

Modern Reward Strategy
Haringey Pay & Grading Framework

| Role Type | People Leader | Individual Contributor |
|------------------------------------|---|--|
| | | Where the principal purpose of the role is to lead a function, department or team. |
| Senior Manager Grades | | |
| Level A | Senior Leadership | |
| | Primarily responsible for the strategic direction for the organisation. | |
| Level B | Director / Assistant Director | |
| | Primarily responsible for the strategic direction of a service area. | |
| Level C | Head of Service | Senior Professional III |
| | Primarily responsible for service design. | Responsible for providing a broad professional service. |
| Rest of the Workforce (NJC) | | |
| Level D | Department Manager | Senior Professional II |
| | Manages a function or department within a service area. | Responsible for providing a specialist professional service. |
| | Predominantly but not exclusively grades PO6, PO7 and PO8. | |
| Level E | Senior Team Leader | Senior Professional I |
| | Leads a small team providing specialist services. | Responsible for providing a professional service. |
| | Predominantly but not exclusively grades PO4 and PO5. | |
| Level F | Team Leader | Professional & Technical II |
| | Leads a small team providing basic services including administrative support. | Responsible for providing a basic professional or specialist service. |
| | Predominantly but not exclusively grades SO1, PO1, PO2 and PO3. | |
| Level G | | Professional & Technical I |
| | | Responsible for providing a moderately complex service including administrative support. |
| | Predominately but not exclusively grades Scale 5 and Scale 6. | |
| Level H | | Vocational & Administrative |
| | | Responsible for providing a basic service including administrative support. |
| | Predominately but not exclusively grades Scale 1 to Scale 4. | |