

TERMS AND CONDITIONS

MARKET SUPPLEMENTS AND KEY POSTS

Any application for voluntary severance or redundancy will have to be considered in line with the ability to fill the vacant posts internally.

This is unlikely to be an option where the council has to pay market supplement payments or Head of Service considers that the skills and experience to fill the post are not available with the council.

Below is a list posts where market supplements payments are currently paid followed by responses so far from Heads of Service on other key posts they consider would not be suitable for redeployment.

| Service | Post Type |
|------------------------|---|
| Children's Social Care | Link Family Social Worker |
| Children's Social Care | LSCB Manager |
| Children's Social Care | Senior Practitioner |
| Children's Social Care | Social Worker |
| Children's Social Care | Social Worker |
| Education | Head of Education |
| Financial Services | Accountant |
| Financial Services | Bank and Tax Accountant |
| Financial Services | Corporate Finance Manager |
| Financial Services | Group Accountant |
| Financial Services | Oracle Support Analyst (HRMS and Payroll) |
| Financial Services | Oracle Support Analyst All Systems |
| Financial Services | Schools Finance Officer |
| Financial Services | Senior Accountant |
| Housing Management | Surveyor |
| Human Resources | Occupational Health Manager |
| Information Service | Automation Technician |
| Information Service | Business Analyst |
| Information Service | Business Application Analyst |
| Information Service | Business Application Manager |
| Information Service | Head of Information Resources, Technology and Solutions |
| Information Service | Head of Information Services |
| Information Service | IT Assistant |
| Information Service | IT Project Manager |
| Information Service | Project Leader |
| Information Service | Project Leader |

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|---------------------------------|---|
| Information Service | Project Manager |
| Information Service | Project Officer |
| Information Service | Security Officer |
| Information Service | Senior Database Administrator |
| Information Service | Senior Support Technician |
| Information Service | Solutions Architect |
| Information Service | Technical Systems Architect |
| Legal Licensing & Registrars | Senior Solicitor (Regeneration and Contracts) |
| Planning | Contaminated Land Manager |
| Planning | Environmental Protection Officer |
| Planning | Team Leader |
| Port | Assistant Engineer |
| Port | Deputy Port Engineer |
| Port | Electrical Fitter |
| Transport and Street Management | Asst/Snr/Project Engineer |
| Transport and Street Management | Commercial Manager |
| Transport and Street Management | Contracts Manager |

Other Key Posts Where Expertise not within the council

| Service | Post Type |
|------------------------|---|
| Planning | Senior/Planning Officer |
| Planning | Assistant Head of Planning |
| Legal | Qualified/Trainee Solicitors and Barristers |
| Port | Most posts other than HR and Finance |
| AMS | All professional posts |
| Children's Social Care | Managers |
| Human Resources | HR IT Strategist & Developer |
| Human Resources | Professional H&S Staff |
| Human Resources | Occupational Health Nurse |

TERMS AND CONDITIONS

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|---------------------|---|
| Human Resources | Learning & Development Manager |
| Democratic Services | Local Democracy manager |
| Culture | <ul style="list-style-type: none"> • Arborcultural Officer • Technical Landscape • Schools Library Service Manager • Service Development Manager • Learning and Engagement Manager • Information and Stock Librarian • Library Manager • Vision Impaired Officer • History Centre Officers (4FTE) • Collections Manager • Registrar • Senior Archivist • Archivist • D-Day Development Officer (curatorial aspect of role) • Exhibitions Officer • Technology Officer • Joiner |