 54,999	555,203	-16,500	538,703	Safeguarding/Children's Services
Team Manager - Procurement Business Partnering	50,000 - 54,999	-	0	-	Procurement
Team Manager - Repairs & Maintenance	55,000 - 59,999	3,511,681	0	3,511,681	Asset Management
Team Manager - SEND	55,000 - 59,999	11,849,272	-372,000	11,477,272	Special Educational Needs
Team Manager - Step Down & Partnerships	55,000 - 59,999	-	0	-	Safeguarding/Children's Services
Team Manager - Valuation & Estate Services	55,000 - 59,999	1,504,700	-8,008,727	6,504,027	Asset Management
Team Manager - Virtual School Head	60,000 - 64,999	668,500	-537,600	130,900	Education Services
Team Manager - Youth Offending Service	55,000 - 59,999	900,432	-349,468	550,964	Safeguarding/Children's Services
Transforming Cities Fund Programme Manager	55,000 - 59,999	13,367,000	0	13,367,000	Green City Programmes
Transport Delivery Team Leader	55,000 - 59,999	3,500,000	0	3,500,000	Transport Delivery
UK City of Culture Bid Director	85,000 - 89,999	1,167,695	-50,000	1,117,695	City of Culture Bid
Urban Design Manager	50,000 - 54,999	-	-	-	Urban Design
Urgent Response Service Social Care Manager	55,000 - 59,999	4,388,572	-1,534,500	2,854,072	Urgent Response
VAT Taxation and Pension Manager	60,000 - 64,999	-	0	-	Finance