Job Title	Department	Current Salary 2008 (+ 2.5%) - Top of Scale	Proposed Annual Salary 2008 (+ 2.5%) - Top of Scale	Salary Difference at top point of scale	% increase/decrease	Potential Headcount Matched to BM	Grade
Manager	Various	£50,805	£56,752	£5,947	11.70%	24	12
Partnership Manager	WDP	£46,245	£49,625	£3,380	7.31%	1	11
Criminal Justice Partnership Manager	Social Work & Health	£42,174	£49,625	£7,451	17.67%	1	
Area Manager	Social Work & Health	£39,440	£43,434	£3,994	10.13%	1	10
Section Head	Various	£39,440	£37,972	£-1,468	-3.72%	56	9
Acting Section Head - Employee Development	Corporate Services	£37,653	£37,972	£318	0.85%	1	
Assistant Principal Officer	Social Work & Health	£33,456	£37,972	£4,516	13.50%	14	
Principal Solicitor	Corporate Services	£39,440	£37,972	£-1,468	-3.72%	2	
Public Relations & Marketing Officer	Chief Executive	£35,141	£37,972	£2,831	8.05%	2	
Section Leader - Sports Development	Educational Services	£31,811	£37,972	£6,161	19.37%	1	
Lead Officer (External Funding Unit)	HEED	£32,617	£37,972	£5,355	16.42%	1	
Research & Information Manager	Social Work & Health	£39,440	£37,972	£-1,468	-3.72%	1	
Senior Administrative Officer G1	Chief Exec	£35,141	£33,183	£-1,958	-5.57%	3	8
Unit Manager	Social Work & Health	£31,811	£35,079	£3,268	10.27%	16	
Capital Programme Officer	HEED	£35,141	£33,183	£-1,958	-5.57%	1	
Mental Health Officer	Social Work & Health	£31,811	£33,183	£1,372	4.31%	2	
Senior Officer (Libaries)	Educational Services	£31,811	£33,183	£1,372	4.31%	3	
Senior Officer (Service & Facilities Development)	HEED	£31,811	£33,183	£1,372	4.31%	1	
Team Leader (Asset Management)	HEED	£35,141	£33,183	£-1,958	-5.57%	1	
Productivity Officer	HEED	£35,141	£33,183	£-1,958	-5.57%	1	
Head Of Centre	Educational Services	£35,141	£33,183	£-1,958	-5.57%	20	
Brain Injury Co-ordinator	Social Work & Health	£33,456	£33,183	£-273	-0.82%	1	
Senior Social Worker	Social Work & Health	£35,141	£33,183	£-1,958	-5.57%	21	
Home Care Orgainser	Social Work	£31,811	£33,183	£1,372	4.31%	3	
Health Improvement Officer	Chief Exec	£35,141	£33,183	£-1,958	-5.57%	1	
Senior Accountant/Accountant	Corporate Services	£35,141	£33,183	£-1,958	-5.57%	10	
Estates Surveyor	HEED	£31,811	£33,183	£1,372	4.31%	6	
Senior Architectural Officer	HEED	£35,141	£33,183	£-1,958	-5.57%	1	
Insurance Officer	Corporate Services	£27,844	£33,183	£5,339	19.17%	1	
Senior Group Worker	Social Work & Health	£33,456	£33,183	£-273	-0.82%	3	
Road Safety Officer	HEED	£31,811	£33,183	£1,372	4.31%	1	
Procurement Officer	Corporate Services	£31,811	£33,183	£1,372	4.31%	2	
HR System Project Manager	Corporate Services	£39,440	£33,183	£-6,257	-15.86%	1	
Strategy Officer	HEED	£31,811	£33,183	£1,372	4.31%	21	
Records Management Officer	Chief Exec	£31,811	£33,183	£1,372	4.31%	1	
Social Worker	Social Work & Health	£29,963	£33,183	£3,220	10.75%	102	
Service Development Co-ordinator	HEED	£27,844	£33,183	£5,339	19.17%	1	
Group Worker	Social Work & Health	£29,963	£33,183	£3,220	10.75%	21	
Senior Engineering Officer	HEED	£35,141	£33,183	£-1,958	-5.57%	3	
Development & Implementation Manager	Social Work & Health	£31,811	£33,183	£1,372	4.31%	1	
Senior Community Worker	Social Work	£33,456	£33,183	£-273	-0.82%	1	
Senior Addiction Worker	Social Work & Health	£27,844	£33,183	£5,339	19.17%	3	
Environmental Health Officer	HEED	£31,811	£33,183	£1,372	4.31%	12	
Employment Development Worker	Social Work & Health	£21,732	£33,183	£11,451	52.69%	1	
Health & Safety Co ordinator (Departmental)	Various	£31,811	£33,183	£1,372	4.31%	2	
Architectural Officer	HEED	£31,811	£33,183	£1,372	4.31%	2	
Engineering Officer	HEED	£31,811	£33,183	£1,372	4.31%	8	
Contingency Planning Officer	Corporate Services	£31,811	£33,183	£1,372	4.31%	1	
Internal Auditor	Corporate Services	£31,811	£33,183	£1,372	4.31%	2	
Health & Safety Officer Corporate	Corporate Services	£31,811	£33,183	£1,372	4.31%	2	
Commissioning & Contracting Officer	Social Work & Health	£33,456	£33,183	£-273	-0.82%	1	
Active Schools Manager	Educational Services	£35,141	£33,183	£-1,958	-5.57%	1	
Principal Technican Support Officer	Educational Services	£31,811	£33,183	£1,372	4.31%	1	
Choose Life Co-ordinator	Social Work & Health	£31,811	£33,183	£1,372	4.31%	1	
Solicitor	Corporate Services	£35,141	£33,183	£-1,958	-5.57%	10	
Personnel Officer	Various	£31,811	£33,183	£1,372	4.31%	6	
Senior Registrar/Area Officer	Chief Exec	£31,811	£33,183	£1,372	4.31%	1	
Strategy Officer	HEED	£31,811	£33,183	£1,372	4.31%	21	
Care Home Depute Manager	Social Work & Health	£29,963	£35,079	£5,116	17.08%	10	
Senior Community Education Worker	Educational Services	£28,407	£33,183	£4,776	16.81%	1	
Anti Social Behaviour Co-ordinator	HEED	£31,811	£33,183	£1,372	4.31%	1	
Economic Development Officer	HEED	£31,811	£33,183	£1,372	4.31%	3	
Planning Officer	HEED	£31,811	£33,183	£1,372	4.31%	11	
Children's Services Strategy Development Officer	Educational Services	£31,811	£33,183	£1,372	4.31%	1	
Policy Development Officer	Chief Exec	£35,141	£33,183	£-1,958	-5.57%	7	
ICT & Business Development Supervisor	Corporate Services	£35,141	£33,183	£-1,958	-5.57%	8	
Team Leader	Various	£35,141	£33,183	£-1,958	-5.57%	8	
Trading Standards Officer	Corporate Services	£31,811	£33,183	£1,372	4.31%	3	
Senior Practice Teacher	Social Work & Health	£33,456	£33,183	£-273	-0.82%	1	
Quantity Surveyor	HEED	£31,811	£33,183	£1,372	4.31%	4	
Senior Administrative Officer G2	Corporate Services	£35,141	£33,183	£-1,958	-5.57%	3	
Access Officer	HEED	£27,844	£29,049	£1,205	4.33%	1	7
Personnel Officer (Employee Development)	Corporate Services	£31,811	£29,049	£-2,762	-8.68%	1	
Training Officer	Social Work & Health	£27,844	£29,049	£1,205	4.33%	1	
Facilities Development Co Ordinator (418)	HEED	£27,844	£29,049	£1,205	4.33%	3	
School & Community Outreach Worker	Educational Services	£25,566	£29,049	£3,484	13.63%	1	
Welfare Rights Officer Supervisor	Social Work & Health	£31,811	£29,049	£-2,762	-8.68%	2	
Community Occupational Therapist	Social Work & Health	£29,963	£29,049	£-914	-3.05%	10	
Area Manager (Catering & Cleaning)	HEED	£27,844	£29,049	£1,205	4.33%	6	
Addiction Worker	Social Work & Health	£21,719	£29,049	£7,330	33.75%	7	
Senior ICT & Business Development Officer	Corporate Services	£31,811	£29,049	£-2,762	-8.68%	28	
M I S Development Officer	Educational Services	£31,811	£29,049	£-2,762	-8.68%	1	
Transport Officer	HEED	£27,844	£29,049	£1,205	4.33%	1	
Community Learning & Development Officer	Educational Services	£25,566	£29,049	£3,484	13.63%	16	
Area Officer / Registrar	Corporate Services	£27,844	£29,049	£1,205	4.33%	1	
Property Officer	HEED	£27,844	£29,049	£1,205	4.33%	4	
Bursar / Business Manager	Educational Services	£39,440	£29,049	£-10,391	-26.35%	1	
Bursar / Business Manager	Educational Services	£35,141	£29,049	£-6,092	-17.34%	3	
Project Leader (Greenspace Project)	HEED	£27,844	£29,049	£1,205	4.33%	1	
Senior Clerk of Works	HEED	£31,811	£29,049	£-2,762	-8.68%	1	
Active Schools Co-ordinator	Educational Services	£27,844	£29,049	£1,205	4.33%	6	
GIS Technical Officer	HEED	£27,844	£29,049	£1,205	4.33%	1	
Building Standards Surveyor	HEED	£31,811	£29,049	£-2,762	-8.68%	5	
Community Worker	Social Work & Health	£28,407	£29,049	£642	2.26%	5	
Area Supervisor	HEED	£27,844	£29,049	£1,205	4.33%	2	
Special Needs Officer / Clients Officer	HEED	£27,844	£29,049	£1,205	4.33%	1	
Depute Head of Centre	Educational Services	£29,133	£29,049	£-83	-0.29%	13	
Restorative Justice Co-ordinator	Social Work & Health	£33,456	£29,049	£-4,407	-13.17%	1	
Area Librarian	Educational Services	£24,806	£29,049	£4,243	17.11%	2	
Contaminated Land Officer	HEED	£25,778	£29,049	£3,271	12.69%	1	
Music Motivator	Educational Services	£27,844	£29,049	£1,205	4.33%	1	
Audit Assistant	Corporate Services	£27,844	£29,049	£1,205	4.33%	3	
Instrumental Musical Technician	Educational Services	£21,719	£24,653	£2,935	13.51%	1	6
Technical Officer (Leisure Services)	HEED	£21,719	£24,653	£2,935	13.51%	2	
Community Information Officer	Educational Services	£19,253	£24,653	£5,401	28.05%	1	
Out of School Hours Teacher	Educational Services	£39,545	£24,653	£-14,891	-37.66%	6	
Energy Management Officer	HEED	£31,811	£24,653	£-7,157	-22.50%	1	
Assistant Team Leader	HEED	£27,844	£24,653	£-3,191	-11.46%	8	
Homeless Officer	HEED	£24,806	£24,653	£-153	-0.61%	4	
Engineering Assistant (Mechanical)	HEED	£27,844	£24,653	£-3,191	-11.46%	1	
Kerbcraft Co ordinator	HEED	£27,844	£24,653	£-3,191	-11.46%	1	
Team Leader Preparation For Employment	HEED	£31,811	£24,653	£-7,157	-22.50%	1	
Care Team Leader (Elderly Residential)	Social Work & Health	£24,806	£26,062	£1,256	5.06%	33	
Youth Justice Mentoring Officer	Social Work & Health	£29,963	£24,653	£-5,309	-17.72%	1	
Dance Mentor	Educational Services	£27,844	£24,653	£-3,191	-11.46%	1	
Clerk of Works	HEED	£24,806	£24,653	£-153	-0.61%	3	
Community Learning & Development Tutor	Educational Services	£25,566	£24,653	£-912	-3.57%	1	
Sports Development Officer	Educational Services	£21,719	£24,653	£2,935	13.51%	5	
Respite Resource Worker	Social Work	£29,963	£24,653	£-5,309	-17.72%	1	
Projects Officer	Educational Services	£27,844	£24,653	£-3,191	-11.46%	1	
Welfare Rights Officer	Social Work	£24,806	£24,653	£-153	-0.61%	18	
Mechanic	HEED	£19,794	£26,062	£6,268	31.67%	8	
Grants Officer	HEED	£27,844	£24,653	£-3,191	-11.46%	1	
Assistant Strategy Officer	HEED	£27,844	£24,653	£-3,191	-11.46%	3	
Senior Licencing Officer	Chief Exec	£27,844	£24,653	£-3,191	-11.46%	1	
Countryside Ranger	HEED	£19,253	£24,653	£5,401	28.05%	1	
Technical Assistant	HEED	£27,844	£24,653	£-3,191	-11.46%	7	
Planning Assistant	HEED	£27,844	£24,653	£-3,191	-11.46%	1	
Licensing Officer	Corporate Services	£24,806	£24,653	£-153	-0.61%	2	
Advisory Officer	Corporate Services	£21,719	£24,653	£2,935	13.51%	1	
Disability Development Worker	Social Work & Health	£27,844	£24,653	£-3,191	-11.46%	1	
Parks Officer	HEED	£27,844	£24,653	£-3,191	-11.46%	1	
Home Help Organiser	Social Work	£24,806	£24,653	£-153	-0.61%	22	
Training Officer (Skillseekers)	HEED	£21,719	£24,653	£2,935	13.51%	2	
Assistant Personnel Officer	Various	£24,806	£24,653	£-153	-0.61%	7	
Senior Day Care Officer	Social Work & Health	£24,022	£24,653	£632	2.63%	6	
Outdoor Recreation Officer	HEED	£27,844	£24,653	£-3,191	-11.46%	1	
Fraud Investigator	HEED	£24,806	£24,653	£-153	-0.61%	2	
Roads Superintendent	HEED	£24,806	£24,653	£-153	-0.61%	1	
Collections Officer	Educational Services	£27,844	£24,653	£-3,191	-11.46%	1	
Architectural Assistant	HEED	£27,844	£24,653	£-3,191	-11.46%	6	
Assistant Procurement Officer	Corporate Services	£24,806	£24,653	£-153	-0.61%	2	
Senior Draughtsperson	Chief Exec	£24,806	£24,653	£-153	-0.61%	1	
Senior Accountancy Assistant	Corporate Services	£27,844	£24,653	£-3,191	-11.46%	4	
Senior Technician Support Officer	Educational Services	£24,806	£24,653	£-153	-0.61%	7	
Instructor	Educational Services	£18,266	£24,653	£6,388	34.97%	5	
Senior Design Officer	Chief Exec	£35,141	£24,653	£-10,488	-29.84%	1	
Welfare Officer	Corporate Services	£27,844	£24,653	£-3,191	-11.46%	1	
Outdoor Education Instructor	Educational Services	£30,836	£29,584	£-1,252	-4.06%	2	
Research Officer	Social Work/ Chief Exec	£31,811	£24,653	£-7,157	-22.50%	4	
ICT & Business Development Officer	Corporate Services	£27,844	£24,653	£-3,191	-11.46%	9	
Information Services Librarian	Educational Services	£24,806	£24,653	£-153	-0.61%	2	
Information Needs Assessment Worker	Social Work & Health	£24,806	£24,653	£-153	-0.61%	1	
Early Education and Childcare Team Leader (378)	Educational Services	£24,806	£24,653	£-153	-0.61%	13	
Debt Counsellor	Social Work & Health	£24,806	£24,653	£-153	-0.61%	3	
Committee Officer	Chief Exec	£24,806	£24,653	£-153	-0.61%	2	
Residential Worker (Children's Unit)	Social Work & Health	£21,048	£26,062	£5,014	23.82%	24	
Residential Worker (Children's Unit)	Social Work & Health	£24,806	£26,062	£1,256	5.06%	12	
Care Worker Senior	Social Work & Health	£21,048	£24,653	£3,605	17.13%	7	
Environmental Health Assistant	HEED	£24,806	£24,653	£-153	-0.61%	6	
Placement Officer	HEED	£21,719	£24,653	£2,935	13.51%	2	
Maintenance Officer	HEED	£24,806	£24,653	£-153	-0.61%	26	
Property Inspector	HEED	£24,806	£24,653	£-153	-0.61%	6	
Technical Officer	HRES	£27,844	£24,653	£-3,191	-11.46%	2	
Section Leader	Various	£31,811	£24,653	£-7,157	-22.50%	5	
HR System Project Officer	Corporate Services	£27,844	£24,653	£-3,191	-11.46%	1	
Archivist	Educational Services	£24,806	£21,249	£-3,557	-14.34%	1	5
Hospital Discharge Co-ordinator	Social Work & Health	£24,806	£21,249	£-3,557	-14.34%	1	
Community Work Assistant	Social Work & Health	£21,719	£21,249	£-470	-2.16%	1	
ICT Administrator	Educational Services	£21,719	£21,249	£-470	-2.16%	1	
Public Relations & Marketing Assistant	Chief Exec	£24,806	£21,249	£-3,557	-14.34%	2	
Authorised Officer	HEED	£24,806	£22,463	£-2,343	-9.44%	2	
Fleet and Driver Development Officer	HEED	£22,011	£21,249	£-762	-3.46%	1	
Occupational Therapy Assistant	Social Work & Health	£21,719	£21,249	£-470	-2.16%	9	
Road Worker (Driver)	HEED	£19,020	£22,463	£3,443	18.10%	34	
Suport At Home Worker	Social Work & Health	£21,719	£21,249	£-470	-2.16%	1	
Leisure Officer	HEED	£19,253	£21,249	£1,997	10.37%	10	
Centre Technician	Educational Services	£21,719	£21,249	£-470	-2.16%	11	
Get Ready Work Training Officer	HEED	£21,719	£21,249	£-470	-2.16%	2	
Chargehand Driver	HEED	£17,203	£22,463	£5,261	30.58%	1	
Accountancy Assistant	Corporate Services	£17,355	£21,249	£3,894	22.44%	2	
Community Arts Development Officer	Educational Services	£24,806	£21,249	£-3,557	-14.34%	1	
Systems Officer	Social Work & Health	£21,719	£21,249	£-470	-2.16%	1	
Enterprise Workshop Supervisor	HEED	£21,719	£21,249	£-470	-2.16%	1	
Admin & Finance Assistant	Educational Services	£27,844	£21,249	£-6,595	-23.69%	10	
Paralegal Assistant	Chief Exec	£24,806	£21,249	£-3,557	-14.34%	1	
Information & Systems Officer (Leisure)	HEED	£19,253	£21,249	£1,997	10.37%	1	
echnician Support Officer (ICT/AV/Technical/Scienc	Educational Services	£21,719	£21,249	£-470	-2.16%	23	
LGV Driver	HEED	£20,784	£22,463	£1,679	8.08%	31	
Assistant Psychologist	Educational Services	£17,355	£21,249	£3,894	22.44%	1	
Assistant Sports Development Officer	Educational Services	£19,253	£21,249	£1,997	10.37%	6	
Resource and Monitoring Officer	Social Work & Health	£31,811	£21,249	£-10,562	-33.20%	1	
Chargehand Craftsman Gardener	HEED	£23,727	£22,463	£-1,263	-5.32%	5	
Support Worker (Learning Disabilities)	Social Work & Health	£19,794	£22,463	£2,670	13.49%	22	
Accommodation Officer	HEED	£21,719	£21,249	£-470	-2.16%	14	
Support Worker (Children & Families)	Social Work & Health	£17,355	£21,249	£3,894	22.44%	6	
pport Worker (Throughcare and Youth Homelessne	Social Work & Health	£19,253	£21,249	£1,997	10.37%	8	
Care Worker	Social Work & Health	£19,794	£22,463	£2,670	13.49%	65	
Catering Manager	HEED	£16,224	£22,463	£6,240	38.46%	33	
Assistant Support Officer	Social Work & Health	£13,033	£22,463	£9,430	72.36%	5	
Engineering Assistant (Roads)	HEED	£24,806	£21,249	£-3,557	-14.34%	1	
Independent Living Fund Development Worker	Social Work & Health	£27,844	£21,249	£-6,595	-23.69%	1	
Early Education & Childcare Officer	Educational Services	£20,424	£21,249	£825	4.04%	214	
Administrative Officer (AP3)	Various	£21,729	£21,249	£-480	-2.21%	34	
ICT Administration Officer	Corporate Services	£27,844	£21,249	£-6,595	-23.69%	2	
Mediation Co ordinator	HEED	£21,719	£21,249	£-470	-2.16%	1	
Allocations Assistant	HEED	£19,253	£21,249	£1,997	10.37%	9	
Senior Housing Assistant	HEED	£19,253	£21,249	£1,997	10.37%	5	
Early Education and Childcare Outreach Worker	Educational Services	£21,719	£21,249	£-470	-2.16%	4	
Youth Outreach Worker	Educational Services	£21,719	£21,249	£-470	-2.16%	4	
Senior Crematorium Operative	HEED	£18,334	£23,313	£4,979	27.16%	1	
Assistant ICT & Business Development Officer	Corporate Services	£21,719	£21,249	£-470	-2.16%	5	
Health Promotion Officer	HEED	£24,806	£21,249	£-3,557	-14.34%	1	
Facilities Support Officer - U22/G1	Educational Services	£27,844	£21,249	£-6,595	-23.69%	1	
Senior Residential Worker (nights)	Social Work	£24,806	£22,463	£-2,343	-9.44%	16	
Fitness Officer	HEED	£19,253	£21,249	£1,997	10.37%	2	
Depute Registrar	Corporate Services	£21,716	£21,249	£-467	-2.15%	4	
Housing Officer	HEED	£21,719	£21,249	£-470	-2.16%	14	
Caseworker	HEED	£21,719	£21,249	£-470	-2.16%	10	
Enforcement Officer	HEED	£24,806	£21,249	£-3,557	-14.34%	16	
Senior Members Secretary	Corporate Services	£24,806	£21,249	£-3,557	-14.34%	2	
Secretary Director	Various	£21,719	£21,249	£-470	-2.16%	6	
Customer Liaison Officer	HEED	£21,719	£21,249	£-470	-2.16%	2	
Bail Officer	Social Work & Health	£21,719	£21,249	£-470	-2.16%	1	
Community Waste Officer	HEED	£21,719	£21,249	£-470	-2.16%	3	
Documentation Officer	Educational Services	£19,253	£21,249	£1,997	10.37%	1	
Exhibitions Officer	Educational Services	£21,719	£21,249	£-470	-2.16%	1	
GIS Technical Assistant	HEED	£21,719	£21,249	£-470	-2.16%	1	
Social Work Assistant	Social Work & Health	£21,719	£21,249	£-470	-2.16%	12	

Day Care Officer	Social Work & Health	£15,314	£18,574	£3,261	21.29%	19	**4**
Sheltered Housing Supervisor	Social Work & Health	£13,462	£19,636	£6,173	45.86%	54	
Policy Assistant	HEED	£27,844	£18,574	£-9,270	-33.29%	1	
Environmental Health Technician	HEED	£21,719	£18,574	£-3,144	-14.48%	4	
Assistant Health & Safety Co-ordinator (Preserved)	Various	£28,407	£18,574	£-9,833	-34.61%	1	
Storeman / Storekeeper	HEED	£21,632	£19,636	£-1,996	-9.23%	3	
Pupil and Family Support Worker	Educational Services	£17,355	£18,574	£1,219	7.02%	8	
Brain Injury Support Worker	Social Work & Health	£17,355	£18,574	£1,219	7.02%	1	
Play Scheme Co-ordinator	Social Work & Health	£17,355	£18,574	£1,219	7.02%	1	
Bookstart Co-ordinator	Educational Services	£19,253	£18,574	£-678	-3.52%	1	
Chargehand Grounds Maintenance	HEED	£14,699	£19,636	£4,937	33.59%	4	
Chargehand Gardener	HEED	£14,699	£19,636	£4,937	33.59%	4	
Senior Janitor (Secondary School)	Various	£13,452	£19,636	£6,184	45.97%	4	
Housing Support Worker	Social Work	£17,355	£18,574	£1,219	7.02%	5	
Youth Development Worker	Educational Services	£21,719	£18,574	£-3,144	-14.48%	3	
Library Supervisor	Educational Services	£19,253	£18,574	£-678	-3.52%	3	
School Crossing Patroller Co-ordinator	HEED	£19,253	£18,574	£-678	-3.52%	1	
Chargehand Driver	HEED	£17,203	£19,636	£2,433	14.14%	1	
Housing Caretaker Supervisor	HEED	£16,176	£19,636	£3,460	21.39%	2	
Senior Community Warden	HEED	£19,253	£18,574	£-678	-3.52%	3	
Chargehand Grounds Maintenance Operative	HEED	£20,784	£19,636	£-1,148	-5.52%	16	
Assistant Registrar	Corporate Services	£17,355	£18,574	£1,219	7.02%	6	
Senior Youth Worker	Educational Services	£16,224	£18,574	£2,351	14.49%	4	
Augmented Home Carer	Social Work & Health	£13,069	£19,636	£6,567	50.25%	49	
Childcare Strategy Support Officer - U15/G1	Educational Services	£17,355	£18,574	£1,219	7.02%	1	
Community Service Order Supervisor	Social Work & Health	£17,355	£18,574	£1,219	7.02%	4	
Community Services Order Assistant	Social Work & Health	£21,719	£18,574	£-3,144	-14.48%	1	
Debt Recovery Assistant	Corporate Services	£21,719	£18,574	£-3,144	-14.48%	10	
Debt Recovery Assistant	Corporate Services	£21,719	£18,574	£-3,144	-14.48%	10	
Mobile Attendant	Social Work & Health	£13,068	£19,636	£6,568	50.26%	6	
Learning Assistant (Other)	Educational Services	£15,314	£18,574	£3,261	21.29%	35	
Secretary Head of Service/Manager	Various	£19,253	£18,574	£-678	-3.52%	17	
Waste Services Operative Driver	HEED	£19,013	£19,636	£623	3.28%	28	
PCV Driver	HEED	£14,883	£19,636	£4,753	31.93%	28	
Senior Council Officer	Corporate Services	£19,253	£18,574	£-678	-3.52%	3	
Senior Benefit Assessor	HEED	£19,253	£18,574	£-678	-3.52%	5	
Homemaker	Social Work & Health	£17,355	£18,574	£1,219	7.02%	9	
Administrative Assistant (Printing)	Corporate Services	£21,719	£18,574	£-3,144	-14.48%	1	
Sole Janitor	HEED	£13,069	£17,184	£4,115	31.49%	34	**3**
Operations Controller	HEED	£14,941	£16,255	£1,313	8.79%	7	
Home Carer	Social Work & Health	£13,069	£17,184	£4,115	31.49%	538	
Welfare Rights - Information Worker	Social Work	£19,206	£16,255	£-2,952	-15.37%	9	
Museum Supervisor	Educational Services	£19,253	£16,255	£-2,998	-15.57%	1	
Community Care Technician	Social Work & Health	£19,253	£16,255	£-2,998	-15.57%	1	
Cleaner Supervisor	HEED	£11,985	£17,184	£5,198	43.37%	65	
Grounds Maintenance Gravedigger	HEED	£18,437	£17,184	£-1,254	-6.80%	9	
Grounds Maintenance Operative Driver	HEED	£18,432	£17,184	£-1,248	-6.77%	58	
Library Caretaker / Janitor	Educational Services	£12,280	£17,184	£4,904	39.94%	7	
Hall Caretaker	HEED	£13,581	£17,184	£3,602	26.53%	19	
Centre Supervisor	HEED	£13,070	£16,255	£3,185	24.37%	12	
Care Support Worker (Residential)	Social Work & Health	£13,921	£16,255	£2,334	16.77%	59	
Leisure Attendant	HEED	£12,288	£16,255	£3,967	32.29%	33	
Clerical / Administrative Supervisor	Various	£17,355	£16,255	£-1,100	-6.34%	127	
Stonemason	HEED	£13,454	£17,184	£3,730	27.72%	2	
Waste Services Operative	HEED	£17,824	£17,184	£-640	-3.59%	42	
Customer Call Officer	Corporate Services	£16,224	£16,255	£31	0.19%	2	
Learning Assistant (Pre Five)	Educational Services	£15,314	£16,255	£941	6.15%	45	
Council Officer	Corporate Services	£17,355	£16,255	£-1,100	-6.34%	10	
Catering Assistant (school)	HEED	£11,497	£17,184	£5,686	49.46%	565	
Workshop Labourer	HEED	£15,314	£17,184	£1,870	12.21%	2	
Fitness Attendant	HEED	£12,687	£17,184	£4,496	35.44%	13	
Community Warden	HEED	£19,253	£16,255	£-2,998	-15.57%	21	
Catering Assistant (other)	HEED	£11,497	£17,184	£5,686	49.46%	7	
Assistant Team Leader	Corporate Services	£19,253	£16,255	£-2,998	-15.57%	10	
Visiting Officer	Corporate Services	£17,355	£16,255	£-1,100	-6.34%	2	
Support Assistant	Educational Services	£17,355	£16,255	£-1,100	-6.34%	1	
Bus Escort	Educational Services	£12,288	£17,184	£4,896	39.84%	6	
Print Room Technician	Chief Exec	£18,776	£16,255	£-2,521	-13.43%	1	
Senior Libary Assistant	Educational Services	£17,355	£16,255	£-1,100	-6.34%	15	
Library Assistant	Educational Services	£16,224	£16,255	£31	0.19%	40	
Benefits Assessor	Corporate Services	£17,355	£16,255	£-1,100	-6.34%	24	
Cashier / Receptionist	Various	£16,224	£16,255	£31	0.19%	16	
Clerical/Administrative Assistant	Various	£16,224	£16,255	£31	0.19%	545	
ICT & Business Development Assistant	Corporate Services	£19,253	£16,255	£-2,998	-15.57%	23	
Learning Assistants (Mainstream)	Educational Services	£15,314	£16,255	£941	6.15%	273	
Housing Assistant	HEED	£16,224	£16,255	£31	0.19%	19	
Personnel assistant	Various	£17,355	£16,255	£-1,100	-6.34%	5	
Word Processor Operator	Various	£17,355	£16,255	£-1,100	-6.34%	5	
Caretaker	HEED	£13,921	£14,791	£870	6.25%	29	**2**
School Crossing Patroller	HEED	£11,879	£14,791	£2,912	24.52%	69	
Youth Worker	Educational Services	£13,462	£13,992	£529	3.93%	15	
Handyperson	Various	£11,210	£14,791	£3,581	31.94%	2	
Domestic Assistant	HEED	£11,217	£14,791	£3,574	31.87%	20	
Bibliographical Services Assistant	Educational Services	£16,224	£13,992	£-2,232	-13.76%	3	
Grounds Maintenance Operative	HEED	£18,432	£14,791	£-3,641	-19.75%	50	
Assistant Cashier	Chief Exec	£17,355	£13,992	£-3,364	-19.38%	3	
Cleaner	HEED	£11,497	£12,952	£1,455	12.65%	375	**1**
Clerical Assistant G1 (208)	Various	£15,314	£12,252	£-3,062	-19.99%	44	

The above list illustrates movements in salaries from existing salary scales to proposed salary scales.
All salaries both existing and proposed are based on top point of scale and may not reflect actual earnings of individual employees or include enhancements
All job evaluation outcomes are provisional and may be amended on conclusion of review of matching outcomes