

STANDARDS COMMITTEE

23 MARCH 2011

POLITICALLY RESTRICTED POSTS

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Summary

This report provides the Committee with an update on the consultation process to introduce the changes introduced by the Local Democracy, Economic Development and Construction Act 2009 and makes final recommendations on identifying sensitive categories of Politically Restricted posts.

1. Budget and Policy Framework

1.1 Responsibility for the function of granting and specifying exemptions for politically restricted posts lies with the Standards Committee together with responsibility for considering individual appeals against inclusion. Therefore, the Employment Matters Committee has considered the outcome of consultation and referred the matter to this Committee for final decision.

2. Introduction

2.1 The Local Democracy, Economic Development and Construction Act 2009, Section 30 changes the approach to identifying posts, which are politically restricted by removing the duty to maintain a list of posts earning above a nominated salary. Originally posts were deemed to be politically restricted if they were:

- specified in the Local Government Housing Act (for example Head of Paid Service, chief officers, etc);
- at or above a specified salary level (NJC for Local Government Services Spinal Column Point 44); or
- considered 'sensitive' by virtue of their duties (i.e. they involved giving regular advice to the authority and its committees or speaking on behalf of the authority).

2.2 This section of the new Act took effect from 12 January 2010 with the result that local authorities need to review the posts previously considered to be politically restricted by virtue of salary level to assess

whether they should be genuinely politically restricted by virtue of the duties they actually perform.

3. Background

3.1 Definitions of Politically Restricted Posts (PoRPs)

The main provisions regarding PoRPs are set out in Part I of the LGHA 1989. Further details are set out in the Local Government (Politically Restricted Posts) Regulations 1990 (LGO (PR) R 1990) [SI 851].

The effect of including a local authority employee on the list of 'politically restricted posts' is to prevent that individual from having any active political role either in or outside the workplace. Politically restricted employees will automatically be disqualified from standing for or holding elected office, and these restrictions are incorporated as terms in the employee's contract of employment under s.3 LGO (PR) R 1990. It is left to the discretion of each authority whether or not to reinstate an employee who resigns his post, and then consequently fights and loses an election.

In practice, this equates to debarring a substantial number of local government employees from standing for office as:

- local councillors
- MPs
- MEPs
- Members of the Welsh Assembly
- Members of the Scottish Parliament

They are also restricted from:

- canvassing on behalf of a political party or a person who is or seeks to be a candidate (Reg 3, Sched Pt I, para 5 LGO(PR)R 1990)
- speaking to the public at large or publishing any written or artistic work that could give the impression that they are advocating support for a political party (Reg 3, Sched Pt II, LGO(PR)R 1990)

The cumulative effect of these restrictions is to limit the holders of 'PoRPs' to bare membership of political parties, with no active participation within the party permitted. All local authority employees fall within the scope of the Act including part-time posts.

3.2 Which posts are politically restricted?

Each local authority is under a duty to draw-up and regularly update a list of those posts, which are politically restricted. With effect from 12 January 2010 politically restricted posts fall into two broad categories:

3.2.1 Specified posts:

- the Head of the Paid Service (s4 LGHA)
- the statutory chief officers, (including the director of children's services and director of adult social services in England, and the chief education officer and director of social services in Wales)

- non-statutory chief officers (officers who, in respect of all or most of the duties of their post, report directly to the head of paid service or to the local authority or to a committee or sub-committee of the authority)
- deputy chief officers (officers who, in respect of all or most of their duties, report directly to a statutory or non-statutory chief officer)
- the monitoring officer (s 5 LGHA)
- the chief finance officer (s 151 LGA)
- officers exercising delegated powers, i.e. persons whose posts are for the time being specified by the authority in a list maintained in accordance with s 100G(2) of the LGA (in this Council – the Employee Delegation Scheme, Chapter 3, Part 4 of the Council's Constitution)
- assistants to political groups (see section 3.4 below)

All these post holders are politically restricted without rights of appeal for exemption to the local authority's standards committee (in England) or to the Independent Adjudicator to Local Authorities in Wales.

3.2.2 'Sensitive' posts:

A sensitive post is one, which meets one or both of the following duties-related criteria:

- giving advice on a regular basis to the authority itself, to any committee or sub-committee of the authority or to any joint committee on which the authority are represented; or where the authority are operating executive arrangements, to the executive of the authority; to any committee of that executive; or to any member of that executive who is also a member of the authority
- speaking on behalf of the authority on a regular basis to journalists or broadcasters

These post holders can appeal to the local standards committee (in England) or the Independent Adjudicator to Local Authorities in Wales to be exempted from the list, on the grounds that the authority has wrongly applied the criteria.

Teachers, headteachers and lecturers are all exempt from political restrictions under s 2(10) LGHA, and will not be regarded as holding 'PoRPs' whatever their role or remuneration level.

3.3 Procedure on appeal

Employees included in the lists compiled by local authorities on duties-related grounds can appeal to the Standards Committee against their inclusion, if they feel that they cannot influence policy, or that the local authority has incorrectly applied the duties-related criteria.

All such appeals require a letter from the applicant formally seeking exemption and a full job description of the post.

3.4 Political Assistants

Under s. 9 LGHA 1989, a local authority may appoint up to three assistants for political groups subject to stringent conditions and safeguards.

Unlike other politically-restricted posts, political assistants are not restricted from speaking to the public at large or publishing any written or artistic work that could give the impression that they are advocating support for a political party. However, they may not speak in public so as to create the impression that they are speaking as an authorised representative of a political party. They must also not publish or be involved in the publication of a written or artistic work, which gives the impression that the publication is authorised by a political party.

4. Issues for consideration

- 4.1 The change resulting from the revised legislation is that posts at or above a specified salary level (NJC for Local Government Services Spinal Column Point 44) are no longer required to be automatically included in the list of Politically Restricted Posts.
- 4.2 There are no changes to the provisions that Specified Posts and Sensitive Posts are deemed to be Politically Restricted Posts. The legislation includes Chief Officers (which in Medway would include the Directors and all of the Assistant Director posts within the Business Support Department) and Deputy Chief Officers (which in Medway would include the Assistant Director posts other than those qualifying for the purposes of the legislation as Chief Officers and all of the Service Managers in the Business Support Department).
- 4.3 The Sensitive posts within Medway are presently deemed to be:
 - all posts in Democratic Services where advice is given on a regular basis to the authority itself, to any committee or sub-committee of the authority or to any joint committee on which the authority are represented; or where the authority are operating executive arrangements, to the executive of the authority; to any committee of that executive; or to any member of that executive who is also a member of the authority
 - all posts in the Communications Team which speak on behalf of the authority on a regular basis to journalists or broadcasters
- 4.4 The Employment Matters Committee on 1 April 2010 considered it appropriate that all Service Manager posts are deemed to be Sensitive posts as they regularly give advice at committees, sub-committees etc. Service Manager salary level currently commences at £43,648 pa.
- 4.5 It was also considered that numerous Principal Officer level posts also could give advice at committees, sub-committees etc and therefore further analysis of individual posts was needed.
- 4.6 Standards Committee considered that it would be appropriate to change the reference to Spinal Column Point 44 as this point does not correspond with a particular grade, thus meaning that some

postholders (PO3 and PO2) would become politically restricted after some years in post. However, it was not considered appropriate to remove the political restriction designation for these posts without reviewing whether the posts should be politically restricted by virtue of being sensitive posts.

- 4.7 A consultation process was carried out with Service Heads to establish both those senior posts which should remain designated as restricted, and to identify any lower level posts which should be designated as restricted.
- 4.8 Individual staff affected by these proposals have been consulted informally by their managers and to date there have not been any significant concerns raised from the affected post holders. All staff impacted by the decision would be formally advised in writing and would have the right of appeal.

5. Risk Management

- 5.1 If the Committee accepts the outcome of the analysis of individual posts for their sensitivity, and removes the automatic barring of political activity at SCP 44 this will significantly reduce the number of senior posts within the Council which have political restrictions upon them. There are over 100 employees across the council in posts graded PO2 which would previously have been automatically restricted and now less than 20 post holders at this grade are specifically identified in sensitive posts. Careful consideration of sensitive areas has been carried out particularly in corporate communications, policy and review areas, and democratic services to ensure that all relevant posts have been identified.
- 5.2 Where staff are identified in sensitive posts which have not previously been deemed as sensitive, there could be appeals from existing postholders. However, bearing in mind that this is the present contractual position for the majority of these posts, which previously were restricted by salary level, and that there have been no appeals for many years, this risk is regarded as low.

6. Consultation

- 6.1 Initial consultation was held with the Corporate Consultative Committee on 9 June 2010 where staff side requested that the number of posts under restrictions be reduced where possible.
- 6.2 As a result of this feedback and following informal consultation with the Assistant Director, Organisational Services and the Assistant Director, Housing and Corporate Services (Monitoring Officer) it was recommended to the Standards Committee on 7 July 2010 that consideration be given to limiting automatic inclusion into political restrictions for posts Graded at PO3 and Service Manager posts and to consult service managers on posts at lower grades to ensure all sensitive posts are identified.

- 6.3 Over 50 Service Managers have been consulted in relation to these proposals and in those areas with a number of sensitive posts further meetings and discussions have been held with Service Managers in Planning, Corporate Communications, Democratic and Members Services.
- 6.4 Following consultation, attached to this report at Appendix A is a finalised list of posts which it is recommended are restricted due to the sensitive nature of the role.

7. Employment Matters Committee – 1 February 2011

- 7.1 The Employment Matters Committee considered the outcome of consideration on 1 February 2011 and Members asked a number of questions including why this was a matter for Standards Committee, the inclusion of the Personal Assistants to the Labour and Lib Dem Groups, whether Planners (in addition to Principal Planners and Senior Planners) should also be included on the list, and clarification around Electoral Services Officers.
- 7.2 Officers responded that the terms of reference of the Standards Committee included the right of appeal against the decision to make a post politically restricted, therefore, it was a matter for the Standards Committee to make a decision on the overall list. Personal Assistants to the Labour and Lib Dem postholders' original contracts of employment stated that they were politically restricted posts, that with regard to Planning officers, that the proposals had been consulted with the relevant Service Manager and that all Electoral Services posts were politically restricted.
- 7.3 The Committee recommended the following to Standards Committee:
- That the existing remuneration level of SCP 44 and above is removed and all posts graded PO3 and Service Manager are included in the list of Politically Restricted Posts.
 - That the revised list of sensitive posts (attached as Appendix A) is agreed.
 - Subject to agreement from the Standards Committee all affected staff will be written to regarding the change of restrictions and staff newly included in the list will be given the right of appeal.
- 7.4 For clarity, recommendation 11.1 set out in this report states that all posts graded PO3 and above are included in the list of politically restricted posts, i.e. as set out in Appendix A to the report, as recommended by the Employment Matters Committee. In addition, a new recommendation (11.3) has been added to ask the Committee to delegate authority to the Assistant Director, Organisational Services to update the list of Politically Restricted Posts in accordance with the proposed policy to include all posts graded PO3 and above in the list of Politically Restricted Posts, as necessary, i.e. to maintain the accuracy of the list over time. Any proposed amendments to sensitive posts will be reported back to Standards Committee for approval.

8. Diversity Impact Assessment

- 8.1 Due to the statutory nature of these requirements, it is not necessary to undertake a Diversity Impact Assessment on this matter.

9. Legal Implications

- 9.1 The legal implications are contained in the body of the report.

10. Financial implications

- 10.1 There are no financial implications in this report.

11. Recommendations

- 11.1 The Standards Committee is asked to agree that the existing remuneration level of SCP 44 and above is removed and all posts graded PO3 and above are included in the list of Politically Restricted Posts.
- 11.2 The Standards Committee is asked to agree the list of revised list of sensitive posts (attached as Appendix A to the report).
- 11.3 The Standards Committee is asked to delegate authority to the Assistant Director, Organisational Services, to update the list of Politically Restricted Posts, as necessary, in accordance with recommendation 11.1.
- 11.4 The Standards Committee is asked to agree that any proposed amendments to sensitive posts are reported back to this Committee for approval.
- 11.5 The Standards Committee is asked to note that all affected staff will be written to regarding the change of restrictions and staff newly included in the list will be given the right of appeal.

Lead officer contact

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Background papers

The Local Democracy, Economic Development and Construction Act 2009
Employment Matters Committee 1 April 2010
Standards Committee 7 July 2010
Employment Matters Committee 1 February 2011

PORP Category	Directorate	Pers Str Level 3 Long Desc	Post Number	Post Description	Grade Level
Sensitive	BUSINESS SUPPORT DEPARTMENT	HOUSING AND CORPORATE SERVICES	7168	SENIOR LICENSING AND ENFORCEMENT OFFICER	B1 (POINTS 27-36)
Sensitive	BUSINESS SUPPORT DEPARTMENT	CUSTOMER FIRST DEMOCRACY & GOVERNANCE	0090	SENIOR ELECTORAL SERVICES OFFICER	B1 (POINTS 27-36)
Sensitive	BUSINESS SUPPORT DEPARTMENT	HOUSING AND CORPORATE SERVICES	7168	SENIOR LICENSING AND ENFORCEMENT OFFICER	B1 (POINTS 27-36)
Sensitive	BUSINESS SUPPORT DEPARTMENT	COMMUNICATIONS PERFORMANCE & PARTNERSHIP	9318	SENIOR COMMS OFFICERS	B1 (POINTS 27-36)
Sensitive	BUSINESS SUPPORT DEPARTMENT	COMMUNICATIONS PERFORMANCE & PARTNERSHIP	9320	SENIOR COMMS OFFICERS	B1 (POINTS 27-36)
Sensitive	BUSINESS SUPPORT DEPARTMENT	COMMUNICATIONS PERFORMANCE & PARTNERSHIP	9322	SENIOR COMMS OFFICERS	B1 (POINTS 27-36)
Sensitive	BUSINESS SUPPORT DEPARTMENT	CUSTOMER FIRST DEMOCRACY & GOVERNANCE	3989	PA TO LABOUR GROUP LEADER	C1 (POINTS 17-26)
Sensitive	BUSINESS SUPPORT DEPARTMENT	CUSTOMER FIRST DEMOCRACY & GOVERNANCE	3927	PA TO LIBERAL DEMOCRATIC GROUP LEADER	C1 (POINTS 17-26)
Sensitive	BUSINESS SUPPORT DEPARTMENT	COMMUNICATIONS PERFORMANCE & PARTNERSHIP	9323	COMMS OFFICER	C1 (POINTS 17-26)
Sensitive	BUSINESS SUPPORT DEPARTMENT	CUSTOMER FIRST DEMOCRACY & GOVERNANCE	0094	MEMBER SERVICES ASSISTANT	C1 (POINTS 17-26)
Sensitive	BUSINESS SUPPORT DEPARTMENT	CUSTOMER FIRST DEMOCRACY & GOVERNANCE	3907	LEADERS PERSONAL ASSISTANT	C2 (POINTS 22-31)
Sensitive	BUSINESS SUPPORT DEPARTMENT	CUSTOMER FIRST DEMOCRACY & GOVERNANCE	0088	ELECTORAL SERVICES OFFICER	D1 (POINTS 7-16)
Sensitive	BUSINESS SUPPORT DEPARTMENT	CUSTOMER FIRST DEMOCRACY & GOVERNANCE	3992	ELECTORAL SERVICES MANAGER	PRINCIPAL OFFICER 1 (POINTS 33-43)
Sensitive	BUSINESS SUPPORT DEPARTMENT	HOUSING AND CORPORATE SERVICES	0078	SENIOR LEGAL ASST (PLANNING & ENV)	PRINCIPAL OFFICER 1 (POINTS 33-43)
Sensitive	BUSINESS SUPPORT DEPARTMENT	HOUSING AND CORPORATE SERVICES	3602	LAWYER (CRIMINAL & CIVIL LITIGATION)	PRINCIPAL OFFICER 2 (POINTS 38-48)
Sensitive	BUSINESS SUPPORT DEPARTMENT	CUSTOMER FIRST DEMOCRACY & GOVERNANCE	3866	COMITTEE CO-ORDINATOR	PRINCIPAL OFFICER 2 (POINTS 38-48)
Sensitive	BUSINESS SUPPORT DEPARTMENT	CUSTOMER FIRST DEMOCRACY & GOVERNANCE	3866	COMITTEE CO-ORDINATOR	PRINCIPAL OFFICER 2 (POINTS 38-48)
Sensitive	BUSINESS SUPPORT DEPARTMENT	CUSTOMER FIRST DEMOCRACY & GOVERNANCE	3868	OVERVIEW & SCRUTINY CO-ORDINATOR	PRINCIPAL OFFICER 2 (POINTS 38-48)
Sensitive	BUSINESS SUPPORT DEPARTMENT	CUSTOMER FIRST DEMOCRACY & GOVERNANCE	3868	OVERVIEW & SCRUTINY CO-ORDINATOR	PRINCIPAL OFFICER 2 (POINTS 38-48)
Sensitive	BUSINESS SUPPORT DEPARTMENT	COMMUNICATIONS PERFORMANCE & PARTNERSHIP	7070	SENIOR RESEARCH AND REVIEW OFFICER	PRINCIPAL OFFICER 2 (POINTS 38-48)
Sensitive	BUSINESS SUPPORT DEPARTMENT	CUSTOMER FIRST DEMOCRACY & GOVERNANCE	3865	CABINET CO-ORDINATOR	PRINCIPAL OFFICER 2 (POINTS 38-48)
Sensitive	BUSINESS SUPPORT DEPARTMENT	CUSTOMER FIRST DEMOCRACY & GOVERNANCE	3868	OVERVIEW & SCRUTINY CO-ORDINATOR	PRINCIPAL OFFICER 2 (POINTS 38-48)
Sensitive	BUSINESS SUPPORT DEPARTMENT	CUSTOMER FIRST DEMOCRACY & GOVERNANCE	3865	CABINET CO-ORDINATOR	PRINCIPAL OFFICER 2 (POINTS 38-48)
Sensitive	BUSINESS SUPPORT DEPARTMENT	ORGANISATIONAL SERVICES	7951	HEALTH SAFETY AND WELLBEING MANAGER	PRINCIPAL OFFICER 2 (POINTS 38-48)
Sensitive	BUSINESS SUPPORT DEPARTMENT	COMMUNICATIONS PERFORMANCE & PARTNERSHIP	7070	SENIOR RESEARCH AND REVIEW OFFICER	PRINCIPAL OFFICER 2 (POINTS 38-48)
Sensitive	BUSINESS SUPPORT DEPARTMENT	COMMUNICATIONS PERFORMANCE & PARTNERSHIP	7070	SENIOR RESEARCH AND REVIEW OFFICER	PRINCIPAL OFFICER 2 (POINTS 38-48)
Sensitive	BUSINESS SUPPORT DEPARTMENT	COMMUNICATIONS PERFORMANCE & PARTNERSHIP	7070	SENIOR RESEARCH AND REVIEW OFFICER	PRINCIPAL OFFICER 2 (POINTS 38-48)
Sensitive	BUSINESS SUPPORT DEPARTMENT	COMMUNICATIONS PERFORMANCE & PARTNERSHIP	7972	WEB SITE AND DIGITAL COMMS MANAGER	PRINCIPAL OFFICER 2 (POINTS 38-48)
Sensitive	BUSINESS SUPPORT DEPARTMENT	COMMUNICATIONS PERFORMANCE & PARTNERSHIP	8590	SNR RESEARCH & REVIEW OFFICER - PERF MGT	PRINCIPAL OFFICER 2 (POINTS 38-48)
Sensitive	BUSINESS SUPPORT DEPARTMENT	HOUSING AND CORPORATE SERVICES	0071	BUSINESS DEVELOPMENT & LICENSING MANAGER	PRINCIPAL OFFICER 2 (POINTS 38-48)
Sensitive	REGENERATION COMMUNITY & CULTURE	DEVELOPMENT ECONOMY AND TRANSPORT	0277	SENIOR PLANNER	PRINCIPAL OFFICER 2 (POINTS 38-48)
Sensitive	BUSINESS SUPPORT DEPARTMENT	HOUSING AND CORPORATE SERVICES	Vacant	LAWYER (PLANNING)	PRINCIPAL OFFICER 2 (POINTS 38-48)
Total no:	32 POSTS				

PORP Category	Directorate	Pers Str Level 3 Long Desc	Post Number	Post Description	Grade Level
Specified	CHILDREN AND ADULTS	SOCIAL CARE	0745	ASSISTANT DIRECTOR SOCIAL CARE	ASSISTANT DIRECTOR
Specified	CHILDREN AND ADULTS	INCLUSION	7606	ASSISTANT DIRECTOR - INCLUSIONS	ASSISTANT DIRECTOR
Specified	CHILDREN AND ADULTS	COMMISSIONING	8397	AD COMMISSIONING & STRATEGIC DEVELOPMENT	ASSISTANT DIRECTOR
Specified	CHILDREN AND ADULTS	CHILDREN'S CARE	0947	ASSISTANT DIRECTOR - CHILDREN'S CARE	ASSISTANT DIRECTOR
Specified	BUSINESS SUPPORT DEPARTMENT	FINANCE	0134	CHIEF FINANCE OFFICER	ASSISTANT DIRECTOR
Specified	BUSINESS SUPPORT DEPARTMENT	ORGANISATIONAL SERVICES	0023	AD - ORGANISATIONAL SERVICES	ASSISTANT DIRECTOR
Specified	REGENERATION COMMUNITY & CULTURE	MEDWAY RENAISSANCE	7008	HEAD OF MEDWAY RENAISSANCE	ASSISTANT DIRECTOR
Specified	BUSINESS SUPPORT DEPARTMENT	COMMUNICATIONS PERFORMANCE & PARTNERSHIP	0006	AD - COMMS, PERFORMANCE & PARTNERSHIP	ASSISTANT DIRECTOR
Specified	BUSINESS SUPPORT DEPARTMENT	CUSTOMER FIRST DEMOCRACY & GOVERNANCE	3818	AD CUST 1ST, LEISURE, CULTURE, DEM & GOV	ASSISTANT DIRECTOR
Specified	BUSINESS SUPPORT DEPARTMENT	HOUSING AND CORPORATE SERVICES	0062	AD - HOUSING AND CORPORATE SERVICES	ASSISTANT DIRECTOR
Specified	CHILDREN AND ADULTS	LEARNING AND ACHIEVEMENT	1184	AD - LIFELONG LEARNING	ASSISTANT DIRECTOR
Specified	REGENERATION COMMUNITY & CULTURE	DEVELOPMENT ECONOMY AND TRANSPORT	0308	AD - ENVIRONMENT AND REGENERATION	ASSISTANT DIRECTOR
Specified	REGENERATION COMMUNITY & CULTURE	FRONTLINE SERVICES	3557	AD - FRONT LINE SERVICES	ASSISTANT DIRECTOR
Specified	CHIEF EXECUTIVE	CHIEF EXECUTIVE	0002	CHIEF EXECUTIVE	CHIEF EXECUTIVE
Specified	REGENERATION COMMUNITY & CULTURE	CHIEF OFFICER	0261	DIRECTOR OF REGEN, COMMUNITY & CULTURE	DIRECTOR
Specified	CHILDREN AND ADULTS	CHIEF OFFICER	1104	DIRECTOR OF CHILDREN'S SERVICES	DIRECTOR
Specified	BUSINESS SUPPORT DEPARTMENT	ORGANISATIONAL SERVICES	0238	HEAD OF ICT	ICT MANAGER
Specified	BUSINESS SUPPORT DEPARTMENT	CUSTOMER FIRST DEMOCRACY & GOVERNANCE	4031	POLITICAL ASSISTANT	NJC POINTS 32-36
Specified	BUSINESS SUPPORT DEPARTMENT	CUSTOMER FIRST DEMOCRACY & GOVERNANCE	5159	POLITICAL ASSISTANT (CABINET)	NJC POINTS 32-36
Specified	BUSINESS SUPPORT DEPARTMENT	CUSTOMER FIRST DEMOCRACY & GOVERNANCE	4031	POLITICAL ASSISTANT	NJC POINTS 32-36
Specified	BUSINESS SUPPORT DEPARTMENT	COMMUNICATIONS PERFORMANCE & PARTNERSHIP	8714	PERFORMANCE MANAGER	SERVICE MANAGER
Specified	BUSINESS SUPPORT DEPARTMENT	HOUSING AND CORPORATE SERVICES	5913	HOUSING SERVICES MANAGER	SERVICE MANAGER
Specified	BUSINESS SUPPORT DEPARTMENT	COMMUNICATIONS PERFORMANCE & PARTNERSHIP	0014	RESEARCH AND REVIEW MANAGER	SERVICE MANAGER
Specified	BUSINESS SUPPORT DEPARTMENT	COMMUNICATIONS PERFORMANCE & PARTNERSHIP	8714	PERFORMANCE MANAGER	SERVICE MANAGER
Specified	BUSINESS SUPPORT DEPARTMENT	HOUSING AND CORPORATE SERVICES	7728	HEAD OF HOUSING SOLUTIONS	SERVICE MANAGER
Specified	BUSINESS SUPPORT DEPARTMENT	COMMUNICATIONS PERFORMANCE & PARTNERSHIP	0016	COMMUNICATIONS MANAGER	SERVICE MANAGER
Specified	BUSINESS SUPPORT DEPARTMENT	COMMUNICATIONS PERFORMANCE & PARTNERSHIP	8714	PERFORMANCE MANAGER	SERVICE MANAGER
Specified	BUSINESS SUPPORT DEPARTMENT	CUSTOMER FIRST DEMOCRACY & GOVERNANCE	0003	HEAD OF DEMOCRATIC SERVICES	SERVICE MANAGER
Specified	BUSINESS SUPPORT DEPARTMENT	CUSTOMER FIRST DEMOCRACY & GOVERNANCE	5110	HEAD OF MEMBER SERVICES & ELECTIONS	SERVICE MANAGER
Specified	BUSINESS SUPPORT DEPARTMENT	CUSTOMER FIRST DEMOCRACY & GOVERNANCE	6078	BEREAVEMENT & REGISTRATION SERVICES MGR	SERVICE MANAGER
Specified	BUSINESS SUPPORT DEPARTMENT	CUSTOMER FIRST DEMOCRACY & GOVERNANCE	7169	CUSTOMER FIRST MANAGER	SERVICE MANAGER
Specified	BUSINESS SUPPORT DEPARTMENT	FINANCE	0135	ACCOUNTING MANAGER	SERVICE MANAGER
Specified	BUSINESS SUPPORT DEPARTMENT	FINANCE	0144	CORPORATE ACCOUNTANT	SERVICE MANAGER
Specified	BUSINESS SUPPORT DEPARTMENT	FINANCE	0151	AUDIT SERVICES MANAGER	SERVICE MANAGER
Specified	BUSINESS SUPPORT DEPARTMENT	FINANCE	0186	REVENUE & BENEFITS CONTRACT MANAGER	SERVICE MANAGER
Specified	BUSINESS SUPPORT DEPARTMENT	FINANCE	3674	FINANCE SUPPORT MANAGER	SERVICE MANAGER
Specified	BUSINESS SUPPORT DEPARTMENT	FINANCE	8256	EXCHEQUER INSURANCE & SYSTEMS MANAGER	SERVICE MANAGER
Specified	BUSINESS SUPPORT DEPARTMENT	FINANCE	8342	COMMUNITY SERVICES FINANCE MANAGER	SERVICE MANAGER
Specified	BUSINESS SUPPORT DEPARTMENT	HOUSING AND CORPORATE SERVICES	0166	HEAD OF ASSET & PROPERTY SERVICES	SERVICE MANAGER
Specified	BUSINESS SUPPORT DEPARTMENT	HOUSING AND CORPORATE SERVICES	0434	HOUSING STRATEGY MANAGER	SERVICE MANAGER
Specified	BUSINESS SUPPORT DEPARTMENT	HOUSING AND CORPORATE SERVICES	3755	HEAD OF LEGAL SERVICES	SERVICE MANAGER
Specified	BUSINESS SUPPORT DEPARTMENT	HOUSING AND CORPORATE SERVICES	6149	HEAD OF SERVICE IMPROVEMENT	SERVICE MANAGER
Specified	BUSINESS SUPPORT DEPARTMENT	ORGANISATIONAL SERVICES	1273	HEAD OF HR SCHOOLS	SERVICE MANAGER
Specified	BUSINESS SUPPORT DEPARTMENT	ORGANISATIONAL SERVICES	7069	SERVICE IMPROVEMENT MANAGER	SERVICE MANAGER
Specified	BUSINESS SUPPORT DEPARTMENT	ORGANISATIONAL SERVICES	7573	HEAD OF HUMAN RESOURCES	SERVICE MANAGER
Total no:	45 POSTS				

PORP Category	Directorate	Pers Str Level 3 Long Desc	Post Number	Post Description	Grade Level
Senior Level			6366	DIRECTOR MAA NORTH KENT	ASSISTANT DIRECTOR
Senior Level	REGENERATION COMMUNITY & CULTURE	MEDWAY RENAISSANCE	7011	PRINCIPAL REGENERATION MANAGER	ASSISTANT DIRECTOR
Senior Level	CHILDREN AND ADULTS	CHILDREN'S CARE	1029	UNIT MANAGER - OLD VICARGE	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	INCLUSION	1133	ASSESSMENT MANAGER-SPECIAL ED SVS	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	INCLUSION	8171	HEAD OF CENTRE	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	DEVELOPMENT ECONOMY AND TRANSPORT	6742	LODGE HILL PLANNING & PROJECT MGR	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	COMMUNICATIONS PERFORMANCE & PARTNERSHIP	0019	SENIOR MARKETING MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	COMMISSIONING	6194	SOCIAL CARE SYSTEMS MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	SOCIAL CARE	3329	MANAGER - SHARED LIVES	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	DEVELOPMENT ECONOMY AND TRANSPORT	8977	INNOVATION CENTRE MEDWAY MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	FRONTLINE SERVICES	6347	SURVEILLANCE & BUSINESS DEVELOPMENT MGR	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	FRONTLINE SERVICES	6661	COMMUNITY SAFETY PARTNERSHIP MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	FINANCE	0154	PRINCIPAL AUDITOR	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	FINANCE	5258	BENEFITS MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	HOUSING AND CORPORATE SERVICES	8965	HOMECHOICE AND ALLOCATIONS MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	ORGANISATIONAL SERVICES	7596	RESOURCING MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	COMMISSIONING	8897	COMMISSIONING MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	FINANCE	1065	PRINCIPAL ACCOUNTANT	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	COMMISSIONING	8897	COMMISSIONING MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	INCLUSION	6433	YOT PERFORMANCE MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	SOCIAL CARE	0761	TEAM MANAGER - HOSPITAL TEAM	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	SOCIAL CARE	3841	TEAM MANAGER - PHYSICAL DISABILITY CM	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	HOUSING AND CORPORATE SERVICES	7742	HOUSING STRATEGY & ENABLING TEAM MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	HOUSING AND CORPORATE SERVICES	8991	BUILDINGS & FM MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	ORGANISATIONAL SERVICES	0034	ADVICE AND CONSULTANCY MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	ORGANISATIONAL SERVICES	0210	OPERATIONS MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	CHILDREN'S CARE	8936	CARE MATTERS AND IMPLEMENTATION MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	DEVELOPMENT ECONOMY AND TRANSPORT	8043	SECTION 106 MONITORING OFFICER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	FRONTLINE SERVICES	8214	PARKING MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	ORGANISATIONAL SERVICES	6383	CHANGE PROJECT MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	SOCIAL CARE	0906	UNIT MANAGER - ROBERT BEAN	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	SOCIAL CARE	0941	UNIT MANAGER - NELSON COURT	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	SOCIAL CARE	9002	MODERN & TRANSFORMATION PROJECT MGR	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	DEVELOPMENT ECONOMY AND TRANSPORT	8103	PROJECT MANAGER WHS & GLCP	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	DEVELOPMENT ECONOMY AND TRANSPORT	9044	SUSTAINABLE TRANSPORT PROJECT MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	FRONTLINE SERVICES	6453	BUSINESS MANAGER - FRONTLINE SERVICES	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	ORGANISATIONAL SERVICES	0034	ADVICE AND CONSULTANCY MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	ORGANISATIONAL SERVICES	1274	HR MANAGER - SCHOOLS	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	CHILDREN'S CARE	0960	TEAM MANAGER LONG TERM & DUTY CRIAT	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	CHILDREN'S CARE	0965	TEAM MANAGER - GILL EAST	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	CHILDREN'S CARE	8709	TEAM MANAGER FASST (STROOD)	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	LEARNING AND ACHIEVEMENT	1262	CAPITAL PROGRAMME MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	LEARNING AND ACHIEVEMENT	3541	SURESTART PROGRAMME MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	SOCIAL CARE	1051	SOCIAL CARE FINANCIAL SERVICES MGR	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	SOCIAL CARE	8279	SELF DIRECTED SUPPORT SERVICES MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	BUSINESS AND SERVICE QUALITY	0451	EMERGENCY PLANNING MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	FRONTLINE SERVICES	0341	PRINCIPAL HIGHWAYS MAINTENANCE MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	FRONTLINE SERVICES	0358	HIGHWAY NETWORK ENGINEER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	LEISURE AND CULTURE	0547	ARTS DEVELOPMENT MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	LEISURE AND CULTURE	0549	THEATRES GENERAL MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	CUSTOMER FIRST DEMOCRACY & GOVERNANCE	0634	STRATEGIC MGR DEVELOPMENT	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	HOUSING AND CORPORATE SERVICES	3601	SENIOR LAWYER (LITIGATION)	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	ORGANISATIONAL SERVICES	0034	ADVICE AND CONSULTANCY MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	ORGANISATIONAL SERVICES	7071	WORKFORCE DEV MGR - BUSINESS SUPPORT	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	CHILDREN'S CARE	0951	TEAM MANAGER - CHAT CENTRE	PRINCIPAL OFFICER 3 (POINTS 43-53)

PORP Category	Directorate	Pers Str Level 3 Long Desc	Post Number	Post Description	Grade Level
Senior Level	CHILDREN AND ADULTS	CHILDREN'S CARE	0970	TEAM MANAGER - SHIAT	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	CHILDREN'S CARE	0989	TEAM MANAGER - CWD	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	CHILDREN'S CARE	1031	TEAM MANAGER - ADOPTION	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	SOCIAL CARE	0762	SOCIAL WORK MANAGER - PALLIATIVE CARE	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	SOCIAL CARE	0927	UNIT MANAGER - PLATTERS FARM	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	SOCIAL CARE	6342	TEAM MANAGER - OCCUPATIONAL THERAPY	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	SOCIAL CARE	7773	SAFEGUARDING ADULTS COORDINATOR	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	SOCIAL CARE	8828	TEAM MANAGER - INITIAL INTAKE TEAM	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	DEVELOPMENT ECONOMY AND TRANSPORT	8895	IMPLEMENTATION MGR QUALITY PUBLIC TRAN	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	LEISURE AND CULTURE	3425	CURATOR	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	COMMUNICATIONS PERFORMANCE & PARTNERSHIP	7911	SAFEGUARDING BOARD MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	COMMUNICATIONS PERFORMANCE & PARTNERSHIP	7972	MEDIA & INTERNAL COMMUNICATIONS MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	FINANCE	4068	PRINCIPAL ACCOUNTANT - FINANCE SUPPORT	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	SOCIAL CARE	3562	VOLUNTARY SECTOR MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	DEVELOPMENT ECONOMY AND TRANSPORT	0323	DEVELOPMENT PLANS & RESEARCH MGR	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	FRONTLINE SERVICES	5609	ROAD SAFETY MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	FRONTLINE SERVICES	7543	PRINCIPAL ENGINEER PROJECTS MANAGEMENT	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	FINANCE	8810	PRINCIPAL ACCOUNTANT - CORPORATE FINANCE	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	HOUSING AND CORPORATE SERVICES	3935	SENIOR LAWYER (CHILDREN & ADULTS)	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	HOUSING AND CORPORATE SERVICES	5624	SENIOR LAWYER ADVOCACY & ENFORCEMENT	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	INCLUSION	6099	TEAM MANAGER (YOT)	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	FRONTLINE SERVICES	8330	ENVIRONMENTAL ENFORCEMENT MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	COMMUNICATIONS PERFORMANCE & PARTNERSHIP	7624	PR MANAGER MEDWAY RENAISSANCE	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	FINANCE	0154	PRINCIPAL AUDITOR	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	FINANCE	1269	PRINCIPAL ACCOUNTANT	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	FINANCE	3555	REVENUES MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	FINANCE	8351	CAPITAL ACCOUNTANT	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	HOUSING AND CORPORATE SERVICES	0067	SENIOR LAWYER - PROPERTY	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	HOUSING AND CORPORATE SERVICES	0074	SENIOR LAWYER (PLANNING)	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	HOUSING AND CORPORATE SERVICES	3935	SENIOR LAWYER (CHILDREN & ADULTS)	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	HOUSING AND CORPORATE SERVICES	3974	VALUATION & ASSET MANAGEMENT SURVEYOR	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	HOUSING AND CORPORATE SERVICES	7498	PRIVATE SECTOR HOUSING MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	HOUSING AND CORPORATE SERVICES	7658	PROJECTS MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	HOUSING AND CORPORATE SERVICES	8816	STRATEGIC PROCUREMENT MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	HOUSING AND CORPORATE SERVICES	8835	ADVOCATE (CHILDREN & ADULTS)	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	ORGANISATIONAL SERVICES	0252	NETWORK MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	ORGANISATIONAL SERVICES	1274	HR MANAGER - SCHOOLS	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	ORGANISATIONAL SERVICES	4059	APPLICATION SUPPORT MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	ORGANISATIONAL SERVICES	5143	BUSINESS SYSTEMS MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	ORGANISATIONAL SERVICES	8546	INFRASTRUCTURE SERVICES MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	BUSINESS SUPPORT DEPARTMENT	ORGANISATIONAL SERVICES	8579	BUSINESS DEVELOPMENT MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	CHILDREN'S CARE	0978	OPERATIONAL SAFEGUARDING LEAD	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	CHILDREN'S CARE	1034	TEAM MANAGER - FOSTERING	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	CHILDREN'S CARE	8602	TEAM MANAGER FASST (CRIAT)	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	CHILDREN'S CARE	8702	TEAM MANAGER ASSESSMENT - SUNLIGHT	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	COMMISSIONING	8897	COMMISSIONING MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	INCLUSION	8111	OLASS DEVELOPMENT MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	SOCIAL CARE	0771	TEAM MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	SOCIAL CARE	6157	DOLS TEAM MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	CHILDREN AND ADULTS	SOCIAL CARE	9002	MODERN & TRANSFORMATION PROJECT MGR	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	DEVELOPMENT ECONOMY AND TRANSPORT	0276	PRINCIPAL PLANNER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	DEVELOPMENT ECONOMY AND TRANSPORT	0276	PRINCIPAL PLANNER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	DEVELOPMENT ECONOMY AND TRANSPORT	0293	DESIGN & CONSERVATION MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	DEVELOPMENT ECONOMY AND TRANSPORT	0383	PUBLIC TRANSPORT MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	DEVELOPMENT ECONOMY AND TRANSPORT	3824	RURAL STRATEGY MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	DEVELOPMENT ECONOMY AND TRANSPORT	8203	DIRECTOR GREENING THE GATEWAY	PRINCIPAL OFFICER 3 (POINTS 43-53)

PORP Category	Directorate	Pers Str Level 3 Long Desc	Post Number	Post Description	Grade Level
Senior Level	REGENERATION COMMUNITY & CULTURE	DEVELOPMENT ECONOMY AND TRANSPORT	8553	STG MANAGING SURVEYOR	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	DEVELOPMENT ECONOMY AND TRANSPORT	8553	STG MANAGING SURVEYOR	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	DEVELOPMENT ECONOMY AND TRANSPORT	8553	STG MANAGING SURVEYOR	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	FRONTLINE SERVICES	5639	ENVIRONMENTAL HEALTH MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	FRONTLINE SERVICES	5903	TRAFFIC MANAGEMENT MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	FRONTLINE SERVICES	5910	TRADING STANDARDS MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	FRONTLINE SERVICES	8331	SAFER COMMUNITIES MANAGER	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	LEISURE AND CULTURE	0707	LEISURE MANAGER (DSO)	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	MEDWAY RENAISSANCE	7516	PROJECT LEADER MEDWAY RENAISSANCE	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	MEDWAY RENAISSANCE	7516	PROJECT LEADER MEDWAY RENAISSANCE	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level		PUBLIC HEALTH	8398	SENIOR PUBLIC HEALTH MGR-COMMISSIONING	PRINCIPAL OFFICER 3 (POINTS 43-53)
Senior Level	REGENERATION COMMUNITY & CULTURE	FRONTLINE SERVICES	6217	HEAD OF WASTE SERVICES	SERVICE MANAGER
Senior Level	CHILDREN AND ADULTS	CHILDREN'S CARE	7640	SERVICE MANAGER - INTEGRATED AREA TEAM 3	SERVICE MANAGER
Senior Level	CHILDREN AND ADULTS	INCLUSION	6112	WELL-BEING SERVICES STRATEGY MANAGER	SERVICE MANAGER
Senior Level	CHILDREN AND ADULTS	SOCIAL CARE	3053	ADULT SOCIAL CARE COMMISSIONING MANAGER	SERVICE MANAGER
Senior Level	CHILDREN AND ADULTS	MEDWAY SCHOOLS	8975	BUSINESS DIRECTOR - ST JOHN FISHER	SERVICE MANAGER
Senior Level	CHILDREN AND ADULTS	SOCIAL CARE	0767	SERVICE MANAGER OLDER PEOPLE	SERVICE MANAGER
Senior Level	REGENERATION COMMUNITY & CULTURE	DEVELOPMENT ECONOMY AND TRANSPORT	8554	STG OPERATIONS MANAGER	SERVICE MANAGER
Senior Level	CHILDREN AND ADULTS	CHILDREN'S CARE	7641	SERVICE MANAGER-INTEGRATED AREA TEAM 1	SERVICE MANAGER
Senior Level	REGENERATION COMMUNITY & CULTURE	FRONTLINE SERVICES	0489	HEAD OF SAFER COMMUNITIES	SERVICE MANAGER
Senior Level	REGENERATION COMMUNITY & CULTURE	LEISURE AND CULTURE	0505	HEAD OF FEST, ARTS THEATRES AND EVENTS	SERVICE MANAGER
Senior Level		PUBLIC HEALTH	3694	SENIOR PUBLIC HEALTH MANAGER	SERVICE MANAGER
Senior Level	CHILDREN AND ADULTS	SOCIAL CARE	0796	SERVICE MANAGER DISABILITY SUPPORT	SERVICE MANAGER
Senior Level	REGENERATION COMMUNITY & CULTURE	DEVELOPMENT ECONOMY AND TRANSPORT	0316	HEAD OF INTEGRATED TRANSPORT	SERVICE MANAGER
Senior Level	REGENERATION COMMUNITY & CULTURE	LEISURE AND CULTURE	0498	HEAD OF LEISURE	SERVICE MANAGER
Senior Level	CHILDREN AND ADULTS	CHILDREN'S CARE	0974	INTEGRATED SERVICES TEAM MANAGER AREA 2	SERVICE MANAGER
Senior Level	CHILDREN AND ADULTS	CHILDREN'S CARE	0999	SERVICE MGR - SPECIALIST CHILDCARE SERV	SERVICE MANAGER
Senior Level	CHILDREN AND ADULTS	INCLUSION	1176	PSYCHOLOGY AND INCLUSION MANAGER	SERVICE MANAGER
Senior Level	CHILDREN AND ADULTS	INCLUSION	3715	INTEGRATED YOUTH SUPPORT SERVICES MGR	SERVICE MANAGER
Senior Level	CHILDREN AND ADULTS	SOCIAL CARE	0796	SERVICE MANAGER DISABILITY SUPPORT	SERVICE MANAGER
Senior Level	CHILDREN AND ADULTS	SOCIAL CARE	0866	JOINT SERVICE & COMMISSIONING MANAGER	SERVICE MANAGER
Senior Level	CHILDREN AND ADULTS	SOCIAL CARE	7600	OLDER PEOPLE'S POLICY & SERVICE MANAGER	SERVICE MANAGER
Senior Level	REGENERATION COMMUNITY & CULTURE	BUSINESS AND SERVICE QUALITY	0264	BUSINESS QUALITY ASSURANCE MANAGER	SERVICE MANAGER
Senior Level	REGENERATION COMMUNITY & CULTURE	DEVELOPMENT ECONOMY AND TRANSPORT	0311	LOCAL & REGIONAL PLANNING MANAGER	SERVICE MANAGER
Senior Level	REGENERATION COMMUNITY & CULTURE	DEVELOPMENT ECONOMY AND TRANSPORT	7588	DEVELOPMENT CONTROL MANAGER	SERVICE MANAGER
Senior Level	REGENERATION COMMUNITY & CULTURE	DEVELOPMENT ECONOMY AND TRANSPORT	8208	DIRECTOR BUILDING CONTROL PARTNERSHP STG	SERVICE MANAGER
Senior Level	REGENERATION COMMUNITY & CULTURE	DEVELOPMENT ECONOMY AND TRANSPORT	8786	HEAD OF ECONOMIC DEV. & SOCIAL REGENERAT	SERVICE MANAGER
Senior Level	REGENERATION COMMUNITY & CULTURE	FRONTLINE SERVICES	0340	HEAD OF HIGHWAYS, MAINTENANCE & PARKING	SERVICE MANAGER
Senior Level	REGENERATION COMMUNITY & CULTURE	FRONTLINE SERVICES	0376	HEAD OF CAP. PROJ, ROAD SAFETY & NETWOR	SERVICE MANAGER
Senior Level	REGENERATION COMMUNITY & CULTURE	LEISURE AND CULTURE	0044	HD OF HERITAGE MUSEUMS ARCHIVES &TOURISM	SERVICE MANAGER
Senior Level	REGENERATION COMMUNITY & CULTURE	LEISURE AND CULTURE	0516	HEAD OF GREENSPACES	SERVICE MANAGER
Senior Level	REGENERATION COMMUNITY & CULTURE	MEDWAY PARK AND 2012	7818	MEDWAY 2012 MANAGER	SERVICE MANAGER
Senior Level	REGENERATION COMMUNITY & CULTURE	MEDWAY RENAISSANCE	0328	MEDWAY WATERFRONT MANAGER	SERVICE MANAGER
Senior Level	REGENERATION COMMUNITY & CULTURE	MEDWAY RENAISSANCE	5823	PARTNERSHIP, STRATEGY & SUPPORT MANAGER	SERVICE MANAGER
Total no:	156 POSTS				
The above list was compiled in January 2011 and will need to be maintained / adjusted as posts are created and deleted.					