**Transport for the North Senior Salaries & Pay Multiple**

The table below provides a summary of total of employees within Transport for the North (TfN) who received an annual salary of at least £50,000 per annum during FY2017/18:

|  |  |
| --- | --- |
| **Salary Range** | **No of Employees** |
| **£50,000 to £55,000** | 7 |
| **£55,001 to £60,000** | 5 |
| **£60,001 to £65,000** | 4 |
| **£65,001 to £70,000** | 5 |
| **£70,001 to £75,000** | 5 |
| **£75,001 to £80,000** | 0 |
| **£80,001 to £85,000** | 0 |
| **£85,001 to £90,000** | 0 |
| **£90,001 to £95,000** | 0 |
| **£95,001 to £100,000** | 0 |
| **£100,001 to £105,000** | 0 |
| **£105,001 to £110,000** | 2 |
| **£110,001 to £115,000** | 0 |
| **£115,001 to £120,000** | 0 |
| **£120,001 to £125,000** | 0 |
| **£125,001 to £130,000** | 1 |
| **£130,001 to £135,000** | 2 |
| **£135,001 to £140,000** | 0 |
| **£140,001 to £145,000** | 0 |
| **£145,001 to £150,000** | 1 |
| **£150,001 plus** | 0 |

Please note that the figures above do not include Rail North employees as this was a separate body to TfN prior to 1 April 2018.

The table below sets-out the roles and responsibilities for all posts within TfN who received an annual salary of at least £50,000 per annum during FY2017/18:

|  |  |  |
| --- | --- | --- |
| **Job title** | **Department** | **Job Purpose/ Key Responsibilities** |
| Chief Executive | N/A | Lead the development and delivery of TfN’s Strategic Transport Plan and provide strategic leadership to deliver the organisation’s vision of a thriving North of England where modern transport connections drive economic growth and support an excellent quality of life.  Accountable for the overall performance of the organisation, its integrity and activities including acting as TfN’s Head of Paid Service.  |
| Finance Director | Finance, Procurement & Risk | Lead the provision of all financial, procurement, audit and risk services to Transport for the North (TfN) acting as the principal adviser on all financial services functions to TfN’s Board and Chief Executive.  Proactive member of the TfN’s Senior Management Team and act as the organisation’s designated S151 Chief Financial Officer ensuring compliance with all statutory requirements including local government and central government financial management and accounting requirements. |
| Financial Controller | Finance, Procurement & Risk | Manage the finance function and deliver the required level of accounting and financial reporting services to TfN’s Board and Directorates, and to provide a sound framework of financial policies and systems. |
| Risk Manager | Finance, Procurement & Risk | Lead the development and embedding of risk management across TfN in support successful delivery of all projects, programmes and work-streams. |
| Procurement Manager | Finance, Procurement & Risk | Lead all procurement related activity for various TfN workstreams; setting the procurement strategy, developing TfN’s overall commercial and contractual capabilities, and manage senior internal customers and suppliers. |
| HR & Mobilisation Director | Business Capabilities | Lead on the mobilisation of TfN, including the development and implementation of TfN’s People Strategy. Provide leadership of TfN’s Legal Services, IT & Information, HR & Skills, Stakeholder Engagement & Communications, Health & Safety and Directorate Support functions, services and teams. |
| Head of Stakeholder Engagement and Communications | Business Capabilities | Lead the development and delivery of TfN’s Stakeholder Engagement and Communications Strategy and Service to support TfN’s objectives and to maintain and enhance its reputation. |
| Head of HR | Business Capabilities | Pro-actively support the mobilisation of the organisation, including the development, implementation and day-to-day management of a fit for purpose People Strategy for TfN. To manage and lead the development of TfN’s HR & Skills Team, function and support services.  |
| Head of IT and Information | Business Capabilities | Manage the development, implementation and maintenance of effective and efficient IT and Information capability for TfN. Own and maintain a strategic plan for IT and Information to meet TfN’s business needs, and manage all aspects of delivering a high-quality service delivery including third party service providers. |
| Head of Legal Services | Business Capabilities | Provide TfN’s Boards and Directorates with expert legal advice and manage the full range of professional legal, democratic and corporate information management services to support achievement of TfN’s corporate objectives and strategic priorities. Act as TfN’s Monitoring Officer ensuring compliance with all associated legal duties and responsibilities. |
| Northern Powerhouse Rail (NPR) Director | Strategy | Provide leadership for the TfN team tasked with working in partnership and collaboration with the Department for Transport, Network Rail, HS2 Ltd, Local and Combined Authorities to determine and deliver the priorities for investment in the North’s rail network, freight and passenger services. |
| Head of NPR Development | Strategy | Provide day-to-day management of the NPR Programme and Team acting as designated deputy to TfN’s NPR Director. Lead the technical co-ordination of inputs from subgroups covering indicative train service specifications (ITSS), analysis and modelling, rail corridor and station studies, overseeing delivery, interfaces, risks and opportunities to shape future developments and formalise the NPR requirements into a robust and coherent business case. |
| Station Study Lead | Strategy | Act as the intelligent client for City/Stations Study programme on behalf of TfN ensuring it meets the needs of TfN’s various stakeholders and the strategic aims of the Strategic Transport Plan. |
| Strategic Rail Lead | Strategy | Where relevant, lead a team of professionals and act as TfN's primary strategic rail lead a role that is critical to strategy and policy development, supporting an integrated approach to the Strategic Transport Plan.  Build strong relationships, internally and externally and be able to influence, shape and challenge across the strategy and policy sphere to drive an integrated approach to the Strategic Transport Plan and business cases to internal and external Green Book standards. |
| Head of Data Analysis and Appraisal | Strategy | Lead the multi-modal data analysis, demand forecasting, and economic appraisal for TfN’s Strategic Transport Plan and pro-actively support the development of the wider strategic economic case for major investments across the North. |
| Head of Economic Advice | Strategy | Lead the provision of all required economic advice and associated support services for TfN’s Strategic Transport Plan and pro-actively support the development of the wider strategic economic case for major investments across the North. |
| Rail Analysis Manager | Strategy | Lead TfN’s rail analysis team to provide modelling, appraisal and research to support the development of the evidence base and business case for the Long-Term Rail Strategy and TfN’s future rail investment programme. |
| Principal Data Analytics and Modelling Officer | Strategy | Manage the delivery of an agreed programme of transport appraisal & modelling including the Planet Framework Model to support the development of TfN transport schemes and initiatives. |
| Major Roads Director | Strategy | Provide leadership for the team tasked with working, in partnership with the Department for Transport and Highways England, to determine priorities for investment into the North’s Major Road Network (MRN) aligned to TfN’s Strategic Transport Plan.  |
| Major Roads Planning & Scheme Development Manager | Strategy | Work in partnership with the Department for Transport and Highways England, to determine and commission priorities for investment into the North’s Major Road Network (MRN) aligned to TfN’s Strategic Transport Plan. |
| Major Roads Strategy Manager | Strategy | Work in partnership with the Department for Transport and Highways England, to manage the development of policy and strategy to determine the investment priorities for the North’s Major Road Network (MRN) aligned to TfN’s Strategic Transport Plan. |
| IST Programme Director | Integrated and Smart Travel | Lead and direct an ambitious programme to transform transport information, ticketing and payments across the North of England, maximising benefits realisation through ensuring effective programme management, control of expenditure and timely delivery of all programme outcomes. |
| Commercial Manager - IST | Integrated and Smart Travel | Successfully deliver all commercial and procurement elements of the Integrated and Smart Travel programme to ensure the successful delivery of the programme through confident leadership of all related activities for the IST programme. |
| Assistant Commercial Manager - IST | Integrated and Smart Travel | Support the Commercial Manager in their efforts to deliver all commercial and procurement elements of the Integrated & Smart Travel (IST) programme. |
| Business Design Authority Lead | Integrated and Smart Travel | Lead and take overall responsibility for safeguarding the Customer Proposition and monitoring the benefits realisation through the design of solutions, control of detailed design, development, procurement and implementation across all elements of the Integrated & Smart Travel programme. Provide business design review and assurance to help ensure successful delivery of customer lead solutions and the benefits realised from the programme as a whole. |
| Information Strategy Manager | Integrated and Smart Travel | Lead the development and delivery of the Information Strategy for an ambitious programme to transform transport information, ticketing and payments across the North of England, maximising benefits realisation and timely delivery of all required programme outcomes. |
| Programme Manager – IST | Integrated and Smart Travel | Support the delivery of the Integrated and Smart Travel programme and projects as directed to time, budget and quality standards in compliance within agreed project management standards and procedures. |
| Senior Projects Manager – IST (x3) | Integrated and Smart Travel | Manage the development and delivery of projects within the Integrated and Smart Travel to time, budget and quality standards in compliance within agreed project management standards and procedures. |
| Programme Manager – NPR | Programme Management Office | To support the delivery of the Northern Powerhouse Rail (NPR) projects and programmes as directed to time, budget and quality standards in compliance within agreed project management standards and procedures. |
| Senior Project Manager - NPR | Programme Management Office | Manage the development and delivery of designated rail related programme and projects to time, budget and quality standards in compliance within agreed project management standards and procedures. |
| Programme Manager – Rail North | Programme Management Office | To support the delivery of the Rail North work-stream, managing a diverse range of programmes and projects to time, budget and quality standards in compliance with agreed project management standards and procedures.  |
| Senior Project Controls Engineer | Programme Management Office | Formulate and maintain a comprehensive framework of methodologies, processes and procedures for Project Systems & Controls, and to provide P6 schedule services to the designated project teams whilst facilitating the delivery of programmes and projects to time, cost and quality. |

Please note that the figures above do not include Rail North employees as this was a separate body to TfN prior to April 2018.

TfN’s pay multiple for FY2017/18 is **3.3:1**. The pay multiplier the ratio between the highest taxable earnings for the given year (which is £150,000) and the median earnings figure of the whole of TfN’s workforce (which is £45,905 per annum).