

Chief Executive Officer

|   |     |   |                      |
|---|-----|---|----------------------|
| ICB Chief People & Culture Officer          | VSM | 7 |                      |
| Chief Finance and Performance Officer       |     |   |                      |
| ICB Chief Executive Officer                 |     |   |                      |
| ICB Chief Medical Officer                   |     |   |                      |
| ICB Chief Nursing Officer                   |     |   |                      |
| ICB Chief Strategy & Transformation Officer |     |   |                      |
| ICB Chief Participation & Place Officer     |     |   |                      |
|   |     |   | <b>£1,230,560.00</b> |

### Chief Strategy and Transformation Officer

| Post | BAND | Number of Posts | Total Cost Chief Officer Area |
|------|------|-----------------|-------------------------------|
|------|------|-----------------|-------------------------------|

|                                |     |   |  |
|--------------------------------|-----|---|--|
| Managing Director Primary Care | VSM | 1 |  |
|--------------------------------|-----|---|--|

|  |        |   |  |
|--|--------|---|--|
| Director of Infrastructure & Growth    | Band 9 | 9 |  |
| Director - Mental Health               |        |   |  |
| Specialist Services Programme Director |        |   |  |
| Director of Strategy                   |        |   |  |
| Director of Primary Care x 3           |        |   |  |
| Director of ICP Transition             |        |   |  |
| Director of Transformation             |        |   |  |

|  |         |    |  |
|--|---------|----|--|
| Associate Director of Estates (Infrastructure)         | Band 8D | 16 |  |
| Workstream Director - Planned Care                     |         |    |  |
| Deputy Director of Primary Care x 2                    |         |    |  |
| Deputy Director of Transformation x 2                  |         |    |  |
| Deputy Director CSU Transformation Programme & EU Exit |         |    |  |
| Deputy Director - Programme Management Office x 2      |         |    |  |
| Deputy Director - Strategy, Planning, and Performance  |         |    |  |
| Deputy Director - Unplanned Care                       |         |    |  |
| Deputy Director of Transformation                      |         |    |  |
| Head of Estates  |         |    |  |
| Consultant in Public Health                            |         |    |  |
| Senior Programme Manager                               |         |    |  |

|                                  |  |  |  |
|----------------------------------|--|--|--|
| Primary Care Transformation Lead |  |  |  |
|----------------------------------|--|--|--|

|   |            |    |  |
|---|------------|----|--|
| Strategic Lead - Children and Young Peoples   | Band<br>8C | 21 |  |
| Head of Integrated Commissioning              |            |    |  |
| Head of HUDU                                  |            |    |  |
| Head of Performance and Alignment             |            |    |  |
| Primary Care Workforce Transformation Manager |            |    |  |
| Head of Unplanned Care                        |            |    |  |
| Mental Health & LD Manager x 2                |            |    |  |
| Head of Primary Care x 3                      |            |    |  |
| BHR Shared PMO Programme Lead x 3             |            |    |  |
| CDC Programme Lead                            |            |    |  |
| Programme Manager                             |            |    |  |
| Senior Programme Manager x 3                  |            |    |  |
| Estates Programme Lead (NELCA)                |            |    |  |
| CDC Programme Lead                            |            |    |  |

|   |            |    |  |
|---|------------|----|--|
| Remote Monitoring & COVID-19 Pathways Programme Manager | Band<br>8B | 32 |  |
| Programme Manager x 9                                   |            |    |  |
| PMO Manager   |            |    |  |
| Head of PMO   |            |    |  |
| Primary Care Delivery Manager x 4                       |            |    |  |
| Strategic Lead - Maternity                              |            |    |  |
| Learning Disabilities & Austim Strategic Lead           |            |    |  |
| BI - Senior Developer                                   |            |    |  |
| ICB Operating Model Delivery Lead                       |            |    |  |
| Assistant Head of Contracting for Primary Care x 3      |            |    |  |
| Senior Strategy Manager                                 |            |    |  |
| Senior Planning and Performance Manager                 |            |    |  |
| Senior Transformation Manager x 9                       |            |    |  |

|  |         |    |  |
|--|---------|----|--|
| Head of Planned Care                                     |         |    |  |
| Strategic Estates Manager x 3                            | Band 8A | 31 |  |
| NEL Infrastructure Planner                               |         |    |  |
| Learning Disability Mortality Review (LeDer) Coordinator |         |    |  |
| Senior Primary Care Commissioning Manager x 9            |         |    |  |
| Senior Commissioning Manager Children & Young People     |         |    |  |
| Mental Health Commissioning Manager x 2                  |         |    |  |
| Workforce and QI Transformation Manager                  |         |    |  |
| Workstream Transformation Support Officer                |         |    |  |
| Senior Transformation Lead                               |         |    |  |
| Planning and Performance Manager x 3                     |         |    |  |
| Out of Hospital Care Model Programme Manager             |         |    |  |
| Long Term Conditions Project Manager                     |         |    |  |
| Senior Project Manager x 3                               |         |    |  |
| Programme Manager x 2                                    |         |    |  |
| Clinical Network Project Manager                         |         |    |  |

|   |        |    |  |
|---|--------|----|--|
| Strategic Estates Manager                 | Band 7 | 34 |  |
| Service Transformation Manager            |        |    |  |
| Senior Business Manager                   |        |    |  |
| Primary Care Commissioning Manager x 4    |        |    |  |
| Senior Commissioning Manager              |        |    |  |
| Commissioning Manager x 2                 |        |    |  |
| Primary Care Improvement Lead x 8         |        |    |  |
| QI Analytics Associate                    |        |    |  |
| Performance and Population Health Manager |        |    |  |
| NELHCP Deputy Programme Manager x 3       |        |    |  |
| PMO Manager x 2                           |        |    |  |
| Project Manager x 2                       |        |    |  |

|                                   |  |  |  |
|-----------------------------------|--|--|--|
| PMO Programme Support Officer x 3 |  |  |  |
| Diabetes Project Manager          |  |  |  |
| Senior Project Manager            |  |  |  |

|  |        |    |  |
|--|--------|----|--|
| Planning and Performance Officer       | Band 6 | 17 |  |
| Project Officer x 2                    |        |    |  |
| Quality Improvement Project officer    |        |    |  |
| Primary Care Team - Programme Support  |        |    |  |
| Primary Care Project officer           |        |    |  |
| Project Support Officer                |        |    |  |
| Digital Project Support Officer        |        |    |  |
| Estates Officer                        |        |    |  |
| Business Manager                       |        |    |  |
| Commissioning Manager                  |        |    |  |
| Primary Care Commissioning Manager x 2 |        |    |  |
| Contract Manager                       |        |    |  |
| Commissioner Learning Disabilities     |        |    |  |

|                               |        |    |  |
|-------------------------------|--------|----|--|
| Contract Manager              | Band 5 | 11 |  |
| Business Manager x 3          |        |    |  |
| Primary Care Improvement Lead |        |    |  |
| Workstream Support Officer    |        |    |  |
| Support Officer x 2           |        |    |  |
| Senior Team Administrator     |        |    |  |
| Project Officer               |        |    |  |

|                   |        |   |  |
|-------------------|--------|---|--|
| Administrator x 3 | Band 4 | 3 |  |
|-------------------|--------|---|--|

|                     |  |     |            |
|---------------------|--|-----|------------|
| Johanna Moss - CSTO |  | 175 | £9,579,079 |
|---------------------|--|-----|------------|

Chief Finance and Performance Officer

| POST | BAND | Number of Posts | Total Cost PER POST/TEAM |
|------|------|-----------------|--------------------------|
|------|------|-----------------|--------------------------|

|                     |     |   |  |
|---------------------|-----|---|--|
| Director of Finance | VSM | 1 |  |
|---------------------|-----|---|--|

|                                  |        |   |  |
|----------------------------------|--------|---|--|
| Director of Performance          | Band 9 | 9 |  |
| Deputy Director                  |        |   |  |
| Deputy Chief Finance Officer     |        |   |  |
| Director                         |        |   |  |
| Head of Professional Contracting |        |   |  |
| IT and Innovation SRO X 2        |        |   |  |
| Director of Performance          |        |   |  |
| Director                         |        |   |  |
|                                  |        |   |  |

|   |         |    |  |
|---|---------|----|--|
| Deputy Head of Finance X2                       | Band 8D | 17 |  |
| Senior Finance Manager X 2                      |         |    |  |
| Head of Finance                                 |         |    |  |
| Head of Commissioning & Contract Management X 2 |         |    |  |
| Head of Business Intelligence                   |         |    |  |
| Deputy Head of Business Intelligence            |         |    |  |
| Head of Planning & Delivery                     |         |    |  |
| Planning & Control Lead                         |         |    |  |
| Head of Corporate and Commercial Finance        |         |    |  |
| IT Programme Manager X 2                        |         |    |  |
| Head of Technical Programmes                    |         |    |  |
|   |         |    |  |

|                          |  |  |  |
|--------------------------|--|--|--|
| ICT Head of Primary Care |  |  |  |
| Information Manager      |  |  |  |
|                          |  |  |  |
|                          |  |  |  |
|                          |  |  |  |

|   |         |    |  |
|---|---------|----|--|
| Senior Contracts Manager                            | Band 8C | 23 |  |
| Head of Contracts X 2                               |         |    |  |
| Deputy Head of Commissioning & Contract Mngmt       |         |    |  |
| Deputy Head Provider Performance Improvement        |         |    |  |
| Deputy Head of Comm & Contract Mgmt                 |         |    |  |
| Deputy Head of Provider Performance Improvement X 2 |         |    |  |
| Deputy Head of Business Intelligence                |         |    |  |
| Deputy Head of Planning & Delivery                  |         |    |  |
| Delivery Lead                                       |         |    |  |
| Head of Finance X 4                                 |         |    |  |
| Senior Finance Officer                              |         |    |  |
| Senior Finance Manager X 2                          |         |    |  |
| Head of Planning and Performance                    |         |    |  |
| Cancer Alliance Senior Project Manager              |         |    |  |
| Programme Lead for Diagnostic & Treatment           |         |    |  |
| Head of Primary Care IT Services                    |         |    |  |
| BI - Technical Deputy                               |         |    |  |

|  |         |    |  |
|--|---------|----|--|
| Senior Insights Manager X 2                              | Band 8B | 37 |  |
| Senior Manager, Population Health and Financial Strategy |         |    |  |
| Strategic Development Manager                            |         |    |  |
| Senior Provider Performance Improvement Manager          |         |    |  |



|  |  |  |  |
|--|--|--|--|
| Senior Contracts Manager                               |  |  |  |
| Senior Commissioning & Contract Manager X 4            |  |  |  |
| Senior Planning and Delivery Manager                   |  |  |  |
| eRS Implementation Lead                                |  |  |  |
| Financial Control Manager                              |  |  |  |
| Senior Management Accountant                           |  |  |  |
| Senior Management Accountant                           |  |  |  |
| Senior Finance Manager                                 |  |  |  |
| Finance Manager  |  |  |  |
| Primary Care Commissioning Manager                     |  |  |  |
| Senior Strategic IG Manager                            |  |  |  |
| Primary Care Service Delivery Manager                  |  |  |  |
| Project Manager X 5                                    |  |  |  |
| Cancer Commissioning Manager X 2                       |  |  |  |
| Head of Business Operations, Performance and Assurance |  |  |  |
| Business Intelligence Analyst                          |  |  |  |
| BI - Senior Developer                                  |  |  |  |
| BI - Senior Developer X 2                              |  |  |  |
| Senior Business Intelligence Manager X 4               |  |  |  |
| Infrastructure Planner                                 |  |  |  |

|                                      |         |    |  |
|--------------------------------------|---------|----|--|
| Finance Manager X 6                  |         |    |  |
| Reporting & Planning Accountant      |         |    |  |
| Business Analyst                     |         |    |  |
| Product Delivery Manager             |         |    |  |
| Senior Contract Analyst              |         |    |  |
| Planning & Delivery Manager          | Band 8A | 47 |  |
| Commissioning & Contract Manager X 5 |         |    |  |
| BI Systems Deployment Manager        |         |    |  |
| BI Business Analyst                  |         |    |  |
| Business Intelligence Manager X 4    |         |    |  |

|  |  |  |  |
|--|--|--|--|
| Provider Performance Improvement Manager WEL       |  |  |  |
| BI Data Quality and Standards Manager              |  |  |  |
| BI Test Analyst                                    |  |  |  |
| Planning & Delivery Manager                        |  |  |  |
| Digital First Project Manager X 3                  |  |  |  |
| Senior Digital Developer                           |  |  |  |
| Senior Governance Manager                          |  |  |  |
| Network Manager                                    |  |  |  |
| Senior Financial Accountant                        |  |  |  |
| IG SME Manager                                     |  |  |  |
| Digital Transformation Manager X 3                 |  |  |  |
| Network & Unified Comms Manager                    |  |  |  |
| Programme Manager X 2                              |  |  |  |
| Commercial Contract Manager                        |  |  |  |
| Business Performance Manager                       |  |  |  |
| Technology Service Delivery Manager                |  |  |  |
| Programme Manager                                  |  |  |  |
| Cancer Alliance Senior Project Manager             |  |  |  |
| Cancer Alliance Patient and Public Engagement lead |  |  |  |
| Registration Authority Manager                     |  |  |  |

|   |        |    |  |
|---|--------|----|--|
| Business Intelligence Analyst X 3                       |        |    |  |
| Provider Business Intelligence Analyst                  |        |    |  |
| Business Intelligence Manager                           |        |    |  |
| Business Performance Analyst                            |        |    |  |
| Commissioning & Contract Coordinator X 5                | Band 7 | 44 |  |
| Senior Claims Lead                                      |        |    |  |
| Senior Analyst Population Health and Financial Strategy |        |    |  |
| Senior Business Manager / Head of CFOs Office           |        |    |  |
| Finance Manager   |        |    |  |
|   |        |    |  |
|   |        |    |  |
|   |        |    |  |

|   |  |  |  |
|---|--|--|--|
| Finance Officer                               |  |  |  |
| Financial Accountant                          |  |  |  |
| Planning Accountant                           |  |  |  |
| Senior Accountant                             |  |  |  |
| SNR E Procurement Officer                     |  |  |  |
| UEC Project Support Manager                   |  |  |  |
| Senior Information Governance Compliance Lead |  |  |  |
| Senior Service Desk Support                   |  |  |  |
| Telecoms Manager                              |  |  |  |
| RA Manager                                    |  |  |  |
| BI Junior Developer                           |  |  |  |
| Finance Co-ordinator                          |  |  |  |
| DCC Support                                   |  |  |  |
| NEL Cancer Alliance Project Manager           |  |  |  |
| Project Manager                               |  |  |  |
| Business Manager                              |  |  |  |
| Contract Analyst                              |  |  |  |
| Contracts Manager                             |  |  |  |
| Senior Contract Analyst                       |  |  |  |
| Senior GPIT Facilitator X 4                   |  |  |  |
| GP IT Project Manager X 3                     |  |  |  |
| GP IT Services Manager                        |  |  |  |
| GP IT Support Manager X 2                     |  |  |  |
|   |  |  |  |

|   |        |    |  |
|---|--------|----|--|
| Insights Analyst  | Band 6 | 40 |  |
| Business Intelligence Analyst Officer X 3               |        |    |  |
| Senior Analyst Population Health and Financial Strategy |        |    |  |
| Contract Support Analyst                                |        |    |  |

|  |  |  |  |
|--|--|--|--|
| Financial Strategy Analyst                       |  |  |  |
| Business Information Analyst                     |  |  |  |
| Senior Insights Analyst                          |  |  |  |
| Analyst-Population Health and Financial Strategy |  |  |  |
| Finance Officer                                  |  |  |  |
| ICT Commercial Support Officer                   |  |  |  |
| Commissioning & Contract Officer X 4             |  |  |  |
| Commissioning and Contract Coordinator           |  |  |  |
| Digital First Programme Coordinator              |  |  |  |
| Junior Digital Project Manager                   |  |  |  |
| Digital Project Support Officer                  |  |  |  |
| Desktop Engineer X 2                             |  |  |  |
| Support Desk Analyst                             |  |  |  |
| Business Coordinator                             |  |  |  |
| Junior Project Manager                           |  |  |  |
| Planning and Performance Officer                 |  |  |  |
| Assistant Contract Manager                       |  |  |  |
| Primary Care Accountant                          |  |  |  |
| Purchasing Officer                               |  |  |  |
| Senior Stock and Asset Management Officer        |  |  |  |
| GP IT Facilitator X 2                            |  |  |  |
| GP IT Support X 7                                |  |  |  |

|                                     |        |    |  |
|-------------------------------------|--------|----|--|
| Commissioning & Contract Assistant  |        |    |  |
| Finance Co-Ordinator                |        |    |  |
| Management Accountant X 5           |        |    |  |
| Graduate Financial Strategy Analyst | Band 5 | 27 |  |
| Graduate Trainee Accountant         |        |    |  |
| Contracting Support Officer X 2     |        |    |  |
| IG Officer                          |        |    |  |

|                                    |  |  |  |
|------------------------------------|--|--|--|
| GIS and Data Analyst               |  |  |  |
| Senior RA Agent X 2                |  |  |  |
| Support Engineer                   |  |  |  |
| GPIT Trainer                       |  |  |  |
| Senior Support Engineer X 2        |  |  |  |
| Senior Customer Resolution Analyst |  |  |  |
| Test and Release Analyst           |  |  |  |
| Business Support Officer X 2       |  |  |  |
| Project Officer X3                 |  |  |  |
| Personal Assistant                 |  |  |  |

|  |        |   |  |
|--|--------|---|--|
| Customer Resolution Analyst                      | Band 4 | 9 |  |
| Procurement Administrator                        |        |   |  |
| IT Service Desk Registration Authority Agent X 2 |        |   |  |
| Compliance Assurance Officer                     |        |   |  |
| Finance Support Officer X 2                      |        |   |  |
| Invoicing Clerk                                  |        |   |  |
| RA Agent   |        |   |  |
|  |        |   |  |

|                           |        |       |                    |
|---------------------------|--------|-------|--------------------|
| Management Accountant     | Band 2 | 1     |                    |
|                           |        |       |                    |
| <b>Henry Black - CFPO</b> |        | 255.0 | <b>£13,260,614</b> |

**Chief Medical Officer**

| Post             | BAND | Number of Posts | Total Cost Chief Officer Area |
|------------------|------|-----------------|-------------------------------|
| Chief Pharmacist | VSM  | 1               |                               |

|   |         |   |  |
|---|---------|---|--|
| Deputy Chief Pharmacist                                   | Band 8D | 3 |  |
| Programme Director  |         |   |  |
| Deputy Director of Screening, Prevention and Vaccinations |         |   |  |

|  |         |   |  |
|--|---------|---|--|
| Deputy Chief Pharmacist                | Band 8C | 3 |  |
| Head of Medicines Optimisation         |         |   |  |
| Commissioning & Contracting Pharmacist |         |   |  |

|  |         |   |  |
|--|---------|---|--|
| QIPP Programme Pharmacist x 3                              | Band 8B | 9 |  |
| Joint Formulary Pharmacist                                 |         |   |  |
| Senior Transformation Manager - Medicines Optimisation x 3 |         |   |  |
| Commissioning and Contracting pharmacist x 2               |         |   |  |

|  |         |    |  |
|--|---------|----|--|
| Senior Prescribing Advisor x 9           | Band 8A | 17 |  |
| QIPP Programme Pharmacist                |         |    |  |
| Prescribing Advisor x 5                  |         |    |  |
| Joint Formulary Pharmacist               |         |    |  |
| Compliance Assurance and Engagement Lead |         |    |  |

|  |        |   |  |
|--|--------|---|--|
| Prescribing Advisor                                    | Band 7 | 6 |  |
| Medicines Optimisation Pharmacist                      |        |   |  |
| Prescribing Support Officer x 3                        |        |   |  |
| Commissioning & Contracting Senior Pharmacy Technician |        |   |  |

|   |        |   |  |
|---|--------|---|--|
| Prescribing Data Analyst x 3                      | Band 6 | 6 |  |
| Business Manager                                  |        |   |  |
| Commissioning Support Analyst                     |        |   |  |
| Commissioning and Contracting Pharmacy Technician |        |   |  |

|                         |        |   |  |
|-------------------------|--------|---|--|
| Team Administrators x 3 | Band 5 | 3 |  |
|-------------------------|--------|---|--|

|                            |  |           |                      |
|----------------------------|--|-----------|----------------------|
| <b>Paul Gilluley - CMO</b> |  | <b>47</b> | <b>£2,175,580.69</b> |
|----------------------------|--|-----------|----------------------|

Chief Nursing Officer

| Post                               | BAND   | Number of Posts | Total Cost Chief Officer Area |
|------------------------------------|--------|-----------------|-------------------------------|
| Director of Quality                | Band 9 | 2               |                               |
| Director of Nursing & Safeguarding |        |                 |                               |

|                     |         |   |  |
|---------------------|---------|---|--|
| Head of Service x 3 | Band 8D | 4 |  |
| Associate Director  |         |   |  |

|   |         |    |  |
|---|---------|----|--|
| Head of Continuing Care                             | Band 8C | 21 |  |
| CHC Quality & Safety Lead                           |         |    |  |
| Senior Lead Infection Prevention and Control        |         |    |  |
| Assistant Director of Maternity Programmes          |         |    |  |
| Senior Lead Patient Safety                          |         |    |  |
| Head of Quality                                     |         |    |  |
| Designated Nurse for Safeguarding x 9               |         |    |  |
| Designated Professional for Safeguarding Adults x 5 |         |    |  |
| Associate Director of Children's safeguarding       |         |    |  |
| Senior Programme Vaccination and Testing Lead       |         |    |  |

|                                      |         |   |  |
|--------------------------------------|---------|---|--|
| Senior Commissioning Manager         | Band 8B | 9 |  |
| Senior Nurse Placements Manager      |         |   |  |
| Senior Operations Placements Manager |         |   |  |
| Maternity Programme Manager          |         |   |  |
| Head of Strategic Delivery           |         |   |  |



|  |  |  |  |
|--|--|--|--|
| Spclst Clncl Exprts Mngr                     |  |  |  |
| Clinical Quality and Safety Manager          |  |  |  |
| Senior Quality & Safety Lead                 |  |  |  |
| Designated Clinical Officer for Safeguarding |  |  |  |

|  |         |    |  |
|--|---------|----|--|
| CHC Manager - Continuing Care                  | Band 8A | 23 |  |
| Commissioning and Business Manager             |         |    |  |
| Review and Assessment Manager                  |         |    |  |
| Senior Lead Finance Manager - CHC              |         |    |  |
| Service Manager                                |         |    |  |
| BI and Performance Manager                     |         |    |  |
| IFR Team Manager                               |         |    |  |
| LMS Maternal Medicine Midwife                  |         |    |  |
| Quality Lead                                   |         |    |  |
| CDOP Manager                                   |         |    |  |
| Quality and Safety Lead x 2                    |         |    |  |
| Violence Reduction Programme Manager           |         |    |  |
| Designated Nurse for Looked after Children x 6 |         |    |  |
| Senior Nurse                                   |         |    |  |

|  |        |    |  |
|--|--------|----|--|
| Children's Cont Care Nurse Assessor & Transition Coordinator | Band 7 | 22 |  |
| Quality Assurance Assessor                                   |        |    |  |
| Quality Assurance Nurse                                      |        |    |  |
| Senior Nurse x 4   |        |    |  |
| PHB Manager x 2  |        |    |  |
|  |        |    |  |
| Senior Contracts Manager                                     |        |    |  |
| Maternity Support Programme Manager                          |        |    |  |

|   |  |  |  |
|---|--|--|--|
| Safety Co-ordinator x 2                       |  |  |  |
| Quality Lead                                  |  |  |  |
| LeDeR Senior Reviewer                         |  |  |  |
| Vaccination and Testing Programme Manager x 2 |  |  |  |
| Vaccination and Testing Officer               |  |  |  |

|  |        |    |  |
|--|--------|----|--|
| Nurse Assessor x 8                         | Band 6 | 15 |  |
| Personal Health Budgets Officer            |        |    |  |
| Assistant Commissioning & Business Manager |        |    |  |
| Broad care Manager London                  |        |    |  |
| CHC Contract Officers                      |        |    |  |
| Continuing Healthcare Accountant           |        |    |  |
| Quality Support Lead                       |        |    |  |
| LeDeR Reviewer                             |        |    |  |

|                                |        |    |  |
|--------------------------------|--------|----|--|
| Commissioning Support x 8      | Band 5 | 19 |  |
| CHC Officer x 4                |        |    |  |
| Finance Officer                |        |    |  |
| PHB Support Worker             |        |    |  |
| Brokerage Administrator        |        |    |  |
| PA to Director                 |        |    |  |
| Invoice Team Leader London MDT |        |    |  |
| Placements Administrator       |        |    |  |
| Safety Officer                 |        |    |  |
| Coordinator                    |        |    |  |
| Quality Support Officer        |        |    |  |
| Business Manager               |        |    |  |

|                                     |        |    |  |
|-------------------------------------|--------|----|--|
| Business Administrative Support x 8 | Band 4 | 11 |  |
| Invoice Validator                   |        |    |  |
| Quality Support Assistant (LeDer)   |        |    |  |
| Safeguarding Support Officer        |        |    |  |

|                          |  |            |                      |
|--------------------------|--|------------|----------------------|
| <b>Diane Jones - CNO</b> |  | <b>126</b> | <b>£5,292,883.42</b> |
|--------------------------|--|------------|----------------------|

**Chief People and Culture Officer**

| Post   | BAND    | Number of Posts | Total Cost Chief Officer Area |
|--|---------|-----------------|-------------------------------|
| Deputy Director of Corporate Services              | Band 9  | 3               |                               |
| Director of Organisational Development & Education |         |                 |                               |
| Director of Equality Diversity & Inclusion         |         |                 |                               |
| Senior Workforce Transformation Lead               | Band 8D | 1               |                               |
| Chief of Staff                                     | Band 8C | 3               |                               |
| Workforce Programme Manager                        |         |                 |                               |
| Head of Operations                                 |         |                 |                               |
| Adviser  | Band 8B | 4               |                               |
| Senior HR Business Partner x 2                     |         |                 |                               |
| Senior Organisation Development Manager            |         |                 |                               |
| Estates and Facilities Manager                     | Band 8A | 3               |                               |
| Head of Office                                     |         |                 |                               |
| Learning & Development Manager                     |         |                 |                               |
| Senior Business Manager                            | Band 7  | 3               |                               |
| Business Manager x 2                               |         |                 |                               |
| Employee Relations Manager                         |         |                 |                               |

|  |        |   |  |
|--|--------|---|--|
| Executive Assistant                                | Band 6 | 5 |  |
| Business Manager x 2                               |        |   |  |
| Assistant Organisation Development Support Manager |        |   |  |
| Senior HR Advisor                                  |        |   |  |

|                         |        |   |  |
|-------------------------|--------|---|--|
| Executive Assistant x 3 | Band 5 | 7 |  |
| Business Manager x 2    |        |   |  |
| Administrator           |        |   |  |
| Team Administrator      |        |   |  |

|                         |        |   |  |
|-------------------------|--------|---|--|
| Project support officer | Band 4 | 4 |  |
| Caretaker/Handyperson   |        |   |  |
| Junior Business Analyst |        |   |  |
| Receptionist            |        |   |  |

|                               |  |           |                      |
|-------------------------------|--|-----------|----------------------|
| <b>Francesca Okosi - CPCO</b> |  | <b>33</b> | <b>£1,661,021.55</b> |
|-------------------------------|--|-----------|----------------------|

**Chief Participation and Place Officer**

| Post  | BAND    | Number of Posts | Total Cost Chief Officer Area |
|---|---------|-----------------|-------------------------------|
| Director of Communication & Involvement           | Band 9  | 3               |                               |
| Director of Partnership, Impact and Delivery x 2  |         |                 |                               |
|   |         |                 |                               |
| Director of Mental Health and Joint Commissioning | 8D      | 1               |                               |
| Associate Director Comms & Engagement x 2         | Band 8C | 14              |                               |
| Head of Governance                                |         |                 |                               |
| Legal & Governance Advisor                        |         |                 |                               |
| Senior Commissioning Manager                      |         |                 |                               |
| Head of Strategy and System Development           |         |                 |                               |
| Community Services Manager                        |         |                 |                               |
| Children's & Maternity Commissioning Lead         |         |                 |                               |
| Head of Integrated Commissioning                  |         |                 |                               |
| Head of Commissioning and Transformation          |         |                 |                               |
| Programme Manager - Integrated Commissioning      |         |                 |                               |
| Programme Lead x 2                                |         |                 |                               |
| Deputy Director of Partnerships                   |         |                 |                               |
|   |         |                 |                               |

|  |            |    |  |
|--|------------|----|--|
| Communications Associate                       | Band<br>8B | 17 |  |
| Head of Communications and Engagement x 3      |            |    |  |
| Corporate Governance Manager                   |            |    |  |
| Head Integrated Commissioning                  |            |    |  |
| Senior Commissioning Manager x 2               |            |    |  |
| Commissioning Manager x 3                      |            |    |  |
| Transformation Manager x 2                     |            |    |  |
| Senior Transformation Manager x 2              |            |    |  |
| Communications and Engagement Vaccination Lead |            |    |  |
| Head of Membership Engagement                  |            |    |  |
| Programme Manager                              |            |    |  |

|  |            |    |  |
|--|------------|----|--|
| Engagement and Community Communications Manager            | Band<br>8A | 33 |  |
| Senior Engagement and Communications Manager x 4           |            |    |  |
| Senior Communications and Campaigns Manager x 3            |            |    |  |
| Senior Communications Manager x 3                          |            |    |  |
| Communications Manager                                     |            |    |  |
| Head of Public Engagement and Personalised Care Lead       |            |    |  |
| Senior Public Affairs Manager                              |            |    |  |
| Senior Governance Manager x 3                              |            |    |  |
| Senior Transformation Lead x 3                             |            |    |  |
| Transformation Manager x 2                                 |            |    |  |
| Children's Programme Manager x 2                           |            |    |  |
| Risk and Assurance Manager                                 |            |    |  |
| Children and Adolescent Mental Health (CAMHS) Commissioner |            |    |  |
| Integrated Commissioning Manager x 2                       |            |    |  |
| Senior Commissioning Manager x 2                           |            |    |  |
| TCP Project Manager  |            |    |  |

|   |        |    |  |
|---|--------|----|--|
| Engagement and Community Communications Manager x 5 | Band 7 | 21 |  |
| Engagement and Equalities Manager                   |        |    |  |
| Engagement and Communications Officer               |        |    |  |
| Communications and Stakeholder Manager              |        |    |  |
| Communications Manager x 2                          |        |    |  |
| Public and Patient Involvement and Engagement Lead  |        |    |  |
| Communications and Digital Manager                  |        |    |  |
| Governance Manager x2                               |        |    |  |
| Complaints Manager                                  |        |    |  |
| FOI Manager   |        |    |  |
| Transformation Manager-Children & Young People      |        |    |  |
| Commissioning Manager                               |        |    |  |
| Integrated Commissioning Governance Manager         |        |    |  |
| Partnership Development Manager                     |        |    |  |
| Senior Project Manager                              |        |    |  |

|   |        |   |  |
|---|--------|---|--|
| Communications and Digital Officer x 2  | Band 6 | 9 |  |
| Communications Officer                  |        |   |  |
| Governance Officer x 3                  |        |   |  |
| Assistant Commissioning Manager         |        |   |  |
| Project Support Officer                 |        |   |  |
| Personalisation Project Support Manager |        |   |  |
|   |        |   |  |
| Communications Assistant                | Band 5 | 8 |  |
| Communications Officer                  |        |   |  |
| Governance Administrator x 2            |        |   |  |
| Business Administration Support         |        |   |  |



|                                |  |  |  |
|--------------------------------|--|--|--|
| Corporate Services Assistant   |  |  |  |
| Patient Experience Coordinator |  |  |  |
|                                |  |  |  |

|                                     |        |   |  |
|-------------------------------------|--------|---|--|
| Receptionist/Facilities Officer x 2 | Band 4 | 6 |  |
| Communications Assistant            |        |   |  |
| Team Administrator x 3              |        |   |  |
|                                     |        |   |  |

|               |        |   |  |
|---------------|--------|---|--|
| Administrator | Band 3 | 1 |  |
|---------------|--------|---|--|

|                                |  |            |                   |
|--------------------------------|--|------------|-------------------|
| <b>Charlotte Pomery - CPPO</b> |  | <b>113</b> | <b>£5,191,711</b> |
|--------------------------------|--|------------|-------------------|