

HR & OD Role Comparisons – ESCC/SCC

ESCC	Surrey	Comments
Assistant Director LMG7 £74,083 - £80,960	Head of Service 15C £87,691 - £103,967	Broad Match ESCC has schools functions, Surrey does not - outsourced service in SCC (Babcock). ESCC - OD and training are in departments (ASC and CSD) but dotted line to AD in HR SCC – have direct responsibility. SCC - 34,000 employees, 1m residents ESCC - 15,000 employees, 0.5m residents Difference in scale
Head of Service LMG5 £57,787 - £63,149	Head of HR Operations Strategic HR&OD/ Relationship Managers 14A £61,592 - £76,997	Match
N/A	Programme & Performance Manager 14A £61,592 - £76,997	No Match
N/A	Training Delivery Manager 14A £61,592 - £76,997	No equivalent – disaggregated to departments and some HR roles
HR Manager OD LMG3 £46,145 - £50,427	OD Manager 14A £61,592 - £76,997	Not a match
HR Manager LMG2 £40,991 - £44,800	Deputy Relationship Manager S12 £47,273 – £55,298	Match
HR Manager (Pay and Reward and Programmes of Change) LMG2 £40,991 - £44,800	HR Reward Manager S12 £47,273 - £55,298	Broad Match SCC – manage benefits scheme, FOI requests ESCC – reward team manage departmental restructure

Senior Organisation Development Officer SS13 £36,771 - £39,540	Senior OD Consultant Senior T&D Consultant – Culture & Performance S10 £38,015 - £42,992	Broad match SCC – staff survey, graduate programme, ESCC – Appraisal, management development
N/A	OD Consultant	No Match
N/A	Professional Development Advisor	No Match
Senior HR Advisor SS13 £36,771 - £39,540	Senior HR Advisor S10 £38,015 - £42,992	Match
HR Advisor SS10/11 £27,139 - £32,831	HR Advisor S9 £33,569 - £38,312	Match
Assistant Personnel Officer SS9/10 £24,234 - £26,179	HR Coordinator S8 £23,340 - £27,539	Match