

Norfolk County Council Senior Management structure and pay bands as of 1 June 2024

Employees at Assistant Director and above level, earning over £50,000 per annum.

Tier One

Tom McCabe

Job title: Chief Executive Officer

Salary Scale: Not applicable - fixed point

Contract type: Permanent, Full-time

Salary Band: £200,000 - £205,000

Maximum possible salary: £203,895

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: £140,000 - £145,000

Maximum possible salary within Scale S: £162,792

Harvey Bullen

Job title: Director of Strategic Finance

Salary Scale: R

Contract type: Permanent, Full-time

Salary Band: £125,000- £130,000

Maximum possible salary within Scale R: £140,703

Grahame Bygrave

Job title: Executive Director of Community and Environmental Services

Salary Scale: Q

Contract type: Permanent, Full-time

Salary Band: £111,000 - £115,000

Maximum possible salary within Scale Q: £121,644

Lead Director allowance: 7% of basic pay.

Steven Miller

Job title: Lead Director - Communities and Environment

Salary Scale: P

Contract type: Permanent, Full-time

Salary Band: £105,000 - £110,000

Maximum possible salary within Scale P: £107,277

Lead Director allowance: 7% of basic pay.

Caroline Clarke

Job title: Director of Democratic and Regulatory Services

Salary Scale: P

Contract type: Permanent, Full-time

Salary Band: £95,000 - £100,000

Maximum possible salary within Scale P: £107,277

Paul Cracknell

Job title: Executive Director of Strategy and Transformation

Salary Scale: S

Contract type: Permanent, Full-time

Salary Band: £155,000 - £160,000

Maximum possible salary within Scale S: £162,792

Katrina Hulatt

Job title: Director of Legal Services and Monitoring Officer

Salary Scale: Q

Contract type: Permanent, Full-time

Salary Band: £110,000 - £115,000

Maximum possible salary within Scale Q: £121,644

Sara Tough

Job title: Executive Director of Children's Services

Salary Scale: S

Contract type: Permanent, Full-time

Salary Band: £170,000 - £175,000

Maximum possible salary within Scale S: £162,792

Ceri Sumner

Job title: Director of Norfolk Fire and Rescue Service

Salary Scale: R

Contract type: Permanent, Full-time

Salary Band: £135,000 - £140,000

Maximum possible salary within Scale R: £140,703

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: £120,000 - £125,000

Maximum possible salary within Scale Q: £121,644

Job title: Director of Public Health

Salary Scale: Q

Contract type: Permanent, Full-time

Salary Band: £120,000 - £125,000

Maximum possible salary within Scale Q: £121,644

Job title: Director of Assurance and Commissioning

Salary Scale: Q

Contract type: Permanent, Full-time

Salary Band: £120,000 - £125,000

Maximum possible salary within Scale Q: £121,644

Job title: Director of Communities, Prevention and Partnerships

Salary Scale: Q

Contract type: Permanent, Full-time

Salary Band: £105,000 - £110,000

Maximum possible salary within Scale Q: £121,644

Tier Three – Reporting to Lead Director - Infrastructure

Job title: Director of Property

Salary Scale: Q

Contract type: Permanent, Full-time

Salary Band: £135,000 - £140,000

Maximum possible salary within Scale Q: £121,644

Job title: Assistant Director Infrastructure Delivery

Salary Scale: O

Contract type: Permanent, Full-time

Salary Band: £80,000 - £85,000

Maximum possible salary within Scale O: £81,981.

Job title: Assistant Director Highway Services

Salary Scale: O

Contract type: Permanent, Full-time

Salary Band: £75,000 - £80,000

Maximum possible salary within Scale O: £81,981

Job title: Assistant Director Waste and Water Management

Salary Scale: O

Contract type: Permanent, Full-time

Salary Band: £75,000 - £80,000

Maximum possible salary within Scale O: £81,981

Tier Three – Reporting to Lead - Communities and Environment

Job title: Director of Community Information and Learning

Salary Scale: P

Contract type: Permanent, Full-time

Salary Band: £95,000 – £100,000

Maximum possible salary within Scale P: £107,277

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: £135,000 - £140,000

Maximum possible salary within Scale Q: £121,644

Job title: Director of Growth and Investment

Salary Scale: P

Contract type: Permanent, Full-time

Salary Band: £105,000 - £110,000

Maximum possible salary within Scale P: £107,277

Job title: Director of Strategy Design and Delivery

Salary Scale: P

Contract type: Permanent, Full-time

Salary Band: £100,000 - £105,000

Maximum possible salary within Scale P: £107,277

Job title: Director for People

Salary Scale: Q

Contract type: Permanent, Full-time

Salary Band: £111,000 to £115,000

Maximum possible salary within Scale Q: £121,644

Job title: Director of Insight and Analytics

Salary Scale: P

Contract type: Full-time

Salary Band: £90,000 - £95,000

Maximum possible salary within Scale P: £107,277

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

Job title: Director of Family Help and High Needs

Salary Scale: Q

Contract type: Permanent, Full-time

Salary Band: £130,000 - £135,000

Maximum possible salary within Scale Q: £121,644

Job title: Director of Partnerships, Inclusion and Practice

Salary Scale: Q

Contract type: Permanent, Full-time

Salary Band: £115,000 - £120,000

Maximum possible salary within Scale Q: £121,644

Job title: Director of Sufficiency, Planning and Education Strategy

Salary Scale: Q

Contract type: Permanent, Full-time

Salary Band: £110,000 - £115,000

Maximum possible salary within Scale Q: £121,644

Tier Three – Reporting to Director of Strategic Finance

Job title: Director of Procurement and Sustainability

Salary Scale: Q

Contract type: Permanent, Full-time

Salary Band: £110,000 - £115,000

Maximum possible salary within Scale Q: £121,644

Job title: Assistant Director of Finance (Deputy Section 151 Officer)

Salary Scale: P

Contract type: Permanent, Full-time

Salary Band: £90,000 - £95,000

Maximum possible salary within Scale P: £107,277

Job title: Director of Norfolk Pension Fund

Salary Scale: P

Contract type: Permanent, Full-time

Salary Band: £100,000 - £105,000

Maximum possible salary within Scale P: £107,277

Job title: Assistant Director of Finance (Audit)

Salary Scale: O

Contract type: Permanent, Full-time

Salary Band: £80,000 - £85,000

Maximum possible salary within Scale O: £81,981

Job title: Assistant Director of Finance (Financial Exchequer Services)

Salary Scale: O

Contract type: Permanent, Full-time

Salary Band: £80,000 - £85,000

Maximum possible salary within Scale O: £81,981