West Yorkshire Combined Authority | Tracy Brabin Mayor of West Yorkshire

Contents

WYCA Grades - April 2026..... 2
WYCA Pay Scales - April 2026 11
WYCA Senior Salaries over 50000 - April 2025 12

	Position Title	Grade
1	Administrative Assistant - Strategy	Grade 01
2	Commercial Apprentice	Grade 01
3	Administrative Assistant Apprentice	Grade 01
4	Customer Support Assistant	Grade 01
5	Contract Compliance Assistant	Grade 01
6	Transport Planning Apprentice	Grade 01
7	Receptionist	Grade 01
8	Metroline Customer Service Advisor (L1)	Grade 01
9	Transport Planning Technician Apprentice	Grade 01
10	Facilities Caretaker	Grade 02
11	Public Information Assistant	Grade 02
12	Legal Services Support Officer	Grade 02
13	Paralegal Apprentice	Grade 02
14	Digital Content Assistant	Grade 02
15	Customer Services Administrator	Grade 02
16	SEN Transport Administrator	Grade 02
17	AccessBus Assistant	Grade 02
18	Bus Services Data Administrator	Grade 02
19	Travel Centre Advisor - Bradford	Grade 02
20	Travel Centre Advisor - Castleford	Grade 02
21	Metroline Customer Service Advisor	Grade 02
22	Travel Centre Advisor - Leeds	Grade 02
23	Travel Centre Advisor - Halifax	Grade 02
24	Travel Centre Advisor - Huddersfield	Grade 02
25	Customer Services Assistant	Grade 02
26	Customer Service Assistant	Grade 02
27	Travel Centre Advisor - Pontefract	Grade 02
28	Graduate Transport Planner	Grade 02
29	Procurement & Contracts Management Assistant	Grade 03
30	Facilities & Asset Systems Administrator	Grade 03
31	Asset Management System Administrator	Grade 03
32	HR Support Officer	Grade 03
33	Tendered Services Payments Assistant	Grade 03
34	Accountancy Admin Assistant (Payments)	Grade 03
35	Sales Administrator	Grade 03
36	Travel Information Officer (Data)	Grade 03
37	Card Management System - Admin Assistant	Grade 03
38	Passenger Information Assistant	Grade 03
39	Accountancy Admin Assistant	Grade 03
40	Accountancy Admin Assistant (Sales)	Grade 03
41	Commissioning & Contracts Assistant - Police & Crime	Grade 03
42	Project Support Officer VRU	Grade 03
43	VRU Business Support Officer	Grade 03
44	DTS Service Desk 1st Line Analyst	Grade 04
45	Asset Management Assistant	Grade 04
46	Infrastructure Schemes Assistant	Grade 04
47	Finance Assistant	Grade 04
48	Payroll & Pensions Assistant	Grade 04
49	Quality Compliance Officer	Grade 04
50	SEN Transport Controller	Grade 04
51	Travel Entitlement Assistant	Grade 04
52	Planning & Operations Assistant	Grade 04
53	Travel Centre Team Leader	Grade 04
54	Inclusive Travel Assistant	Grade 04
55	Lead Travel Information Officer (Data)	Grade 04
56	Metroline Team Leader	Grade 04
57	Stock Control Officer	Grade 04

	Position Title	Grade
58	Office Facilities Coordinator	Grade 04
59	Fares & Pricing Assistant	Grade 04
60	Graduate Placement	Grade 04
61	Delivery Support Officer	Grade 04
62	Project Assistant	Grade 05
63	Policy Assistant	Grade 05
64	Performance & Assurance Officer - Strategy	Grade 05
65	Policy & Projects Coordinator	Grade 05
66	DTS Service Desk 2nd Line Analyst	Grade 05
67	ICT Project Assistant	Grade 05
68	Software Support Analyst	Grade 05
69	Programme Performance Coordinator	Grade 05
70	Section 106 Officer	Grade 05
71	PA to the Senior Leadership Team	Grade 05
72	PA to Director of Inclusive Economy, Skills & Culture	Grade 05
73	Committee Services Officer	Grade 05
74	Risk & Compliance Officer	Grade 05
75	Assistant Designer	Grade 05
76	PA to Director of Transport Ops & Passenger Experience	Grade 05
77	Personal Assistant	Grade 05
78	Network Management Officer	Grade 05
79	Safeguarding Officer	Grade 05
80	AccessBus Controller	Grade 05
81	Technical Advisor	Grade 05
82	Bus Service Analyst	Grade 05
83	Tendered Service Payments Officer	Grade 05
84	Contact Centre Coordinator	Grade 05
85	Travel Systems Advisor	Grade 05
86	Travel Centre Supervisor	Grade 05
87	Travel Systems Operations Assistant	Grade 05
88	Sales Team Leader	Grade 05
89	Policy Assistant - Vision Zero	Grade 05
90	Grants Officer - Policing & Crime	Grade 05
91	Commissioning & Contracts Officer	Grade 05
92	Programme Assistant	Grade 05
93	Assistant Transport Planner	Grade 05
94	Portfolio Assistant	Grade 05
95	Customer Services Team Leader	Grade 05
96	PA to Director of Strategy, Communications & Intelligence	Grade 05
97	Project Officer	Grade 06
98	Bus Network Planner	Grade 06
99	ICT Project Officer	Grade 06
100	Project Coordinator	Grade 06
101	Bus Station Manager	Grade 06
102	Building Support Manager	Grade 06
103	Police & CCTV Liaison Coordinator	Grade 06
104	Legal Officer (Projects, Procurement & Commercial)	Grade 06
105	Information Governance Officer	Grade 06
106	Scrutiny Support Officer	Grade 06
107	Legal Officer (Governance & Regulatory)	Grade 06
108	Legal Officer (Transport)	Grade 06
109	Legal Officer (Property, Planning & CPO)	Grade 06
110	Legal Officer (Property)	Grade 06
111	Governance Support Officer	Grade 06
112	Consultation & Engagement Advisor	Grade 06
113	Transport Graphic Designer	Grade 06
114	Communications & Marketing Advisor	Grade 06

	Position Title	Grade
115	Designer	Grade 06
116	School Bus Network Planner	Grade 06
117	Monitoring & Compliance Team Leader	Grade 06
118	Customer Service & Eligibility Team Leader	Grade 06
119	Procurement Coordinator	Grade 06
120	Production Coordinator	Grade 06
121	Business Travel Plan Advisor	Grade 06
122	Inclusive Travel Team Leader	Grade 06
123	Senior Portfolio Assistant	Grade 06
124	Membership & Communications Officer	Grade 06
125	Bus Service Coordinator	Grade 07
126	Business Engagement & Relationship Officer	Grade 07
127	Strategic Funding Programme Coordinator	Grade 07
128	Procurement & Contracts Officer	Grade 07
129	Commercial Due Dilligence Officer	Grade 07
130	Procurement and Contracts Officer	Grade 07
131	Commercial Policy, Process & Systems Officer	Grade 07
132	Commercial Data Analyst Officer	Grade 07
133	Lead Programme Performance Officer	Grade 07
134	Software Support Engineer	Grade 07
135	Lead Programme Performance Coordinator	Grade 07
136	Policy Officer (Employment & Skills)	Grade 07
137	Policy Coordinator - Employment & Skills	Grade 07
138	Service Manager	Grade 07
139	Security & Safer Travel Manager	Grade 07
140	Estate Management Officer	Grade 07
141	Finance Officer (Operational)	Grade 07
142	Assistant Finance Business Partner	Grade 07
143	Finance Officer (Systems / Controls)	Grade 07
144	Assistant Financial Accountant	Grade 07
145	Finance Officer Systems Development	Grade 07
146	Payroll & Pensions Officer	Grade 07
147	Executive Assistant	Grade 07
148	HR Advisor	Grade 07
149	Health & Safety Advisor	Grade 07
150	HR Advisor Systems & Projects	Grade 07
151	HR Officer (Systems Development)	Grade 07
152	HR Data, Systems & Establishment Officer	Grade 07
153	Senior Auditor	Grade 07
154	Statutory Scrutiny Officer	Grade 07
155	Committee Services Team Leader	Grade 07
156	Consultation & Engagement Officer	Grade 07
157	Communications & Marketing Officer	Grade 07
158	Communications & Marketing Officer (Mass Transit)	Grade 07
159	Consultation & Engagement Officer (Transport)	Grade 07
160	Marketing & Communications Officer	Grade 07
161	Community Engagement Officer	Grade 07
162	Events Officer	Grade 07
163	C&M Officer (Market Research)	Grade 07
164	Diary Secretary & Mayoral Support Officer	Grade 07
165	Policy & Casework Support Officer	Grade 07
166	Senior Executive Support Officer	Grade 07
167	Transport Chair's Research Support Officer	Grade 07
168	Press Officer	Grade 07
169	Communications Officer (Policing & Crime)	Grade 07
170	Web & Digital Media Officer	Grade 07
171	Digital Content Creator	Grade 07

	Position Title	Grade
172	Press Officer (Policing & Crime)	Grade 07
173	Bus Performance Improvement Coordinator	Grade 07
174	AccessBus Team Leader	Grade 07
175	SEN Transport Team Leader	Grade 07
176	Bus Services Coordinator	Grade 07
177	Contracting & Operations Team Leader	Grade 07
178	Engagement & Development Officer	Grade 07
179	Travel Systems Analyst	Grade 07
180	Travel Systems Coordinator	Grade 07
181	Front Line Services Coordinator	Grade 07
182	Systems & Supplier Coordinator	Grade 07
183	Policy Coordinator	Grade 07
184	Policy Coordinator - Spatial	Grade 07
185	Research & Performance Officer	Grade 07
186	Casework & Reviews Officer - Police & Crime	Grade 07
187	Consultation & Engagement Officer - Police & Crime	Grade 07
188	Executive Support Officer	Grade 07
189	Transport Planner	Grade 07
190	Adult Skills Data Analyst	Grade 07
191	Evaluation Officer (Transport)	Grade 07
192	Evaluation Officer (Economy)	Grade 07
193	Transport Analyst	Grade 07
194	GIS Analyst	Grade 07
195	Modelling Analyst	Grade 07
196	Data Analyst	Grade 07
197	Corporate Planning & Performance Officer	Grade 07
198	Casework & Correspondence Manager	Grade 07
199	Engagement & Development Officer (Behaviour Change)	Grade 07
200	Business Manager	Grade 07
201	VRP Programme Delivery Manager	Grade 07
202	Digital Communications Officer VRU	Grade 07
203	VRU Programme Delivery Manager - Engagement	Grade 07
204	VRU Research & Evaluation Specialist	Grade 07
205	VRU Senior Analyst	Grade 07
206	VRP Research & Evaluation Specialist	Grade 07
207	VRU Business Support Lead	Grade 07
208	VRP Senior Analyst	Grade 07
209	Policy Officer	Grade 08
210	Project Manager	Grade 08
211	Lead Policy Officer	Grade 08
212	Business Engagement & Relationship Lead	Grade 08
213	Project Lead	Grade 08
214	Project Lead - Digital	Grade 08
215	Service Manager - Performance & CRM	Grade 08
216	Projects Lead	Grade 08
217	Creative Industries Contracts Manager	Grade 08
218	Policy Officer - Culture & Heritage	Grade 08
219	ICT Project Manager	Grade 08
220	Systems Engineer	Grade 08
221	Cyber Security Engineer	Grade 08
222	DTS Service Desk Manager	Grade 08
223	Business Analyst	Grade 08
224	Software Developer	Grade 08
225	Systems Architect & Engineer	Grade 08
226	Lead Enterprise Coordinator	Grade 08
227	Performance & Data Lead	Grade 08
228	Asset Development Manager	Grade 08

	Position Title	Grade
229	Mechanical & Electrical (Hard) Facilities Manager	Grade 08
230	Assets Manager	Grade 08
231	Payroll & Pensions Manager	Grade 08
232	Project Accountant	Grade 08
233	Programme Coordinator	Grade 08
234	HR Data Systems & Establishment Specialist	Grade 08
235	Learning & Development Associate	Grade 08
236	Principal Information Governance Officer Deputy DPO)	Grade 08
237	Business Practice Manager	Grade 08
238	Senior Communications & Marketing Officer	Grade 08
239	Senior Communications & Marketing Officer (Mass Transit)	Grade 08
240	Senior Consultation & Engagement Officer	Grade 08
241	Senior Events Officer	Grade 08
242	Trade Union Convenor	Grade 08
243	Senior Community Engagement Officer	Grade 08
244	Senior Digital Media Officer	Grade 08
245	Senior Press Officer	Grade 08
246	Senior Web & Digital Media Officer	Grade 08
247	Inclusive Travel Manager	Grade 08
248	Business Manager - Police & Crime	Grade 08
249	Policy Officer - Public Sector Decarbonisation	Grade 08
250	Project Manager - Regeneration	Grade 08
251	Data Architect	Grade 08
252	Lead Evaluation Officer (Transport)	Grade 08
253	Data Engineer	Grade 08
254	Senior Economic Analyst	Grade 08
255	Lead Evaluation Officer (Culture)	Grade 08
256	Lead Evaluation Officer UKSPF	Grade 08
257	Lead Evaluation Officer (Economy)	Grade 08
258	Spatial Intelligence Team Leader	Grade 08
259	Transport Modelling Lead	Grade 08
260	Evaluation Team Leader	Grade 08
261	Modelling Lead	Grade 08
262	Transport Analytics Lead	Grade 08
263	Portfolio Manager (Performance)	Grade 08
264	Project Appraisal Manager	Grade 08
265	Portfolio Manager (Assurance)	Grade 08
266	Portfolio Manager (PMO Systems)	Grade 08
267	Project Appraisal Manager (ASR Lead)	Grade 08
268	Portfolio Manager	Grade 08
269	EDI Project Manager	Grade 08
270	Policy Officer (Active Travel)	Grade 08
271	Senior Engagement & Development Officer	Grade 08
272	Infrastructure Project Manager	Grade 09
273	Network Manager	Grade 09
274	Inclusive Economy Manager	Grade 09
275	Strategic Funding Programme Manager	Grade 09
276	Business Delivery Manager	Grade 09
277	Corporate Programme Manager	Grade 09
278	Head of Chief Executive's Office	Grade 09
279	Commercial Policy, Process & Systems Manager	Grade 09
280	Commercial Manager	Grade 09
281	Commercial Manager (Professional Services)	Grade 09
282	Commercial Manager (Technology)	Grade 09
283	Commercial Manager (Transport Services)	Grade 09
284	Programme Manager - Creative Catalyst	Grade 09
285	ICT Programme Manager	Grade 09

	Position Title	Grade
286	DTS Service Delivery Manager	Grade 09
287	Inclusive Economy Manager - Technical & High Level Skills	Grade 09
288	Inclusive Economy Manager (Skills for Work & Life)	Grade 09
289	Inclusive Economy Manager - Education & Careers	Grade 09
290	Inclusive Economy Manager (Business Skills Ecosystems)	Grade 09
291	Inclusive Economy Manager - Skills Support for Business	Grade 09
292	Bus Station Services Manager	Grade 09
293	Accountant (Capital & Forecasting)	Grade 09
294	Accountant (FP&A)	Grade 09
295	Finance Business Partner	Grade 09
296	Financial Accountant	Grade 09
297	Programme Development Lead	Grade 09
298	Programme Manager	Grade 09
299	Health & Safety Partner	Grade 09
300	Principal Internal Auditor	Grade 09
301	Information Governance Manager & DPO	Grade 09
302	Committee & Governance Services Manager	Grade 09
303	Lawyer (Projects)	Grade 09
304	Operational Security Manager	Grade 09
305	Lawyer (Procurement & Commercial)	Grade 09
306	Risk & Compliance Manager	Grade 09
307	Lawyer (Property, Planning & CPO)	Grade 09
308	Lawyer - Regulatory	Grade 09
309	Lawyer (Property)	Grade 09
310	Lawyer - Governance & Regulatory	Grade 09
311	Consultation & Engagement Manager (Transport)	Grade 09
312	Design Manager	Grade 09
313	Consultation & Engagement Manager (core team)	Grade 09
314	Mayoral Policy & Briefings Manager	Grade 09
315	Strategic Partnership Manager	Grade 09
316	Mayoral Operations Manager	Grade 09
317	Bus Network Manager	Grade 09
318	Education Transport Manager	Grade 09
319	Bus Performance Manager	Grade 09
320	Personalised Transport Manager	Grade 09
321	Commercial Manager (Transport)	Grade 09
322	Service Delivery Manager	Grade 09
323	Service Accountant	Grade 09
324	Travel Systems Manager	Grade 09
325	NZRA Lead	Grade 09
326	Leeds City Region Net Zero Hub Manager	Grade 09
327	Strategic Partnerships Manager	Grade 09
328	Consultation & Engagement Manager - Police & Crime	Grade 09
329	Research & Performance Manager - Police & Crime	Grade 09
330	Casework & Reviews Manager	Grade 09
331	Commissioning & Contracts Manager	Grade 09
332	Senior Transport Planner	Grade 09
333	Senior Project Manager	Grade 09
334	Portfolio Lead	Grade 09
335	Lead Appraisal Manager	Grade 09
336	Portfolio Lead (Assurance)	Grade 09
337	Equity, Diversity & Inclusion Manager	Grade 09
338	Programme Development Lead (Bus Policy)	Grade 09
339	Rail Development Officer	Grade 09
340	VRU Senior Programme Delivery Manager	Grade 09
341	Policy Manager	Grade 10
342	Senior Programme Manager	Grade 10

	Position Title	Grade
343	Policy & Partnerships Lead - Business Engagement	Grade 10
344	Policy & Partnerships Lead - Business Productivity	Grade 10
345	Policy & Partnerships Lead - Advanced Manufacturing	Grade 10
346	Policy & Partnerships Lead (Financial & Professional Services &	Grade 10
347	Policy & Partnerships Lead - Green Economy	Grade 10
348	Policy & Partnerships Lead - Emerging Tech	Grade 10
349	Policy & Partnerships Lead - Business Investment	Grade 10
350	Commercial Category Lead (Built Enviroment)	Grade 10
351	Commercial Category Lead (Services)	Grade 10
352	Commercial Category Lead	Grade 10
353	DTS Operations Manager	Grade 10
354	Policy & Partnerships Lead - Skills for Business	Grade 10
355	Policy & Partnerships Lead - Adult Skills Delivery	Grade 10
356	Policy & Partnerships Lead - Education, Employment & Careers	Grade 10
357	Policy & Partnerships Lead - Healthy Working Life	Grade 10
358	Policy & Partnerships Lead - Adult Skills	Grade 10
359	HR Business Partner	Grade 10
360	HR Systems & Project Manager	Grade 10
361	Learning & Development Partner	Grade 10
362	Internal Audit Manager	Grade 10
363	Principal Lawyer (MRT)	Grade 10
364	Principal Lawyer (Projects)	Grade 10
365	Principal Lawyer (Property, Planning & CPO)	Grade 10
366	Principal Lawyer (Transport)	Grade 10
367	Principal Lawyer (Procurement & Commercial)	Grade 10
368	Principal Lawyer (Regulatory & Governance)	Grade 10
369	Corporate Marketing & Communications Manager	Grade 10
370	Communities, Consultation & Engagement Manager	Grade 10
371	Economic Growth Marketing & Communications Manager	Grade 10
372	Transport Marketing & Communications Manager	Grade 10
373	Senior Mass Transit Planner	Grade 10
374	Business Case Manager	Grade 10
375	Consents Manager	Grade 10
376	Digital & Social Media Manager	Grade 10
377	Communications Manager (Policing & Crime)	Grade 10
378	Media Relations Manager	Grade 10
379	Passenger Service Development Manager	Grade 10
380	Urban Design Manager	Grade 10
381	Policy Manager - Housing	Grade 10
382	Policy Manager	Grade 10
383	Policy Manager - Remediation	Grade 10
384	Policy Manager - Vision Zero	Grade 10
385	Policy Manager - Policing & Crime	Grade 10
386	Programme Development Manager	Grade 10
387	Development Manager	Grade 10
388	Strategic Transport Modelling Manager	Grade 10
389	Research & Spatial Intelligence Manager	Grade 10
390	Evaluation Manager	Grade 10
391	Senior Project Appraisal Manager	Grade 10
392	Modelling & Economic Appraisal Manager	Grade 10
393	Corporate Planning & Performance Manager	Grade 10
394	Senior Policy Manager (UTG)	Grade 10
395	Communications & Engagement Lead	Grade 10
396	Inclusive Economy Lead	Grade 11
397	Head of Change & Transformation	Grade 11
398	Head of Culture, Heritage & Sport	Grade 11
399	Cyber Security Manager	Grade 11

	Position Title	Grade
400	Live Services Manager	Grade 11
401	Development Services Manager	Grade 11
402	Inclusive Economy Lead - Adult Skills	Grade 11
403	Inclusive Economy Lead - Healthy Working Life	Grade 11
404	Inclusive Economy Lead - Employment Education & Careers	Grade 11
405	Senior Finance Business Partner	Grade 11
406	Senior Finance Business Partner - Policing	Grade 11
407	HR Operations Manager	Grade 11
408	Legal Commercial Service Lead	Grade 11
409	Lead Manager Policy & Performance	Grade 11
410	Lead Manager Commissioning & Partnerships	Grade 11
411	Lead Policy Manager	Grade 11
412	Implementation Lead (Partnerships)	Grade 11
413	Implementation Lead (Programmes)	Grade 11
414	Implementation Lead (Pipeline)	Grade 11
415	Implementation Lead	Grade 11
416	Economic Evidence Manager	Grade 11
417	Implementation Lead (Projects)	Grade 11
418	Implementation Lead (Transport Infrastructure)	Grade 11
419	Lead Manager, Knowledge Research & Evaluation	Grade 11
420	Head of Business	Grade 12
421	Head of Commercial	Grade 12
422	Head of Commercial Development & Investment	Grade 12
423	Head of Digital & Technology Services	Grade 12
424	Head of Transport Facilities	Grade 12
425	Head of Strategic & Corporate Finance	Grade 12
426	Head of Finance (Transport)	Grade 12
427	Head of Finance (Economy)	Grade 12
428	Head of Corporate Assets	Grade 12
429	Head of Home Energy West Yorkshire	Grade 12
430	Head of People & Organisational Development	Grade 12
431	Head of Internal Audit	Grade 12
432	Head of Legal - Major Transport Projects	Grade 12
433	Head of Communications (Corporate, Marketing & Engagement)	Grade 12
434	Head of Public Affairs & Engagement	Grade 12
435	Head of Place & Consents	Grade 12
436	Head of Transport Planning & Appraisal	Grade 12
437	Chief of Staff	Grade 12
438	Head of Communications (Mayoral, Press & Digital)	Grade 12
439	Head of Mobility Services	Grade 12
440	Head of Passenger Experience	Grade 12
441	Head of Place & Environment Policy	Grade 12
442	Head of Programmes & Partnerships	Grade 12
443	Head of Regeneration	Grade 12
444	Head of Research & Intelligence	Grade 12
445	Head of Strategy & Corporate Performance	Grade 12
446	Head of Transport Infrastructure (Development & Construction)	Grade 12
447	Strategic Head of Bus Franchising Transition/Mobilisation	Grade 13
448	Head of Employment & Skills	Grade 13
449	Head of Policing & Crime	Grade 13
450	Strategic Head of Customer Proposition	Grade 13
451	Strategic Head of Major Projects	Grade 13
452	Head of Transport Policy	Grade 13
453	Assistant Director (UTG)	Grade 13
454	VRU Director	Grade 13
455	Assistant Director, People & Transformation	Grade 14
456	Assistant Director Legal, Governance & Compliance	Grade 14

	Position Title	Grade
457	Director of Bus Franchising	Grade 15
458	Director of Finance & Commercial Services	Grade 15
459	Director of Inclusive Economy, Skills & Culture	Grade 15
460	Director of Policing, Environment & Place	Grade 15
461	Director of Strategy, Communications & Intelligence	Grade 15
462	Transport Capital Programme Director	Grade 15
463	Director of Transport Services	Grade 15
464	Director, UTG	Grade 15

1st April 2026 Pay Scales - 3%

Grade/SP	Grade	Level	Salary	Monthly	Weekly	Hourly
1 / 1 (A,B,C,D1)	1	1	28,940	2,411.67	555.01	15.0004
2 / 2 (D2,D3,D4,E)	2	2	29,677	2,473.08	569.15	15.3824
3 / 3 (F1)	3	3	29,677	2,473.08	569.15	15.3824
3 / 4 (F2)	3	4	30,169	2,514.08	578.58	15.6374
3 / 5 (F3)	3	5	31,317	2,609.75	600.60	16.2324
3 / 6 (F4)	3	6	31,877	2,656.42	611.34	16.5227
4 / 7 (G1)	4	7	31,877	2,656.42	611.34	16.5227
4 / 8 (G2)	4	8	32,438	2,703.17	622.10	16.8135
4 / 9 (G3)	4	9	33,692	2,807.67	646.15	17.4635
4 / 10 (G4)	4	10	34,418	2,868.17	660.07	17.8398
5 / 11 (H1)	5	11	34,418	2,868.17	660.07	17.8398
5 / 12 (H2)	5	12	35,836	2,986.33	687.27	18.5748
5 / 13 (H3)	5	13	37,254	3,104.50	714.46	19.3097
5 / 14 (H4)	5	14	38,301	3,191.75	734.54	19.8524
6 / 15 (I1)	6	15	38,301	3,191.75	734.54	19.8524
6 / 16 (I2)	6	16	39,913	3,326.08	765.45	20.6880
6 / 17 (I3)	6	17	40,992	3,416.00	786.15	21.2472
6 / 18 (I4)	6	18	41,747	3,478.92	800.63	21.6386
7 / 19 (J1)	7	19	41,747	3,478.92	800.63	21.6386
7 / 20 (J2)	7	20	43,557	3,629.75	835.34	22.5767
7 / 21 (J3)	7	21	45,367	3,780.58	870.05	23.5149
7 / 22 (J4)	7	22	46,889	3,907.42	899.24	24.3038
8 / 23 (K1)	8	23	46,889	3,907.42	899.24	24.3038
8 / 24 (K2)	8	24	48,956	4,079.67	938.88	25.3752
8 / 25 (K3)	8	25	51,023	4,251.92	978.52	26.4466
8 / 26 (K4)	8	26	52,466	4,372.17	1,006.20	27.1945
9 / 27 (L1)	9	27	52,466	4,372.17	1,006.20	27.1945
9 / 28 L2)	9	28	54,812	4,567.67	1,051.19	28.4105
9 / 29 (L3)	9	29	57,181	4,765.08	1,096.62	29.6384
9 / 30 (L4)	9	30	59,587	4,965.58	1,142.76	30.8855
10 / 31 (M1)	10	31	60,037	5,003.08	1,151.39	31.1188
10 / 32 (M2)	10	32	63,196	5,266.33	1,211.98	32.7562
10 / 33 (M3)	10	33	66,206	5,517.17	1,269.70	34.3163
10 / 34 (M4)	10	34	69,216	5,768.00	1,327.43	35.8765
11 / 35 (N1)	11	35	69,852	5,821.00	1,339.63	36.2061
11 / 36 (N2)	11	36	73,342	6,111.83	1,406.56	38.0151
11 / 37 (N3)	11	37	76,836	6,403.00	1,473.57	39.8261
11 / 38 (N4)	11	38	79,576	6,631.33	1,526.12	41.2464
12 / 39 (O1)	12	39	79,576	6,631.33	1,526.12	41.2464
12 / 40 (O2)	12	40	83,554	6,962.83	1,602.41	43.3083
12 / 41 (O3)	12	41	87,534	7,294.50	1,678.73	45.3712
12 / 42 (O4)	12	42	91,510	7,625.83	1,754.99	47.4321
13 / 43 (P1)	13	43	92,013	7,667.75	1,764.63	47.6928
13 / 44 (P2)	13	44	96,615	8,051.25	1,852.89	50.0781
13 / 45 (P3)	13	45	101,215	8,434.58	1,941.11	52.4624
13 / 46 (P4)	13	46	105,817	8,818.08	2,029.37	54.8478
14 / 47 (Q1)	14	47	108,429	9,035.75	2,079.46	56.2016
14 / 48 (Q2)	14	48	113,850	9,487.50	2,183.42	59.0115
14 / 49 (Q3)	14	49	119,274	9,939.50	2,287.45	61.8229
14 / 50 (Q4)	14	50	124,655	10,387.92	2,390.64	64.6120
15 / 51 (R1)	15	51	124,655	10,387.92	2,390.64	64.6120
15 / 52 (R2)	15	52	130,887	10,907.25	2,510.16	67.8422
15 / 53 (R3)	15	53	137,121	11,426.75	2,629.72	71.0735
15 / 54 (R4)	15	54	143,353	11,946.08	2,749.24	74.3037
16 / 55 (S1)	16	55	148,109	12,342.42	2,840.45	76.7688
16 / 56 (S2)	16	56	155,515	12,959.58	2,982.48	80.6076
16 / 57 (S3)	16	57	162,920	13,576.67	3,124.49	84.4458
16 / 58 (S4)	16	58	170,326	14,193.83	3,266.53	88.2845

3.00%	Temp	Uplift	Hrly rate
£ 28,065	£ 28,940	£ 875	£ 15.0004

West Yorkshire Combined Authority Senior Salaries
Employees earning in excess of £50,000 per annum who are not included in top three levels of the organisation detailed in the Chief Officers structure.

Position Title	Grade	Gender	Department	Earning Band	Pay Band
Accountant (Capital & Forecasting)	Grade 09	Female	Finance	£49,359 to £56,057	£50,001 to £55,000
Accountant (FP&A)	Grade 09	Female	Finance	£49,359 to £56,057	£50,001 to £55,000
Asset Development Lead	Grade 09	Male	Facilities & Assets	£49,359 to £56,057	£55,001 to £60,000
Assistant Director (UTG)	Grade 11	Female	Urban Transport Group	£65,714 to £74,862	£70,001 to £75,000
Bus Network Manager	Grade 09	Male	Mobility Services	£49,359 to £56,057	£55,001 to £60,000
Bus Performance Manager	Grade 09	Male	Mobility Services	£49,359 to £56,057	£55,001 to £60,000
Bus Station Services Manager	Grade 09	Female	Facilities & Assets	£49,359 to £56,057	£55,001 to £60,000
Casework & Reviews Manager	Grade 09	Female	Policing & Crime	£49,359 to £56,057	£50,001 to £55,000
Commercial Category Lead	Grade 10	Male	Commercial	£56,481 to £65,116	£65,001 to £70,000
Commercial Category Lead	Grade 10	Male	Commercial	£56,481 to £65,116	£65,001 to £70,000
Commercial Category Lead (Built Environment)	Grade 10	Male	Commercial	£56,481 to £65,116	£65,001 to £70,000
Commercial Category Lead (Services)	Grade 10	Male	Commercial	£56,481 to £65,116	£55,001 to £60,000
Commercial Manager	Grade 09	Female	Commercial	£49,359 to £56,057	£50,001 to £55,000
Commercial Manager	Grade 09	Male	Commercial	£49,359 to £56,057	£55,001 to £60,000
Commercial Manager	Grade 09	Female	Commercial	£49,359 to £56,057	£55,001 to £60,000
Commercial Manager (Professional Services)	Grade 09	Female	Commercial	£49,359 to £56,057	£50,001 to £55,000
Commercial Manager (Technology)	Grade 09	Male	Commercial	£49,359 to £56,057	£50,001 to £55,000
Commercial Manager (Transport Services)	Grade 09	Male	Commercial	£49,359 to £56,057	£50,001 to £55,000
Commercial Policy, Process & Systems Manager	Grade 09	Male	Commercial	£49,359 to £56,057	£55,001 to £60,000
Commissioning & Contracts Manager	Grade 09	Female	Policing & Crime	£49,359 to £56,057	£50,001 to £55,000
Committee & Governance Services Manager	Grade 09	Female	Legal, Governance & Compliance	£49,359 to £56,057	£55,001 to £60,000
Communications & Engagement Lead	Grade 10	Male	Urban Transport Group	£56,481 to £65,116	£55,001 to £60,000
Communications Manager (Policing & Crime)	Grade 10	Male	News	£56,481 to £65,116	£60,001 to £65,000
Communities, Consultation & Engagement Manager	Grade 10	Female	Marketing, Campaigns & Engagement	£56,481 to £65,116	£65,001 to £70,000
Consents Manager	Grade 10	Male	Mass Transit Programme Sponsor	£56,481 to £65,116	£60,001 to £65,000
Consultation & Engagement Manager (core team)	Grade 09	Female	Marketing, Campaigns & Engagement	£49,359 to £56,057	£50,001 to £55,000

Updated April 2025

West Yorkshire Combined Authority Senior Salaries

Employees earning in excess of £50,000 per annum who are not included in top three levels of the organisation detailed in the Chief Officers structure.

Position Title	Grade	Gender	Department	Earning Band	Pay Band
Consultation & Engagement Manager (Police & Crime)	Grade 09	Female	Policing & Crime	£49,359 to £56,057	£50,001 to £55,000
Consultation & Engagement Manager (Transport)	Grade 09	Female	Marketing, Campaigns & Engagement	£49,359 to £56,057	£50,001 to £55,000
Corporate Marketing & Communications Manager	Grade 10	Female	Marketing, Campaigns & Engagement	£56,481 to £65,116	£65,001 to £70,000
Corporate Planning & Performance Manager	Grade 10	Female	Strategy & Corporate Performance	£56,481 to £65,116	£65,001 to £70,000
Corporate Programme Manager	Grade 09	Male	Strategy & Corporate Performance	£49,359 to £56,057	£50,001 to £55,000
Corporate Programme Manager	Grade 09	Female	Strategy & Corporate Performance	£49,359 to £56,057	£55,001 to £60,000
Cyber Security Manager	Grade 11	Male	Digital & Technology Services	£65,714 to £74,862	£70,001 to £75,000
Design Manager	Grade 09	Female	Marketing, Campaigns & Engagement	£49,359 to £56,057	£50,001 to £55,000
Development Manager	Grade 10	Male	Regeneration	£56,481 to £65,116	£55,001 to £60,000
Development Manager	Grade 10	Male	Regeneration	£56,481 to £65,116	£60,001 to £65,000
Development Services Manager	Grade 11	Male	Digital & Technology Services	£65,714 to £74,862	£65,001 to £70,000
Digital & Social Media Manager	Grade 10	Male	News	£56,481 to £65,116	£60,001 to £65,000
DTS Service Delivery Manager	Grade 09	Female	Digital & Technology Services	£49,359 to £56,057	£50,001 to £55,000
Economic Evidence Manager	Grade 11	Male	Research & Intelligence	£65,714 to £74,862	£70,001 to £75,000
Economic Growth Marketing & Communications Manager	Grade 10	Female	Marketing, Campaigns & Engagement	£56,481 to £65,116	£65,001 to £70,000
Education Transport Manager	Grade 09	Male	Mobility Services	£49,359 to £56,057	£55,001 to £60,000
Equity, Diversity & Inclusion Manager	Grade 09	Male	Strategy & Corporate Performance	£49,359 to £56,057	£50,001 to £55,000
Evaluation Manager	Grade 10	Female	Research & Intelligence	£56,481 to £65,116	£65,001 to £70,000
Finance Business Partner	Grade 09	Male	Finance	£49,359 to £56,057	£55,001 to £60,000
Finance Business Partner	Grade 09	Female	Finance	£49,359 to £56,057	£55,001 to £60,000
Financial Accountant	Grade 09	Female	Finance	£49,359 to £56,057	£50,001 to £55,000
Financial Strategy Lead	Grade 11	Female	Finance	£65,714 to £74,862	£65,001 to £70,000
Group Financial Accountant	Grade 11	Female	Finance	£65,714 to £74,862	£65,001 to £70,000
Head of Culture, Heritage & Sport	Grade 11	Female	Inclusive Economy, Skills & Culture	£65,714 to £74,862	£65,001 to £70,000
Health & Safety Partner	Grade 09	Male	Human Resources	£49,359 to £56,057	£55,001 to £60,000
Healthtech Regional Lead	Grade 09	Female	Business Support	£49,359 to £56,057	£55,001 to £60,000
HR Business Partner	Grade 10	Female	Human Resources	£56,481 to £65,116	£55,001 to £60,000

Updated April 2025

West Yorkshire Combined Authority Senior Salaries
Employees earning in excess of £50,000 per annum who are not included in top three levels of the organisation detailed in the Chief Officers structure.

Position Title	Grade	Gender	Department	Earning Band	Pay Band
HR Business Partner	Grade 10	Female	Human Resources	£56,481 to £65,116	£60,001 to £65,000
HR Business Partner	Grade 10	Female	Human Resources	£56,481 to £65,116	£60,001 to £65,000
HR Business Partner	Grade 10	Female	Human Resources	£56,481 to £65,116	£65,001 to £70,000
HR Operations Manager	Grade 11	Female	Human Resources	£65,714 to £74,862	£70,001 to £75,000
HR Systems and Project Manager	Grade 10	Female	Human Resources	£56,481 to £65,116	£65,001 to £70,000
ICT Programme Manager	Grade 09	Female	Digital & Technology Services	£49,359 to £56,057	£50,001 to £55,000
ICT Programme Manager	Grade 09	Male	Digital & Technology Services	£49,359 to £56,057	£55,001 to £60,000
Implementation Lead	Grade 11	Male	Regeneration	£65,714 to £74,862	£65,001 to £70,000
Implementation Lead	Grade 11	Female	Regeneration	£65,714 to £74,862	£70,001 to £75,000
Inclusive Economy Lead	Grade 11	Male	Business, Innovation, Skills & Culture Policy	£65,714 to £74,862	£65,001 to £70,000
Inclusive Economy Lead	Grade 11	Male	Business, Innovation, Skills & Culture Policy	£65,714 to £74,862	£70,001 to £75,000
Inclusive Economy Lead (Adult Skills)	Grade 11	Female	Employment & Skills	£65,714 to £74,862	£70,001 to £75,000
Inclusive Economy Lead (Employment Education & Careers)	Grade 11	Female	Employment & Skills	£65,714 to £74,862	£65,001 to £70,000
Inclusive Economy Manager	Grade 09	Male	Business	£49,359 to £56,057	£50,001 to £55,000
Inclusive Economy Manager	Grade 09	Female	Business	£49,359 to £56,057	£55,001 to £60,000
Inclusive Economy Manager	Grade 09	Female	Business	£49,359 to £56,057	£55,001 to £60,000
Inclusive Economy Manager	Grade 09	Male	Business	£49,359 to £56,057	£55,001 to £60,000
Inclusive Economy Manager	Grade 09	Male	Business	£49,359 to £56,057	£55,001 to £60,000
Inclusive Economy Manager	Grade 09	Male	Business	£49,359 to £56,057	£55,001 to £60,000
Inclusive Economy Manager	Grade 09	Female	Business	£49,359 to £56,057	£55,001 to £60,000
Inclusive Economy Manager	Grade 09	Male	Business	£49,359 to £56,057	£55,001 to £60,000
Inclusive Economy Manager	Grade 09	Male	Business	£49,359 to £56,057	£55,001 to £60,000
Inclusive Economy Manager (Education and Careers)	Grade 09	Female	Employment & Skills	£49,359 to £56,057	£55,001 to £60,000
Inclusive Economy Manager (Employment Support)	Grade 09	Female	Employment & Skills	£49,359 to £56,057	£55,001 to £60,000
Inclusive Economy Manager (Skills for Work and Life)	Grade 09	Female	Employment & Skills	£49,359 to £56,057	£55,001 to £60,000

Updated April 2025

West Yorkshire Combined Authority Senior Salaries
Employees earning in excess of £50,000 per annum who are not included in top three levels of the organisation detailed in the Chief Officers structure.

Position Title	Grade	Gender	Department	Earning Band	Pay Band
Inclusive Economy Manager (Technical and High Level Skills)	Grade 09	Female	Employment & Skills	£49,359 to £56,057	£55,001 to £60,000
Information Governance Manager & DPO	Grade 09	Male	Legal, Governance & Compliance	£49,359 to £56,057	£50,001 to £55,000
Infrastructure Project Manager	Grade 09	Male	Bus Reform	£49,359 to £56,057	£50,001 to £55,000
Infrastructure Project Manager	Grade 09	Female	Bus Reform	£49,359 to £56,057	£50,001 to £55,000
Infrastructure Project Manager	Grade 09	Female	Transport Implementation	£49,359 to £56,057	£50,001 to £55,000
Infrastructure Project Manager	Grade 09	Male	Transport Implementation	£49,359 to £56,057	£50,001 to £55,000
Infrastructure Project Manager	Grade 09	Female	Transport Implementation	£49,359 to £56,057	£50,001 to £55,000
Infrastructure Project Manager	Grade 09	Male	Transport Implementation	£49,359 to £56,057	£55,001 to £60,000
Infrastructure Project Manager	Grade 09	Male	Transport Implementation	£49,359 to £56,057	£55,001 to £60,000
Infrastructure Project Manager	Grade 09	Male	Transport Implementation	£49,359 to £56,057	£55,001 to £60,000
Infrastructure Project Manager	Grade 09	Male	Transport Implementation	£49,359 to £56,057	£55,001 to £60,000
Infrastructure Project Manager	Grade 09	Female	Transport Implementation	£49,359 to £56,057	£55,001 to £60,000
Infrastructure Project Manager	Grade 09	Female	Transport Implementation	£49,359 to £56,057	£55,001 to £60,000
Infrastructure Project Manager	Grade 09	Male	Transport Implementation	£49,359 to £56,057	£55,001 to £60,000
Infrastructure Project Manager	Grade 09	Male	Transport Implementation	£49,359 to £56,057	£55,001 to £60,000
Lawyer - Governance	Grade 09	Female	Legal, Governance & Compliance	£49,359 to £56,057	£55,001 to £60,000
Lawyer - Regulatory	Grade 09	Female	Legal, Governance & Compliance	£49,359 to £56,057	£50,001 to £55,000
Lawyer (Procurement & Commercial)	Grade 09	Male	Legal, Governance & Compliance	£49,359 to £56,057	£50,001 to £55,000
Lawyer (Projects)	Grade 09	Female	Legal, Governance & Compliance	£49,359 to £56,057	£50,001 to £55,000
Lawyer (Property, Planning & CPO)	Grade 09	Male	Legal, Governance & Compliance	£49,359 to £56,057	£55,001 to £60,000
Lead Appraisal Manager	Grade 09	Male	Strategic Portfolio Office	£49,359 to £56,057	£55,001 to £60,000
Lead Appraisal Manager	Grade 09	Female	Strategic Portfolio Office	£49,359 to £56,057	£55,001 to £60,000
Lead Manager Commissioning & Partnerships	Grade 11	Female	Policing & Crime	£65,714 to £74,862	£70,001 to £75,000
Lead Manager Policy & Performance	Grade 11	Male	Policing & Crime	£65,714 to £74,862	£70,001 to £75,000
Lead Manager, Knowledge Research & Evaluation	Grade 11	Female	Violence Reduction Partnership	£65,714 to £74,862	£65,001 to £70,000
Lead Policy Manager	Grade 11	Male	Strategy & Corporate Performance	£65,714 to £74,862	£70,001 to £75,000
Lead Policy Manager	Grade 11	Male	Transport Policy	£65,714 to £74,862	£70,001 to £75,000
Lead Policy Manager Transport	Grade 11	Female	Transport Policy	£65,714 to £74,862	£70,001 to £75,000

Updated April 2025

West Yorkshire Combined Authority Senior Salaries
Employees earning in excess of £50,000 per annum who are not included in top three levels of the organisation detailed in the Chief Officers structure.

Position Title	Grade	Gender	Department	Earning Band	Pay Band
Learning and Development Partner	Grade 10	Female	Human Resources	£56,481 to £65,116	£55,001 to £60,000
Leeds City Region Net Zero Hub Manager	Grade 09	Male	Place & Environment Policy	£49,359 to £56,057	£55,001 to £60,000
Legal Commercial Service Lead	Grade 11	Male	Legal, Governance & Compliance	£65,714 to £74,862	£70,001 to £75,000
Legal Corporate Service Lead	Grade 11	Female	Legal, Governance & Compliance	£65,714 to £74,862	£65,001 to £70,000
Live Services Manager	Grade 11	Male	Digital & Technology Services	£65,714 to £74,862	£65,001 to £70,000
Mayoral Support Manager	Grade 09	Female	Mayoral Office	£49,359 to £56,057	£50,001 to £55,000
Media Relations Manager	Grade 10	Female	News	£56,481 to £65,116	£60,001 to £65,000
Modelling and Economic Appraisal Manager	Grade 10	Male	Strategic Portfolio Office	£56,481 to £65,116	£65,001 to £70,000
Network Manager	Grade 09	Male	Bus Reform	£49,359 to £56,057	£55,001 to £60,000
NZRA Lead	Grade 09	Male	Place & Environment Policy	£49,359 to £56,057	£55,001 to £60,000
Operational Security Manager	Grade 09	Male	Legal, Governance & Compliance	£49,359 to £56,057	£50,001 to £55,000
Passenger Service Development Manager	Grade 10	Male	Passenger Experience	£56,481 to £65,116	£60,001 to £65,000
Personalised Transport Manager	Grade 09	Female	Mobility Services	£49,359 to £56,057	£55,001 to £60,000
Policy Manager	Grade 10	Female	Place & Environment Policy	£56,481 to £65,116	£55,001 to £60,000
Policy & Partnerships Lead (Adult Skills)	Grade 10	Female	Employment & Skills	£56,481 to £65,116	£55,001 to £60,000
Policy & Partnerships Lead (Advanced Manufacturing)	Grade 10	Female	Business, Innovation, Skills & Culture Policy	£56,481 to £65,116	£65,001 to £70,000
Policy & Partnerships Lead (Business Engagement)	Grade 10	Female	Business, Innovation, Skills & Culture Policy	£56,481 to £65,116	£60,001 to £65,000
Policy & Partnerships Lead (Business Investment)	Grade 10	Female	Business, Innovation, Skills & Culture Policy	£56,481 to £65,116	£65,001 to £70,000
Policy & Partnerships Lead (Business Productivity)	Grade 10	Female	Business, Innovation, Skills & Culture Policy	£56,481 to £65,116	£60,001 to £65,000
Policy & Partnerships Lead (Education, Employment and Careers)	Grade 10	Male	Employment & Skills	£56,481 to £65,116	£55,001 to £60,000
Policy & Partnerships Lead (Emerging Tech)	Grade 10	Female	Business, Innovation, Skills & Culture Policy	£56,481 to £65,116	£65,001 to £70,000
Policy & Partnerships Lead (Green Economy)	Grade 10	Male	Business, Innovation, Skills & Culture Policy	£56,481 to £65,116	£65,001 to £70,000
Policy & Partnerships Lead (Skills for Business)	Grade 10	Female	Employment & Skills	£56,481 to £65,116	£55,001 to £60,000
Policy Manager	Grade 10	Female	Mass Transit	£56,481 to £65,116	£55,001 to £60,000

Updated April 2025

West Yorkshire Combined Authority Senior Salaries
Employees earning in excess of £50,000 per annum who are not included in top three levels of the organisation detailed in the Chief Officers structure.

Position Title	Grade	Gender	Department	Earning Band	Pay Band
Policy Manager	Grade 10	Female	Place & Environment Policy	£56,481 to £65,116	£60,001 to £65,000
Policy Manager	Grade 10	Female	Strategy & Corporate Performance	£56,481 to £65,116	£60,001 to £65,000
Policy Manager	Grade 10	Male	Bus Reform	£56,481 to £65,116	£60,001 to £65,000
Policy Manager	Grade 10	Female	Transport Policy	£56,481 to £65,116	£65,001 to £70,000
Policy Manager	Grade 10	Female	Transport Policy	£56,481 to £65,116	£65,001 to £70,000
Policy Manager	Grade 10	Male	Place & Environment Policy	£56,481 to £65,116	£65,001 to £70,000
Policy Manager	Grade 10	Male	Transport Policy	£56,481 to £65,116	£65,001 to £70,000
Policy Manager	Grade 10	Female	Transport Policy	£56,481 to £65,116	£65,001 to £70,000
Policy Manager	Grade 10	Male	Business, Innovation, Skills & Culture Policy	£56,481 to £65,116	£65,001 to £70,000
Policy Manager	Grade 10	Male	Transport Policy	£56,481 to £65,116	£65,001 to £70,000
Policy Manager	Grade 10	Male	Transport Policy	£56,481 to £65,116	£65,001 to £70,000
Policy Manager	Grade 10	Male	Transport Policy	£56,481 to £65,116	£65,001 to £70,000
Policy Manager	Grade 10	Female	Strategy & Corporate Performance	£56,481 to £65,116	£65,001 to £70,000
Policy Manager	Grade 10	Male	Transport Policy	£56,481 to £65,116	£65,001 to £70,000
Policy Manager	Grade 10	Male	Place & Environment Policy	£56,481 to £65,116	£65,001 to £70,000
Policy Manager - Vision Zero	Grade 10	Male	Policing & Crime	£56,481 to £65,116	£60,001 to £65,000
Policy Manager (Housing)	Grade 10	Female	Place & Environment Policy	£56,481 to £65,116	£60,001 to £65,000
Policy Manager (Policing & Crime)	Grade 10	Male	Policing & Crime	£56,481 to £65,116	£60,001 to £65,000
Policy Manager (Policing & Crime)	Grade 10	Male	Policing & Crime	£56,481 to £65,116	£60,001 to £65,000
Policy Manager (Policing & Crime)	Grade 10	Female	Policing & Crime	£56,481 to £65,116	£60,001 to £65,000
Portfolio Lead	Grade 09	Male	Strategic Portfolio Office	£49,359 to £56,057	£55,001 to £60,000
Portfolio Lead (Assurance)	Grade 09	Female	Strategic Portfolio Office	£49,359 to £56,057	£55,001 to £60,000
Principal Internal Auditor	Grade 09	Female	Internal Audit	£49,359 to £56,057	£50,001 to £55,000
Principal Internal Auditor	Grade 09	Female	Internal Audit	£49,359 to £56,057	£50,001 to £55,000
Principal Internal Auditor	Grade 09	Male	Internal Audit	£49,359 to £56,057	£50,001 to £55,000
Principal Lawyer (MRT)	Grade 10	Female	Legal, Governance & Compliance	£56,481 to £65,116	£65,001 to £70,000
Principal Lawyer (Procurement & Commercial)	Grade 10	Female	Legal, Governance & Compliance	£56,481 to £65,116	£60,001 to £65,000
Principal Lawyer (Projects)	Grade 10	Female	Legal, Governance & Compliance	£56,481 to £65,116	£55,001 to £60,000
Principal Lawyer (Property, Planning & CPO)	Grade 10	Female	Legal, Governance & Compliance	£56,481 to £65,116	£65,001 to £70,000

Updated April 2025

West Yorkshire Combined Authority Senior Salaries
Employees earning in excess of £50,000 per annum who are not included in top three levels of the organisation detailed in the Chief Officers structure.

Position Title	Grade	Gender	Department	Earning Band	Pay Band
Principal Lawyer (Transport)	Grade 10	Female	Legal, Governance & Compliance	£56,481 to £65,116	£55,001 to £60,000
Programme Development Lead	Grade 09	Female	Place & Environment Policy	£49,359 to £56,057	£50,001 to £55,000
Programme Development Lead	Grade 09	Male	Place & Environment Policy	£49,359 to £56,057	£55,001 to £60,000
Programme Development Lead	Grade 09	Female	Place & Environment Policy	£49,359 to £56,057	£55,001 to £60,000
Programme Development Lead (Bus Policy)	Grade 09	Male	Transport Policy	£49,359 to £56,057	£50,001 to £55,000
Programme Development Manager	Grade 10	Male	Regeneration	£56,481 to £65,116	£65,001 to £70,000
Programme Manager	Grade 09	Male	Transforming Cities Fund	£49,359 to £56,057	£50,001 to £55,000
Programme Manager	Grade 09	Female	Transport Implementation	£49,359 to £56,057	£50,001 to £55,000
Programme Manager	Grade 09	Female	Regeneration	£49,359 to £56,057	£55,001 to £60,000
Programme Manager	Grade 09	Female	Transport Implementation	£49,359 to £56,057	£55,001 to £60,000
Programme Manager	Grade 09	Female	Home Energy West Yorkshire	£49,359 to £56,057	£55,001 to £60,000
Programme Manager	Grade 09	Female	Place & Environment Policy	£49,359 to £56,057	£55,001 to £60,000
Programme Manager	Grade 09	Male	Transforming Cities Fund	£49,359 to £56,057	£55,001 to £60,000
Programme Manager	Grade 09	Female	Transport Implementation	£49,359 to £56,057	£55,001 to £60,000
Programme Manager	Grade 09	Male	Transforming Cities Fund	£49,359 to £56,057	£55,001 to £60,000
Programme Manager - Creative Catalyst	Grade 09	Female	Business Support	£49,359 to £56,057	£55,001 to £60,000
Rail Development Officer	Grade 09	Male	Transport Policy	£49,359 to £56,057	£50,001 to £55,000
Research & Performance Manager (Police & Crime)	Grade 09	Female	Policing & Crime	£49,359 to £56,057	£50,001 to £55,000
Research & Spatial Intelligence Manager	Grade 09	Male	Research & Intelligence	£49,359 to £56,057	£55,001 to £60,000
Risk and Compliance Manager	Grade 09	Male	Legal, Governance & Compliance	£49,359 to £56,057	£50,001 to £55,000
Sector Manager (Digital & Creative)	Grade 09	Female	Trade & Investment	£49,359 to £56,057	£50,001 to £55,000
Sector Manager (Financial, Business & Professional Services)	Grade 09	Male	Trade & Investment	£49,359 to £56,057	£55,001 to £60,000
Sector Manager (Healthcare & Life Sciences)	Grade 09	Male	Trade & Investment	£49,359 to £56,057	£55,001 to £60,000
Senior Finance Business Partner	Grade 11	Male	Finance	£65,714 to £74,862	£65,001 to £70,000
Senior Finance Business Partner	Grade 11	Female	Finance	£65,714 to £74,862	£65,001 to £70,000
Senior Finance Business Partner	Grade 11	Female	Finance	£65,714 to £74,862	£65,001 to £70,000
Senior Finance Business Partner	Grade 11	Female	Finance	£65,714 to £74,862	£70,001 to £75,000
Senior Finance Business Partner	Grade 11	Female	Finance	£65,714 to £74,862	£70,001 to £75,000

Updated April 2025

West Yorkshire Combined Authority Senior Salaries

Employees earning in excess of £50,000 per annum who are not included in top three levels of the organisation detailed in the Chief Officers structure.

Position Title	Grade	Gender	Department	Earning Band	Pay Band
Senior Finance Business Partner - Policing	Grade 11	Male	Finance	£65,714 to £74,862	£65,001 to £70,000
Senior Programme Manager	Grade 10	Male	Bus Reform	£56,481 to £65,116	£55,001 to £60,000
Senior Programme Manager	Grade 10	Male	Transport Implementation	£56,481 to £65,116	£65,001 to £70,000
Senior Project Appraisal Manager	Grade 10	Male	Strategic Portfolio Office	£56,481 to £65,116	£65,001 to £70,000
Senior Project Manager	Grade 10	Female	Transport Implementation	£56,481 to £65,116	£55,001 to £60,000
Senior Project Manager	Grade 10	Male	Transport Implementation	£56,481 to £65,116	£65,001 to £70,000
Service Accountant	Grade 09	Male	Passenger Experience	£49,359 to £56,057	£55,001 to £60,000
Service Delivery Manager	Grade 09	Female	Passenger Experience	£49,359 to £56,057	£55,001 to £60,000
Service Lead Governance, Risk and Compliance	Grade 11	Female	Legal, Governance & Compliance	£65,714 to £74,862	£65,001 to £70,000
Skills for Business Manager	Grade 09	Female	Employment & Skills	£49,359 to £56,057	£50,001 to £55,000
Strategic Funding Programme Manager	Grade 09	Male	Strategy & Corporate Performance	£49,359 to £56,057	£50,001 to £55,000
Strategic Partnerships Manager	Grade 09	Female	Policing & Crime	£49,359 to £56,057	£50,001 to £55,000
Systems Accountant	Grade 09	Female	Finance	£49,359 to £56,057	£50,001 to £55,000
TCF Lead	Grade 11	Female	Transforming Cities Fund	£65,714 to £74,862	£70,001 to £75,000
Transport Marketing & Communications Manager	Grade 10	Female	Marketing, Campaigns & Engagement	£56,481 to £65,116	£60,001 to £65,000
Transport Partnerships Lead	Grade 11	Male	Transport Implementation	£65,714 to £74,862	£70,001 to £75,000
Transport Projects Lead	Grade 11	Male	Transport Implementation	£65,714 to £74,862	£70,001 to £75,000
Travel Systems Manager	Grade 09	Male	Passenger Experience	£49,359 to £56,057	£55,001 to £60,000
Urban Design Manager	Grade 10	Female	Place & Environment Policy	£56,481 to £65,116	£65,001 to £70,000
VRU Communications Manager	Grade 09	Male	Violence Reduction Partnership	£49,359 to £56,057	£55,001 to £60,000
VRU Senior Programme Delivery Manager	Grade 09	Female	Violence Reduction Partnership	£49,359 to £56,057	£55,001 to £60,000

Updated April 2025