

Senior Management Salaries

Job Title	Name	Salary Band	Notes
Chief Executive	Helen Paterson	210000-214999	
Executive Director - Transformation and Resources	Janice Willis	170000-174999	
Executive Director - Adults, Ageing and Wellbeing	Neil Bradley	160000-164999	
Executive Director - Children, Young People and Education	Audrey Kingham	160000-164999	
Executive Director - Public Health, Inequalities, and Stronger Communities	Gill O'Neill	160000-164999	
Executive Director - Place and Regeneration	Simon Neilson	160000-164999	
Chief Fire Officer		145000-149999	Interim postholder currently in post
Director of Law and Corporate Governance (MO)		145000-149999	

Job Title	Name	Salary Band	Notes
Deputy Chief Fire Officer		130000-134999	Fixed term acting up arrangement in place
Director of Environment and Transport		130000-134999	
Director of Education, SEND and Skills		125000-129999	
Director of Housing and Planning		125000-129999	
Director of Children, Young People and Families		120000-124999	
Director of Commissioning and Performance		110000-114999	
Director of Digital and IT		105000-109999	
Assistant Chief Fire Officer		100000-104999	Vacant Post
Director of Assessment and Safeguarding		100000-104999	
Assistant Chief Executive		100000-104999	

Job Title	Name	Salary Band	Notes
Director of People and Culture		100000-104999	
Director of Economic Development and Growth		100000-104999	
Director of Stronger Communities		100000-104999	
Director of Strategic Change and Service Improvement		100000-104999	Vacant Post
Director of Finance and Procurement (Deputy S151 Officer)		75000-79999	0.57 FTE

Adults, Ageing and Wellbeing Directorate	Name	Salary Band	Notes
Senior Manager		70000-74999	
Senior Manager		70000-74999	
Senior Manager		70000-74999	
Senior Manager - Safeguarding Adults		70000-74999	
Operations Manager		70000-74999	
Operations Manager		70000-74999	
Operations Manager		70000-74999	
Operations Manager		70000-74999	
Senior Manager - Adult Social Care		70000-74999	
Operations Manager		70000-74999	
Operations Manager		65000-69999	
Operational Manager - Contracts		65000-69999	
Operational Manager - Contracts		60000-64999	
Adult Services Lead Manager		60000-64999	
Adult Services Lead Manager		60000-64999	

Adults, Ageing and Wellbeing Directorate	Name	Salary Band	Notes
Team Manager - Adult Social Care		55000-59999	
Team Manager - Adult Social Care		55000-59999	
Team Manager - Adult Social Care		55000-59999	
Team Manager - Adult Social Care		55000-59999	
Team Manager - Adult Social Care		55000-59999	
Team Manager - Adult Social Care		55000-59999	
Team Manager - Adult Social Care		55000-59999	
Team Manager - Adult Social Care		55000-59999	
Team Manager - Adult Social Care		55000-59999	
Team Manager - Adult Social Care		55000-59999	
Team Manager - Adult Social Care		55000-59999	
Team Manager - Adult Social Care		55000-59999	
Team Manager - Adult Social Care		55000-59999	
Senior Quality Improvement and Assurance Manager		55000-59999	
Occupational Therapy Team Manager		55000-59999	

Adults, Ageing and Wellbeing Directorate	Name	Salary Band	Notes
Occupational Therapy Team Manager		55000-59999	
Team Manager - Adult Social Care (Homesafe)		55000-59999	
Team Manager - Adult Social Care (Homesafe)		55000-59999	
Team Manager - Adult Social Care (Homesafe)		55000-59999	
Team Manager Adult Social Care		55000-59999	
Northumberland Children and Adults Safeguarding Partnership (NCASP) Business Manager		55000-59999	
Team Manager - Adult Social Care (Homesafe)		55000-59999	
Operational Systems Manager		55000-59999	
Operational Manager - Information & Performance		55000-59999	
Team Manager - Adult Social Care		55000-59999	
Team Manager - Adult Social Care		55000-59999	
Team Manager - Adult Social Care		55000-59999	
STSS Service Manager		55000-59999	
STSS Service Manager		55000-59999	
STSS Service Manager		55000-59999	

Adults, Ageing and Wellbeing Directorate	Name	Salary Band	Notes
STSS Service Manager		55000-59999	
STSS Service Manager		55000-59999	
Team Manager - Adult Social Care		50000-54999	
Team Manager - Adult Social Care		50000-54999	
Operational Services Manager - Social Work Learning & Development		50000-54999	
Occupational Therapy Team Manager		50000-54999	
Operational Services Manager		50000-54999	
Service Development Manager		50000-54999	
Service Development Manager		50000-54999	
Finance Department Manager		50000-54999	
Risk and Independence Specialist Advisor and Reviewing Practitioner		50000-54999	
Risk and Independence Specialist Advisor and Reviewing Practitioner		50000-54999	
Risk and Independence Specialist Advisor and Reviewing Practitioner		50000-54999	
Team Manager - Social Work Academy		50000-54999	
Team Manager		50000-54999	

Adults, Ageing and Wellbeing Directorate	Name	Salary Band	Notes
Team Manager		50000-54999	
Quality and Compliance Manager		50000-54999	
Risk and Independence Specialist Advisor and Reviewing Practitioner		50000-54999	
Risk and Independence Specialist Advisor and Reviewing Practitioner		50000-54999	
Service Manager - Admin		50000-54999	
Team Manager - Social Work Academy		50000-54999	
Safeguarding Manager		50000-54999	

Chief Executive's Directorate	Name	Salary Band	Notes
Head of Legal & Deputy Monitoring Officer		80000-84999	
Head of Members Services, Elections and Deputy Monitoring Officer		80000-84999	
Head of People		80000-84999	
Head of Communications and Engagement		80000-84999	
Head of Policy and Performance		80000-84999	
Head of OD and Culture		80000-84999	
Area Manager (B)		70000-74999	
Area Manager		70000-74999	Acting up arrangement
Strategic Policy, Risk and Performance Officer		65000-69999	
Corporate Health & Safety Manager		65000-69999	
Business Resilience and Emergency Planning Lead		65000-69999	
Principal Lawyer		65000-69999	
Principal Lawyer		65000-69999	
Democratic Services Manager		65000-69999	
Senior People Manager		65000-69999	

Chief Executive's Directorate	Name	Salary Band	Notes
Senior People Manager		65000-69999	
Group Manager (B)		60000-64999	
Group Manager (B)		60000-64999	
Senior Lawyer		55000-59999	
Senior Lawyer		55000-59999	
Strategic OD and Culture Partner		55000-59999	
Group Manager (B)		55000-59999	
Group Manager (B)		55000-59999	Acting up arrangement until 31/05/2025
Group Manager (B)		55000-59999	Acting up arrangement
Group Manager (B)		55000-59999	Acting up arrangement
Station Manager (B)		50000-54999	
Station Manager (B)		50000-54999	
Station Manager (B)		50000-54999	
Station Manager (B)		50000-54999	
Station Manager (B)		50000-54999	

Chief Executive's Directorate	Name	Salary Band	Notes
Station Manager (B)		50000-54999	
Station Manager (B)		50000-54999	Acting up arrangement until 30/06/2025
Station Manager (B)		50000-54999	
Station Manager (B)		50000-54999	
Station Manager (B)		50000-54999	
Station Manager (B)		50000-54999	Acting up arrangement until 30/06/2025
Principal Lawyer		50000-54999	0.81 FTE
Communications Lead - External		50000-54999	
Marketing and Campaigns - Communications Lead		50000-54999	
Digital and Social Media - Communications Lead		50000-54999	
Community Safety Department Manager		50000-54999	
Information Governance Manager		50000-54999	
Strategic OD and Culture Partner		50000-54999	0.90 FTE
Lawyer		50000-54999	
Lawyer		50000-54999	

Chief Executive's Directorate	Name	Salary Band	Notes
Lawyer		50000-54999	
Lawyer		50000-54999	
Lawyer		50000-54999	
Lawyer		50000-54999	
Lawyer		50000-54999	
Lawyer		50000-54999	
Lawyer		50000-54999	
Lawyer		50000-54999	
Practice Manager		50000-54999	
Lawyer		50000-54999	
Lawyer		50000-54999	
Station Manager (Control)		50000-54999	
Lawyer		50000-54999	
Lawyer		50000-54999	

Children, Young People and Education Directorate	Name	Salary Band	Notes
Head of School Organisation and Resources		90000-94999	
Head of Skills and Employability		80000-84999	
Head of Virtual School		80000-84999	
Head of School Improvement		80000-84999	
Head of Social Care - Safeguarding		80000-84999	
Head of Social Care - Early Help		80000-84999	
Head of Quality Assurance		75000-79999	
Head of SEND		75000-79999	
Senior Manager - Specialist Services		70000-74999	
Senior Manager - Early Intervention and Prevention		70000-74999	
Senior Manager Disabled Children - Children with SEND		70000-74999	
Senior Manager - Performance and Systems Support		70000-74999	
Senior Manager Specialist Services - Poverty Lead		70000-74999	
Senior Manager - Specialist Services		70000-74999	
Senior Manager - Specialist Services		65000-69999	
Senior Manager - Specialist Services		65000-69999	
Children's Services Manager for Residential and Support Services		65000-69999	
Service Manager		65000-69999	
Programme Manager - School Capital Development		65000-69999	
Education and Skills Business Manager		65000-69999	
School Organisation and Place Planning Manager		65000-69999	
Senior Manager - Education Development & Collaborative Projects		65000-69999	
Service Manager - High Incidence Needs Team		65000-69999	
Primary School Improvement Lead		65000-69999	
Primary School Improvement Lead		65000-69999	
Primary School Improvement Lead		65000-69999	
Early Years Adviser		65000-69999	
Head of Education		65000-69999	

Children, Young People and Education Directorate	Name	Salary Band	Notes
Senior SEND Advisor		60000-64999	
Senior Educational Psychologist		60000-64999	
Senior Skills Development Manager - Apprenticeships, Construction, Green Energy and SEND		60000-64999	
Senior Skills Development Manager - Engineering, Languages and English and Maths		60000-64999	
Preparation for Adulthood Lead		60000-64999	
Senior Children's and Corporate Performance Manager		60000-64999	Secondment until 31/01/2027
EOTAS Team Manager		60000-64999	
Lead Practitioner for Hearing Impairment		55000-59999	
Lead Practitioner		55000-59999	
Lead Practitioner		55000-59999	
Lead Practitioner - Literacy		55000-59999	
Learning Consultant		55000-59999	
Early Years Consultant		55000-59999	
Early Years Consultant		55000-59999	
Virtual School Deputy Head Teacher		55000-59999	
Principal Education Welfare Officer		55000-59999	
Team Manager - Safeguarding		55000-59999	
Team Manager - Safeguarding		55000-59999	
Team Manager - Safeguarding		55000-59999	
Team Manager - Safeguarding		55000-59999	
Early Help Triage Team Manager		55000-59999	
Team Manager - Safeguarding		55000-59999	
Team Manager - Safeguarding		55000-59999	
Team Manager - Safeguarding		55000-59999	

Children, Young People and Education Directorate	Name	Salary Band	Notes
Team Manager - Safeguarding		55000-59999	
Team Manager - Academy		55000-59999	
Team Manager - Academy		55000-59999	
Team Manager - Safeguarding		55000-59999	
Team Manager - Safeguarding		55000-59999	
Team Manager - Safeguarding		55000-59999	
Team Manager - Safeguarding		55000-59999	
Team Manager - Safeguarding		55000-59999	
Team Manager - Prebirth Team		55000-59999	
Senior Project and Development Manager - Children's Social Care		55000-59999	
NAS Generic Manager		55000-59999	
Team Manager - Safeguarding		55000-59999	
Team Manager - Safeguarding		55000-59999	
Team Manager - Safeguarding		55000-59999	
Family Help Locality Manager		55000-59999	
Family Help Locality Manager		55000-59999	
Family Help Locality Manager		55000-59999	
Family Help Locality Manager		55000-59999	
Team Manager - Family Support Services		55000-59999	
Team Manager - Safeguarding		55000-59999	
Team Manager - Safeguarding		55000-59999	
Secure Centre Registered Manager		55000-59999	
Team Manager - Family Placement		55000-59999	
Senior Independent Reviewing Officer		55000-59999	
Project and Quality Assurance Manager		55000-59999	
Principal Social Worker		55000-59999	
Northumberland Children and Adults Safeguarding Partnership (NCASP) Business Manager		55000-59999	

Children, Young People and Education Directorate	Name	Salary Band	Notes
Schools Admissions and Inclusion Manager		55000-59999	
Lead Officer		55000-59999	
People Manager - School Improvement		55000-59999	
Virtual School Educational Psychologist		55000-59999	
Educational Psychologist		55000-59999	
Lead in Speech, Language and Communication		55000-59999	
Team Manager - Safeguarding		55000-59999	
Team Manager - Safeguarding		55000-59999	Secondment until 11/11/2025
Team Manager - Safeguarding		55000-59999	
Team Manager - Safeguarding		55000-59999	
Team Manager - Safeguarding		55000-59999	
Team Manager - Safeguarding		55000-59999	
Team Manager - Family Placement		55000-59999	
Team Manager - Family Placement		55000-59999	
Primary ICT Computing and E Learning Consultant		55000-59999	
NAS Generic Manager		55000-59999	
Equality, Diversity & Inclusion Lead (Schools)		55000-59999	
Early Years Consultant		55000-59999	
NAS Generic Manager		50000-54999	
Team Manager - Family Placement		50000-54999	Secondment until 16/09/2025
Team Manager - Safeguarding		50000-54999	0.92 FTE
Team Manager		50000-54999	
Child Protection Advisor/Independent Reviewing Officer		50000-54999	
Local Authority Designated Officer - LADO		50000-54999	

Children, Young People and Education Directorate	Name	Salary Band	Notes
Child Protection Advisor/Independent Reviewing Officer		50000-54999	
Child Protection Advisor/Independent Reviewing Officer		50000-54999	
Child Protection Advisor/Independent Reviewing Officer		50000-54999	
Child Protection Advisor/Independent Reviewing Officer		50000-54999	
Education and SEND Improvement and Development Manager		50000-54999	
Employability, Skills and Contract Manager		50000-54999	
Lead Virtual School Educational Psychologist		50000-54999	0.80 FTE
Deputy Headteacher		50000-54999	
Team Manager - Schools' Safeguarding		50000-54999	0.80 FTE
Performance, Evaluation and Impact Co-ordinator		50000-54999	Secondment until 31/03/2026
Domestic Abuse and Sexual Violence Lead		50000-54999	
Child Protection Advisor/Independent Reviewing Off		50000-54999	
Senior Admin Manager - Countywide		50000-54999	
School Governance and Data Protection Manager		50000-54999	
Early Years Project Development and Business Manager		50000-54999	
Child Protection Advisor/Independent Reviewing Off		50000-54999	
EAL Teacher		50000-54999	

Place and Regeneration Directorate	Name	Salary Band	Notes
Head of Neighbourhood Services		95000-99999	
Head of Highways		90000-94999	
Head of Housing Services		80000-84999	
Head of Strategic Transport and Climate Change		75000-79999	
Head of Regeneration		75000-79999	
Head of Economic Development		75000-79999	
Head of Planning		70000-74999	0.92 FTE
Infrastructure Manager		70000-74999	
Neighbourhood Services Divisional Manager		70000-74999	
Housing Capital and Maintenance Manager		70000-74999	
Project Management Lead		70000-74999	
Programme Management Office Manager - Borderlands		70000-74999	
Senior Economic Development Manager		70000-74999	
Design Manager		65000-69999	
Design Manager - Property		65000-69999	
Energising Blyth Programme Manager		65000-69999	Fixed term until 31/03/2026
Integrated Services Manager		65000-69999	
Strategic Housing Manager		60000-64999	Acting up arrangement until 31/07/2025
Climate Change Team Manager		60000-64999	
Principal Engineer		55000-59999	
Commercial and Contracts Manager		55000-59999	
Funding Investment and Assurance Manager		55000-59999	
Strategic Tourism Project Manager		55000-59999	

Place and Regeneration Directorate	Name	Salary Band	Notes
Economic Growth and Regeneration Manager		55000-59999	
Economic Growth Manager		55000-59999	Fixed term until 01/12/2026
Strategic Estates Manager		55000-59999	
Principal Programme Officer - Borderlands		55000-59999	
Strategic Estates Manager		55000-59999	Secondment until 30/06/2025
Economic Growth Manager		55000-59999	
Economic Growth Manager - Business Support		55000-59999	
Principal Engineer		50000-54999	Secondment until 31/08/2025
Street Lighting Manager		50000-54999	
Highways Delivery Area Manager		50000-54999	
Highways Delivery Area Manager		50000-54999	
Passenger Transport Manager		50000-54999	
Senior Structures Engineer		50000-54999	
Senior Structures Engineer		50000-54999	
Neighbourhood Services Area Manager		50000-54999	
Neighbourhood Services Area Manager		50000-54999	
Neighbourhood Services Area Manager		50000-54999	
Neighbourhood Services Area Manager		50000-54999	
Fleet Manager		50000-54999	
Environmental Enforcement Manager		50000-54999	
Public Transport Manager		50000-54999	
Income Manager		50000-54999	

Place and Regeneration Directorate	Name	Salary Band	Notes
Customer Engagement and Sustainability Manager		50000-54999	
Homelessness and Housing Options Manager		50000-54999	
Asylum Seeker & Refugee Manager		50000-54999	
Housing Maintenance Manager		50000-54999	
Capital Programme Manager		50000-54999	
Planning Area Manager - Development Management		50000-54999	
Planning Area Manager - Development Management		50000-54999	
Policy Team Leader		50000-54999	
Policy Team Leader		50000-54999	
Environment and Design Team Manager		50000-54999	
Building Control and Land Charges Manager		50000-54999	
Cultural Development Manager		50000-54999	
Employability and Inclusion Manager		50000-54999	Seconded to DWP until 31/12/2025
Programme Manager - Town Regeneration		50000-54999	
Programme Manager - Great Northumberland Forest		50000-54999	Fixed term until 31/03/2026
Senior Capital Project Manager - Major Projects		50000-54999	
Capital Delivery Manager		50000-54999	
Statutory and Planned Maintenance Manager		50000-54999	
Facilities Manager		50000-54999	
Highways Delivery Area Manager		50000-54999	
Parking Services Manager		50000-54999	
Highways Development Manager		50000-54999	
Countryside and Green Spaces Manager		50000-54999	
Planning Manager - Neighbourhood Planning and Infrastructure		50000-54999	

Place and Regeneration Directorate	Name	Salary Band	Notes
Senior Capital Project Manager - Programming		50000-54999	
Highways Network Manager		50000-54999	
FCERM Manager		50000-54999	
Senior Roads Engineer		50000-54999	
Warmer Homes Programme Manager		50000-54999	
Estates Manager		50000-54999	
Project Manager (Energising Blyth)		50000-54999	Fixed term until 31/03/2026

Public Health, Inequalities and Stronger Communities Directorate	Name	Salary Band	Notes
Coroner		140000-144999	
Deputy Director Public Health		85000-89999	
Deputy Director Public Health		85000-89999	0.80 FTE
Head of Customer Experience		80000-84999	
Head of Community Services		80000-84999	
Head of Northumberland Communities Together		80000-84999	
Head of Public Protection		80000-84999	
Head of Public Protection		75000-79999	Acting up arrangement until 31/03/2026
Public Health Principal		65000-69999	Fixed term until 31/12/2028
Senior Public Health Programme Manager - Health Intelligence		65000-69999	
Senior Public Health Manager		65000-69999	
Senior Public Health Manager		65000-69999	
Corporate Complaints Manager		65000-69999	
Senior Public Health Manager		60000-64999	
Senior Public Health Manager		60000-64999	Acting up arrangement until 31/07/2025
Senior Public Health Manager		60000-64999	
Community Engagement and Assets Manager		55000-59000	
Strategic Community Safety and Partnership Manager		55000-59000	
Complaints and Customer Relations Manager		50000-54999	
Senior Public Health Manager		50000-54999	0.81 FTE

Public Health, Inequalities and Stronger Communities Directorate	Name	Salary Band	Notes
Public Health Manager		50000-54999	
Communications Lead		50000-54999	
Public Health Manager		50000-54999	
Environmental Health Manager (Food and H&S)		50000-54999	
Trading Standards and Animal Health Manager		50000-54999	
Licensing Manager		50000-54999	
Public Health Manager		50000-54999	
Public Health Manager		50000-54999	
Library Service Manager		50000-54999	
Public Health Manager		50000-54999	

Transformation and Resources Directorate	Name	Salary Band	Notes
Internal Change Consultant		85000-89000	Fixed term until 19/07/2026
Head of Corporate Commissioning and Procurement		85000-89000	
Head of Internal Audit and Risk Management (Chief Internal Auditor)		85000-89000	
Head of Digital & Data		80000-84999	
Head of Corporate Finance		80000-84999	
Head of Transactional Services		80000-84999	
Head of Technology		80000-84999	
Finance Manager		70000-74999	
Finance Manager		70000-74999	
Lead Service Designer		70000-74999	Fixed term until 31/03/2026
Finance Manager		70000-74999	
Implementation Manager		70000-74999	Secondment until 31/03/2026
Procurement Business Partner - Non Healthcare Portfolio		65000-69000	
Programme Manager		65000-69000	Acting up arrangement until 01/06/2025
Head of Service Improvement and Best Value		65000-69000	
Procurement Business Partner - Non Healthcare Portfolio		60000-64999	
Development Manager (A)		60000-64999	
Benefits Realisation Manager		60000-64999	Fixed term until 31/03/2026

Transformation and Resources Directorate	Name	Salary Band	Notes
Senior Benefits Manager		55000-59999	
Senior Revenues Manager		55000-59999	
Information and Development Manager		55000-59999	
Lead Software Developer		55000-59999	
ICT Service Support Manager		55000-59999	
Lead Cyber Security Engineer		55000-59999	
Group Assurance Manager		55000-59999	
Group Assurance Manager		55000-59999	
Senior Project Manager		55000-59999	Secondment until 30/09/2025
Service Review Lead		55000-59999	
Senior Project Manager		55000-59999	Secondment until 31/03/2026
Senior Project Manager		55000-59999	Secondment until 30/09/2025
Senior Project Manager		55000-59999	
Payroll Manager		55000-59999	
Service Review Lead		55000-59999	Secondment until 30/03/2026
Corporate Contracts and Supplier Relationship Manager		55000-59999	Secondment until 26/10/2026
Principal Accountant - Non Team Leader		50000-54999	
Principal Accountant - Non Team Leader		50000-54999	
Principal Accountant - Non Team Leader		50000-54999	

Transformation and Resources Directorate	Name	Salary Band	Notes
Principal Accountant - Non Team Leader		50000-54999	
Social Value and Responsible Procurement Manager		50000-54999	Fixed term until 01/03/2026
Strategic Category Manager		50000-54999	
Strategic Category Manager		50000-54999	
Principal Accountant - Non Team Leader		50000-54999	
Recovery and Accounts Receivable Manager		50000-54999	
Strategic Category Manager		50000-54999	
Senior Delivery Manager		50000-54999	
Senior Delivery Manager		50000-54999	
Senior Infrastructure Engineer		50000-54999	
Technical Accountant		50000-54999	
Strategic Category Manager		50000-54999	