

## Welwyn Hatfield Borough Council - Senior Management Responsibility 2022/ 2023

<b>Tier 1</b>	<p><b>Job Title:</b> Chief Executive  <b>Grade:</b> Chief Executive Scale  <b>Permanent</b>  <b>Salary range:</b> £125,000 – £135,000  <b>Salary Ceiling:</b> £135,723</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-bottom: 10px;"> <tr><td style="width: 20%;"><b>Expenditure</b></td><td><b>£143.449m</b></td></tr> <tr><td><b>Income</b></td><td><b>(£99.718m)</b></td></tr> <tr><td><b>Net Budget</b></td><td><b>£43.731m</b></td></tr> </table> <p><b>Responsibilities:</b>  4 Direct reports  488 indirect reports</p> <p>Head of Paid Service  Overall Strategic and Corporate Management of the Council  Direct and lead on the achievement of the Council’s corporate and strategic objectives, ensuring that they are implemented.  Act as interface between the Political Executive and employees, the organisation and the community, professionally advise, guide and inform Councillors as appropriate.</p>			<b>Expenditure</b>	<b>£143.449m</b>	<b>Income</b>	<b>(£99.718m)</b>	<b>Net Budget</b>	<b>£43.731m</b>												
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<b>Tier 2</b>	<p><b>Job Title:</b> Corporate Director  <b>Grade:</b> Directors Scale  <b>Directorate:</b> Resources, Environment and Cultural Service  <b>Permanent (Vacant)</b>  <b>Salary range:</b> £95,000 – £100,000  <b>Salary Ceiling:</b> £101,949</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-bottom: 10px;"> <tr><td style="width: 20%;"><b>Expenditure</b></td><td><b>£59.679m</b></td></tr> <tr><td><b>Income</b></td><td><b>(£44.986m)</b></td></tr> <tr><td><b>Net Budget</b></td><td><b>£14.693m</b></td></tr> </table> <p><b>Responsibilities:</b>  4 direct reports  220 indirect reports</p> <p>Chief Finance Officer  Strategic Management of:  - Resources  - Environment  - Cultural Services</p>	<b>Expenditure</b>	<b>£59.679m</b>	<b>Income</b>	<b>(£44.986m)</b>	<b>Net Budget</b>	<b>£14.693m</b>	<p><b>Job Title:</b> Corporate Director  <b>Grade:</b> Directors Scale  <b>Directorate:</b> Housing and Communities  <b>Permanent (Vacant)</b>  <b>Salary range:</b> £95,000 – £100,000  <b>Salary Ceiling:</b> £101,949</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-bottom: 10px;"> <tr><td style="width: 20%;"><b>Expenditure</b></td><td><b>£56.739m</b></td></tr> <tr><td><b>Income</b></td><td><b>(£53.187m)</b></td></tr> <tr><td><b>Net Budget</b></td><td><b>(£3.553m)</b></td></tr> </table> <p><b>Responsibilities:</b>  4 direct reports  208 indirect reports</p> <p>Strategic Management of:  - Property Service  - Housing Operations  - Housing and Communities</p>	<b>Expenditure</b>	<b>£56.739m</b>	<b>Income</b>	<b>(£53.187m)</b>	<b>Net Budget</b>	<b>(£3.553m)</b>	<p><b>Job Title:</b> Corporate Director  <b>Grade:</b> Directors Scale  <b>Directorate:</b> Public Protection, Planning and Governance  <b>Permanent (Vacant)</b>  <b>Salary range:</b> £95,000 – £100,000  <b>Salary Ceiling:</b> £101,949</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-bottom: 10px;"> <tr><td style="width: 20%;"><b>Expenditure</b></td><td><b>£6.137m</b></td></tr> <tr><td><b>Income</b></td><td><b>(£1.424m)</b></td></tr> <tr><td><b>Net Budget</b></td><td><b>£4.713m</b></td></tr> </table> <p><b>Responsibilities:</b>  4 Direct Reports  188 indirect reports</p> <p>Strategic Management of:  - Law and Administration  - Public Protection  - Planning</p>	<b>Expenditure</b>	<b>£6.137m</b>	<b>Income</b>	<b>(£1.424m)</b>	<b>Net Budget</b>	<b>£4.713m</b>
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<b>Tier 3</b>	<p><b>Job Title:</b> Head of Environment  <b>Grade:</b> COB  <b>Permanent</b>  <b>Salary range:</b> £60,000 - £75,000  <b>Salary Ceiling:</b> £74,164</p> <table border="1"> <tr> <td><b>Expenditure</b></td> <td>£14.565m</td> </tr> <tr> <td><b>Income</b></td> <td>(£4.082m)</td> </tr> <tr> <td><b>Net Budget</b></td> <td>£10.483m</td> </tr> </table> <p><b>Responsibilities:</b>  1 direct report  26 indirect reports</p> <ul style="list-style-type: none"> <li>- Community &amp; Environment</li> <li>- Car Parks</li> <li>- Cemetery Service</li> <li>- Waste &amp; Recycling</li> <li>- Cleansing Service</li> <li>- Grounds Maintenance</li> <li>- Play Areas</li> <li>- On-street parking &amp; enforcement</li> <li>- Landscape &amp; Ecology</li> <li>- Customer Services (Contact Centre)</li> </ul>	<b>Expenditure</b>	£14.565m	<b>Income</b>	(£4.082m)	<b>Net Budget</b>	£10.483m	<p><b>Job Title:</b> Head of Resources (S151 Officer)  <b>Grade:</b> COB  <b>Permanent</b>  <b>Salary range:</b> £65,000 - £80,000  <b>Salary Ceiling:</b> £79,164</p> <table border="1"> <tr> <td><b>Expenditure</b></td> <td>£41.069m</td> </tr> <tr> <td><b>Income</b></td> <td>(£38.210m)</td> </tr> <tr> <td><b>Net Budget</b></td> <td>£2.858m</td> </tr> </table> <p><b>Responsibilities:</b>  5 direct reports  51 indirect reports</p> <ul style="list-style-type: none"> <li>- Chief Finance Officer</li> <li>- Financial Services</li> <li>- Building Services</li> <li>- Estates and Development</li> <li>- Council Tax</li> <li>- Benefits</li> <li>- Business Rates</li> <li>- ICT</li> <li>- Corporate Anti-fraud</li> <li>- Internal Audit</li> <li>- Modernisation &amp; Digital</li> </ul>	<b>Expenditure</b>	£41.069m	<b>Income</b>	(£38.210m)	<b>Net Budget</b>	£2.858m	<p><b>Job Title:</b> Head of Policy and Culture  <b>Grade:</b> COB  <b>Permanent (Vacant)</b>  <b>Salary range:</b> £60,000 - £75,000  <b>Salary Ceiling:</b> £74,164</p> <table border="1"> <tr> <td><b>Expenditure</b></td> <td>£4.046m</td> </tr> <tr> <td><b>Income</b></td> <td>(£2.694m)</td> </tr> <tr> <td><b>Net Budget</b></td> <td>£1.352m</td> </tr> </table> <p><b>Responsibilities:</b>  4 direct reports  144 indirect reports</p> <ul style="list-style-type: none"> <li>- Campus West</li> <li>- Museum Service</li> <li>- Policy and Communications</li> <li>- Client Management of Greenwich Leisure Ltd</li> </ul>	<b>Expenditure</b>	£4.046m	<b>Income</b>	(£2.694m)	<b>Net Budget</b>	£1.352m	<p><b>Job Title:</b> Head of Property Services  <b>Grade:</b> COB  <b>Permanent (Vacant)</b>  <b>Salary range:</b> £60,000 - £75,000  <b>Salary Ceiling:</b> £74,164</p> <table border="1"> <tr> <td><b>Expenditure</b></td> <td>£20.530m</td> </tr> <tr> <td><b>Income</b></td> <td>(£0.000m)</td> </tr> <tr> <td><b>Net Budget</b></td> <td>£20.530m</td> </tr> </table> <p><b>Responsibilities:</b>  4 direct reports  23 indirect reports</p> <ul style="list-style-type: none"> <li>- Quality Assurance</li> <li>- Asset / Planned Works</li> <li>- Repairs and Maintenance</li> <li>- Compliance and mechanical &amp; electrical services.</li> </ul>	<b>Expenditure</b>	£20.530m	<b>Income</b>	(£0.000m)	<b>Net Budget</b>	£20.530m	<p><b>Job Title:</b> Head of Housing Operations  <b>Grade:</b> COB  <b>Permanent</b>  <b>Salary range:</b> £60,000 - £75,000  <b>Salary Ceiling:</b> £74,164</p> <table border="1"> <tr> <td><b>Expenditure</b></td> <td>£7.793m</td> </tr> <tr> <td><b>Income</b></td> <td>£52.181m</td> </tr> <tr> <td><b>Net Budget</b></td> <td>(£44.388m)</td> </tr> </table> <p><b>Responsibilities:</b>  4 direct reports  131 indirect reports</p> <ul style="list-style-type: none"> <li>- Neighbourhood and Tenancy Management</li> <li>- Anti-Social Behaviour</li> <li>- Resident Involvement</li> <li>- Customer Engagement</li> <li>- Tenancy Support</li> <li>- Independent Living</li> <li>- Community Buses</li> <li>- Income Management</li> <li>- Leasehold</li> <li>- Rents Accounting</li> <li>- Jim MacDonald Centre</li> <li>- Housing IT, Support and Administration</li> </ul>	<b>Expenditure</b>	£7.793m	<b>Income</b>	£52.181m	<b>Net Budget</b>	(£44.388m)
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<p><b>Job Title:</b> Head of Community and Housing Strategy  <b>Grade:</b> COB  <b>Permanent</b>  <b>Salary range:</b> £60,000 - £75,000  <b>Salary Ceiling:</b> £74,164</p> <table border="1" data-bbox="232 416 584 512"> <tr> <td><b>Expenditure</b></td> <td>£28.416m</td> </tr> <tr> <td><b>Income</b></td> <td>£1.005m</td> </tr> <tr> <td><b>Net Budget</b></td> <td>£27.411m</td> </tr> </table> <p><b>Responsibilities:</b>          6 direct reports          42 indirect reports</p> <ul style="list-style-type: none"> <li>- Community safety</li> <li>- Community Partnerships (youth, sport, town centres, voluntary sector)</li> <li>- Housing Development</li> <li>- Affordable Housing Programme</li> <li>- Housing Strategy</li> <li>- Private Sector Housing</li> <li>- Homelessness</li> <li>- Housing Options</li> <li>- Housing Allocations</li> </ul>	<b>Expenditure</b>	£28.416m	<b>Income</b>	£1.005m	<b>Net Budget</b>	£27.411m	<p><b>Job Title:</b> Head of Law and Administration (Monitoring Officer)  <b>Grade:</b> COB  <b>Permanent</b>  <b>Salary range:</b> £65,000 - £80,000  <b>Salary Ceiling:</b> £79,164</p> <table border="1" data-bbox="624 416 945 512"> <tr> <td><b>Expenditure</b></td> <td>£2.532m</td> </tr> <tr> <td><b>Income</b></td> <td>(£0.251m)</td> </tr> <tr> <td><b>Net Budget</b></td> <td>£2.281m</td> </tr> </table> <p><b>Responsibilities:</b>          6 direct reports          38 indirect</p> <ul style="list-style-type: none"> <li>- Monitoring Officer</li> <li>- Human Resources</li> <li>- Governance Services</li> <li>- Electoral Services</li> <li>- Legal Services</li> <li>- Land Charges</li> <li>- Procurement</li> <li>- Monitoring Officer</li> </ul>	<b>Expenditure</b>	£2.532m	<b>Income</b>	(£0.251m)	<b>Net Budget</b>	£2.281m	<p><b>Job Title:</b> Head of Public Health and Protection  <b>Grade:</b> COB  <b>Permanent</b>  <b>Salary range:</b> £60,000 - £75,000  <b>Salary Ceiling:</b> £74,164</p> <table border="1" data-bbox="978 384 1323 480"> <tr> <td><b>Expenditure</b></td> <td>£1.652m</td> </tr> <tr> <td><b>Income</b></td> <td>(£0.316m)</td> </tr> <tr> <td><b>Net Budget</b></td> <td>£1.336m</td> </tr> </table> <p><b>Responsibilities:</b>          7 direct reports          24 indirect reports</p> <ul style="list-style-type: none"> <li>- Hackney Carriage</li> <li>- Licensing</li> <li>- Risk and Resilience</li> <li>- Environmental Health</li> <li>- Public Health and Wellbeing</li> <li>- Street Warden Service</li> </ul>	<b>Expenditure</b>	£1.652m	<b>Income</b>	(£0.316m)	<b>Net Budget</b>	£1.336m	<p><b>Job Title:</b> Head of Planning  <b>Grade:</b> COB  <b>Permanent</b>  <b>Salary range:</b> £60,000 - £75,000  <b>Salary Ceiling:</b> £74,164</p> <table border="1" data-bbox="1373 352 1704 448"> <tr> <td><b>Expenditure</b></td> <td>£1.954m</td> </tr> <tr> <td><b>Income</b></td> <td>(£0.858m)</td> </tr> <tr> <td><b>Net Budget</b></td> <td>£1.096m</td> </tr> </table> <p><b>Responsibilities:</b>          6 direct reports          40 indirect reports</p> <ul style="list-style-type: none"> <li>- Planning Policy</li> <li>- Development Management Services</li> <li>- Economic Development</li> <li>- Welwyn Garden Estate Management scheme</li> <li>- Corporate GIS</li> <li>- Climate Change</li> </ul>	<b>Expenditure</b>	£1.954m	<b>Income</b>	(£0.858m)	<b>Net Budget</b>	£1.096m
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<p>50k +</p>	<p><b>Job Title:</b> Service Manager (Financial Services)  <b>Grade:</b> COC  <b>Permanent</b>  <b>Salary range:</b> £50,000 - £60,000  <b>Salary Ceiling:</b> £63,547</p> <table border="1"> <tr><td><b>Expenditure</b></td><td>£2.602m</td></tr> <tr><td><b>Income</b></td><td>(£0.002m)</td></tr> <tr><td><b>Net Budget</b></td><td>£2.600m</td></tr> </table> <p><b>Responsibilities:</b>                  2 direct reports                  17 indirect reports</p> <ul style="list-style-type: none"> <li>- Deputy Chief Finance Officer</li> <li>- Payroll</li> <li>- Accountancy</li> <li>- Accounts Payable</li> <li>- Accounts Receivable</li> <li>- Treasury and Insurance</li> </ul>	<b>Expenditure</b>	£2.602m	<b>Income</b>	(£0.002m)	<b>Net Budget</b>	£2.600m	<p><b>Job Title:</b> Service Manager (Estates and Development)  <b>Grade:</b> COC  <b>Permanent (Vacant)</b>  <b>Salary range:</b> £50,000 - £60,000  <b>Salary Ceiling:</b> £60,547</p> <table border="1"> <tr><td><b>Expenditure</b></td><td>£0.775m</td></tr> <tr><td><b>Income</b></td><td>(£2.795m)</td></tr> <tr><td><b>Net Budget</b></td><td>£2.020m</td></tr> </table> <p><b>Responsibilities:</b>                  2 direct reports                  13 indirect reports</p> <ul style="list-style-type: none"> <li>- Estates</li> <li>- Development</li> </ul>	<b>Expenditure</b>	£0.775m	<b>Income</b>	(£2.795m)	<b>Net Budget</b>	£2.020m	<p><b>Job Title:</b> Client Support Services Manager  <b>Grade:</b> COC  <b>Permanent</b>  <b>Salary range:</b> £50,000 - £60,000  <b>Salary Ceiling:</b> £60,547</p> <table border="1"> <tr><td><b>Expenditure</b></td><td>£34.404m</td></tr> <tr><td><b>Income</b></td><td>(£31.397m)</td></tr> <tr><td><b>Net Budget</b></td><td>£3.007m</td></tr> </table> <p><b>Responsibilities:</b>                  4 direct reports                  0 indirect reports</p> <ul style="list-style-type: none"> <li>- ICT Client Services Management</li> <li>- Revenues and Benefits Client Management</li> <li>- Data Protection</li> </ul>	<b>Expenditure</b>	£34.404m	<b>Income</b>	(£31.397m)	<b>Net Budget</b>	£3.007m	<p><b>Job Title:</b> Neighbourhood &amp; Enforcement Manager  <b>Grade:</b> COC  <b>Permanent</b>  <b>Salary range:</b> £50,000 - £60,000  <b>Salary Ceiling:</b> £60,547</p> <table border="1"> <tr><td><b>Expenditure</b></td><td>£0.651m</td></tr> <tr><td><b>Income</b></td><td>(£0.001m)</td></tr> <tr><td><b>Net Budget</b></td><td>£0.650m</td></tr> </table> <p><b>Responsibilities:</b>                  5 direct reports                  5 indirect reports</p> <ul style="list-style-type: none"> <li>-</li> </ul>	<b>Expenditure</b>	£0.651m	<b>Income</b>	(£0.001m)	<b>Net Budget</b>	£0.650m	<p><b>Job Title:</b> Risk and Resilience Manager  <b>Grade:</b> COC  <b>Permanent</b>  <b>Salary range:</b> £50,000 - £60,000  <b>Salary Ceiling:</b> £60,547</p> <table border="1"> <tr><td><b>Expenditure</b></td><td>£0.405m</td></tr> <tr><td><b>Income</b></td><td>(£0.005m)</td></tr> <tr><td><b>Net Budget</b></td><td>£0.400m</td></tr> </table> <p><b>Responsibilities:</b>                  4 direct reports                  30 indirect reports</p> <ul style="list-style-type: none"> <li>- Risk and Resilience</li> <li>- Health and Safety</li> </ul>	<b>Expenditure</b>	£0.405m	<b>Income</b>	(£0.005m)	<b>Net Budget</b>	£0.400m
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	<p><b>Job Title:</b> Commercial Manager  <b>Grade:</b> COC  <b>Permanent</b>  <b>Salary range:</b> £50,000 - £60,000  <b>Salary Ceiling:</b> £60,547</p> <table border="1"> <tr><td><b>Expenditure</b></td><td>£0.682m</td></tr> <tr><td><b>Income</b></td><td>(£0.00m)</td></tr> <tr><td><b>Net Budget</b></td><td>£0.682m</td></tr> </table> <p><b>Responsibilities:</b>                  2 direct reports                  11 indirect</p> <ul style="list-style-type: none"> <li>- Repairs Service Centre</li> <li>- Maintenance Surveying</li> <li>- Repairs and Maintenance</li> </ul>	<b>Expenditure</b>	£0.682m	<b>Income</b>	(£0.00m)	<b>Net Budget</b>	£0.682m	<p><b>Job Title:</b> Planning and Policy Implementation Manager  <b>Grade:</b> COC  <b>Permanent</b>  <b>Salary range:</b> £50,000 - £60,000  <b>Salary Ceiling:</b> £60,547</p> <table border="1"> <tr><td><b>Expenditure</b></td><td>£0.632m</td></tr> <tr><td><b>Income</b></td><td>(£0.00m)</td></tr> <tr><td><b>Net Budget</b></td><td>£0.632m</td></tr> </table> <p><b>Responsibilities:</b>                  5 direct reports                  6 indirect reports</p> <ul style="list-style-type: none"> <li>- Local Plan</li> <li>- Community Infrastructure Levy Charging Schedule</li> </ul>	<b>Expenditure</b>	£0.632m	<b>Income</b>	(£0.00m)	<b>Net Budget</b>	£0.632m	<p><b>Job Title:</b> Human Resources Manager  <b>Grade:</b> COC  <b>Permanent</b>  <b>Salary range:</b> £50,000 - £60,000  <b>Salary Ceiling:</b> £60,547</p> <table border="1"> <tr><td><b>Expenditure</b></td><td>£0.570m</td></tr> <tr><td><b>Income</b></td><td>(£0.003m)</td></tr> <tr><td><b>Net Budget</b></td><td>£0.567m</td></tr> </table> <p><b>Responsibilities:</b>                  6 direct reports                  0 indirect reports</p> <ul style="list-style-type: none"> <li>- Workforce Planning</li> <li>- Pay and Reward</li> <li>- Employee Relations</li> <li>- Recruitment and Selection</li> </ul>	<b>Expenditure</b>	£0.570m	<b>Income</b>	(£0.003m)	<b>Net Budget</b>	£0.567m	<p><b>Job Title:</b> Legal Services Manager  <b>Grade:</b> COC  <b>Permanent</b>  <b>Salary range:</b> £50,000 - £60,000  <b>Salary Ceiling:</b> £63,547</p> <table border="1"> <tr><td><b>Expenditure</b></td><td>£0.552m</td></tr> <tr><td><b>Income</b></td><td>(£0.107m)</td></tr> <tr><td><b>Net Budget</b></td><td>£0.445m</td></tr> </table> <p><b>Responsibilities:</b>                  8 direct reports                  5 indirect reports</p> <ul style="list-style-type: none"> <li>- Litigation</li> <li>- Conveyancing</li> <li>- Deputy Monitoring Officer</li> </ul>	<b>Expenditure</b>	£0.552m	<b>Income</b>	(£0.107m)	<b>Net Budget</b>	£0.445m	<p><b>Job Title:</b> Environment, Parking &amp; Bereavement Manager  <b>Grade:</b> COC  <b>Permanent</b>  <b>Salary range:</b> £50,000 - £60,000  <b>Salary Ceiling:</b> £60,547</p> <table border="1"> <tr><td><b>Expenditure</b></td><td>£2.024m</td></tr> <tr><td><b>Income</b></td><td>(£1.916m)</td></tr> <tr><td><b>Net Budget</b></td><td>£0.108m)</td></tr> </table> <p><b>Responsibilities:</b>                  4 direct reports                  22 indirect</p> <ul style="list-style-type: none"> <li>- Environment Services</li> <li>- Parking Services</li> </ul>	<b>Expenditure</b>	£2.024m	<b>Income</b>	(£1.916m)	<b>Net Budget</b>	£0.108m)
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	<p>- Client management of MEARS</p>	<p>- Supplementary Planning Documents                  - Brownfield Register                  - Self-Build Register                  - Annual Monitoring Report                  - other plans and strategies</p>	<p>- Employment Law                  - Learning and Development                  - Employee health &amp; Wellbeing</p>		<p>- Bereavement Services                  - Client management of STERIA, Urbaser, Pearce, Cookstown Textiles Recycling, Redcorn, ontinental Landscapes Ltd, Maydencroft, John O Connor, East Herts/APCOA, Electric Blue and RG Carter</p>												
	<p><b>Job Title:</b> Service Manager (Building Services)  <b>Grade:</b> COC  <b>Permanent</b>  <b>Salary range:</b> £50,000 - £60,000  <b>Salary Ceiling:</b> £60,547</p> <table border="1" data-bbox="232 738 584 834"> <tr> <td><b>Expenditure</b></td> <td>£2.977m</td> </tr> <tr> <td><b>Income</b></td> <td>(£3.777m)</td> </tr> <tr> <td><b>Net Budget</b></td> <td>£0.80m</td> </tr> </table> <p><b>Responsibilities:</b>                  3 direct reports                  9 indirect reports</p> <ul style="list-style-type: none"> <li>- Premises</li> <li>- Facilities Services</li> <li>- Garages</li> <li>- Business Centres</li> </ul>	<b>Expenditure</b>	£2.977m	<b>Income</b>	(£3.777m)	<b>Net Budget</b>	£0.80m	<p><b>Job Title:</b> Development Management Services Manager  <b>Grade:</b> COC  <b>Permanent</b>  <b>Salary range:</b> £50,000 - £60,000  <b>Salary Ceiling:</b> £60,547</p> <table border="1" data-bbox="616 767 945 863"> <tr> <td><b>Expenditure</b></td> <td>£0m</td> </tr> <tr> <td><b>Income</b></td> <td>(£0.00m)</td> </tr> <tr> <td><b>Net Budget</b></td> <td>£0m</td> </tr> </table> <p><b>Responsibilities:</b>                  5 direct reports                  6 indirect reports</p>	<b>Expenditure</b>	£0m	<b>Income</b>	(£0.00m)	<b>Net Budget</b>	£0m			
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