

Norfolk County Council Senior Management structure and pay bands as of 31 August 2023

Staff in top three tiers earning over £50,000 per annum

Tier One

- Tom McCabe
Job title: Chief Executive Officer (previously Head of Paid Service)
Salary Scale: S + Market Supplement
Contract type: Permanent, Full-time
Salary Band: £195,000 - £200,000
Maximum possible salary within Scale S: £156,710 + Market Supplement

Tier Two – Reporting to Chief Executive Officer

- Debbie Bartlett
Job title: Executive Director of Adult Social Services
Salary Scale: S
Contract type: Secondment, Full-time
Salary Band: £135,000 - £140,000
Maximum possible salary within Scale S: £156,710
- Harvey Bullen
Job title: Director of Strategic Finance
Salary Scale: R
Contract type: Permanent, Full-time
Salary Band: £120,000 - £125,000
Maximum possible salary within Scale R: £135,446
- Grahame Bygrave
Job title: Executive Director of Community and Environmental Services
Salary Scale: S
Contract type: Permanent, Full-time

Salary Band: £135,000 - £140,000
Maximum possible salary within Scale S: £156,710

- Caroline Clarke
Job title: Assistant Director of Governance (Democratic and Regulatory Services)
Salary Scale: O
Contract type: Permanent, Full-time
Salary Band: £75,000 - £80,000
Maximum possible salary within Scale O: £78,917
- Paul Cracknell
Job title: Executive Director of Strategy and Transformation
Salary Scale: S
Contract type: Permanent, Full-time
Salary Band: £135,000 - £140,000
Maximum possible salary within Scale S: £156,710
- Katrina Hulatt
Job title: Director of Legal Services and Monitoring Officer
Salary Scale: P
Contract type: Permanent, Full-time
Salary Band: £90,000 - £95,000
Maximum possible salary within Scale P: £103,268
- Sara Tough
Job title: Executive Director of Children's Services
Salary Scale: S
Contract type: Permanent, Full-time
Salary Band: £135,000 - £140,000
Maximum possible salary within Scale S: £156,710
- Andrew Wood
Job title: Norse Chair
Salary Scale: Q
Contract type: Permanent, Part-Time
Salary Band: £115,000 - £120,000
Maximum possible salary within Scale Q: £117,098

Tier Three – Reporting to Executive Director of Adult Social Services

- Job title: Director of Community Social Work
Salary Scale: Q
Contract type: Permanent, Full-time
Salary Band: £115,000 - £120,000
Maximum possible salary within Scale Q: £117,098
- Job title: Director of Community Health and Social Care
Salary Scale: Q
Contract type: Permanent, Full-time
Salary Band: £100,000 - £105,000
Maximum possible salary within Scale Q: £117,098
- Job title: Director of Commissioning
Salary Scale: Q
Contract type: Permanent, Full-time
Salary Band: £115,000 - £120,000
Maximum possible salary within Scale Q: £117,098
- Job title: Business and Technology Manager
Salary Scale: M
Contract type: Permanent, Full-time
Salary Band: £50,000 - £55,000
Maximum possible salary within Scale M: £56,984
- Job title: Operations Director – Social Care Reform
Salary Scale: O
Contract type: Permanent, Full-time
Salary Band: £75,000 - £80,000
Maximum possible salary within Scale O: £78,917
- Job title: Director of Public Health-2
Salary Scale: Q
Contract type: Permanent, Full-time
Salary Band: £115,000 - £120,000
Maximum possible salary within Scale Q: £117,098
- Job title: Performance Improvement Manager

Salary Scale: M

Contract type: Permanent, Full-time

Salary Band: £50,000 - £55,000

Maximum possible salary within Scale M: £56,984

Tier Three – Reporting to Director of Strategic Finance

- Job title: Director of Highways, Transport and Waste
Salary Scale: P
Contract type: Temporary, Full-time
Salary Band: £85,000 - £90,000
Maximum possible salary within Scale P: £103,268
- Job title: Director of Procurement and Sustainability
Salary Scale: Q
Contract type: Permanent, Full-time
Salary Band: £105,000 - £110,000
Maximum possible salary within Scale Q: £117,098
- Job title: Director of Property
Salary Scale: Q
Contract type: Permanent, Full-time
Salary Band: £115,000 - £120,000
Maximum possible salary within Scale Q: £117,098
- Job title: Director of Community Culture and Heritage
Salary Scale: P
Contract type: Permanent, Full-time
Salary Band: £100,000 - £105,000
Maximum possible salary within Scale P: £103,268
- Job title: Director of Programmes
Salary Scale: P
Contract type: Permanent, Part-Time
Salary Band: £100,000 - £105,000
Maximum possible salary within Scale P: £103,268
- Job title: Director of Growth and Development-3
Salary Scale: P

Contract type: Permanent, Part-time
Salary Band: £100,000 - £105,000
Maximum possible salary within Scale P: £103,268

- Job title: Director of Community Information and Learning
Salary Scale: P
Contract type: Permanent, Full-time
Salary Band: £90,000 – £95,000
Maximum possible salary within Scale P: £103,268
- Job title: Director of Community Information and Learning
Salary Scale: P
Contract type: Permanent, Full-time
Salary Band: £100,000 - £105,000
Maximum possible salary within Scale P: £103,268
- Job title: Director of Norfolk Fire and Rescue Service
Salary Scale: R
Contract type: Permanent, Full-time
Salary Band: £120,000 - £125,000
Maximum possible salary within Scale R: £135,446

Tier Three – Reporting to Assistant Director of Governance (Democratic and Regulatory Services)

- Job title: Head of Registration Services
Salary Scale: M
Contract type: Permanent, Full-time
Salary Band: £50,000 - £55,000
Maximum possible salary within Scale M: £56,984
- Job title: Democratic Services Manager
Salary Scale: M
Contract type: Permanent, Full-time
Salary Band: £55,000 - £60,000
Maximum possible salary within Scale M: £56,984
- Job title: Head of Coroners Service
Salary Scale: M
Contract type: Permanent, Full-time

Salary Band: £50,000 - £55,000

Maximum possible salary within Scale M: £56,984

Tier Three – Reporting to Executive Director for Strategy and Transformation

- Job title: Director of Digital Services
Salary Scale: Q
Contract type: Permanent, Full-time
Salary Band: £115,000 - £120,000
Maximum possible salary within Scale Q: £117,098
- Job title: Assistant Director of Strategy and Transformation (Comms)
Salary Scale: O
Contract type: Permanent, Full-time
Salary Band: £75,000 - £80,000
Maximum possible salary within Scale O: £78,917
- Job title: Director of Transformation
Salary Scale: P
Contract type: Permanent, Full-time
Salary Band: £95,000 - £100,000
Maximum possible salary within Scale P: £103,268
- Job title: Interim Director for People
Salary Scale: P
Contract type: Temporary, Full-time
Salary Band: £85,000 - £90,000
Maximum possible salary within Scale P: £103,268
- Job title: Director of Insight and Analytics
Salary Scale: P
Contract type: Permanent, Full-time
Salary Band: £85,000 - £90,000
Maximum possible salary within Scale P: £103,268

Tier Three – Reporting to Director of Legal Services and Monitoring Officer

- Job title: Practice and Professional Development Manager
Salary Scale: M
Contract type: Permanent, Full-time
Salary Band: £55,000 - £60,000
Maximum possible salary within Scale M: £56,984
- Job title: Senior Lawyer – Subject Lead
Salary Scale: M
Contract type: Permanent, Part-time
Salary Band: £50,000 - £55,000
Maximum possible salary within Scale M: £56,984
- Job title: Special Projects Lawyer
Salary Scale: N
Contract type: Permanent, Part-time
Salary Band: £65,000 - £70,000
Maximum possible salary within Scale N: £67,160
- Job title: Team Leader
Salary Scale: N
Contract type: Permanent, Full-time
Salary Band: £65,000 - £70,000
Maximum possible salary within Scale N: £67,160
- Job title: Team Leader
Salary Scale: N
Contract type: Permanent, Full-time
Salary Band: £65,000 - £70,000
Maximum possible salary within Scale N: £67,160
- Job title: Team Leader
Salary Scale: N
Contract type: Permanent, Full-time
Salary Band: £65,000 - £70,000
Maximum possible salary within Scale N: £67,160

Tier Three – Reporting to Executive Director of Children’s Services

- Job title: Director of Commissioning, Partnerships and Resources
Salary Scale: Q
Contract type: Permanent, Full-time
Salary Band: £110,000 - £115,000
Maximum possible salary within Scale Q: £117,098

- Job title: Director of Children’s Social Care
Salary Scale: Q
Contract type: Permanent, Full-time
Salary Band: £115,000 - £120,000
Maximum possible salary within Scale Q: £117,098

- Job title: Director of Sufficiency, Planning and Education Strategy
Salary Scale: Q
Contract type: Permanent, Full-time
Salary Band: £105,000 - £110,000
Maximum possible salary within Scale Q: £117,098