

Ministry of JUSTICE National Offender Management Service



Michael Spurr

Director General. **NOMS CEO**

£145,000 -£149,999

Robin Wilkinson

Director of HR

£100,000 -£104,999

Martin **Bellamy**

Director of ICT

£145,000 -£149,999

Ian Poree

Director of Service Development

£135,000 -£139,999

Director of Finance

£85,000 -£89,999

Danny McAllister

Director of **High Security**

£90,000 -£94,999

John Aspinall*

Director of **Estate Capacity**

> £120,000 -£124,999

*John Aspinall held two roles at 30 June 2010 as MoJ Strategic Estate Director, and Director of Estate Capacity in NOMS

NOMS - Chief Executive's Office

Total salary costs = £3,432,451

Michael Spurr

Director General, NOMS CEO

£145,000 - £149,999

Chief Executive's Office

Deputy Director Internal Audit

6- Principal Officer, 3 – Operational Manager, 1 – Operational Senior Manager, 1 – AA & Equivalent, 12 – AO & Equivalent, 11.9 – EO & Equivalent, 4 – HEO & Equivalent, 24.4 – SEO Equivalent, 5 – Grade 7 & Equivalent, 2 – Grade 6 & Equivalent



NOMS Finance Directorate

Total staff in Group = 140.0 FTETotal salary costs = £5,768,707

Director of Finance

£85,000 - £89,999

Director's Office

1.0 AA & Equiv, 7.9 AO & Equiv, 8.6 EO & Equiv, 4.5 HEO & Equiv 3.0 SEO Equivalent 1.0 Grade 7 & Equivalent

Deputy Director, Finance Control & Accountancy

3.0 AO & Equiv, 10.0 EO & Equiv 11.0 HEO & Equiv, 14. SEO & Equiv 6.0 Grade 7 & Equiv, 1.0 Grade 6 & Equiv Deputy Director, Financial Performance
1.0 Senior Officer, 3.0 Principal Officer
4.0 Operational Manager, 1.0 OSM
2.0 AO & Equiv, 4.0 EO & Equiv,
3.0 HEO & Equiv, 13.0 SEO & Equiv,
11.0 Grade 7 & Equiv, 1.0 Grade 6 & Equiv

<u>Deputy Director, Business & Strategic Planning</u>

1.0 OSM 0.7 - EO & Equiv, 2.0 - HEO & Equiv, 9.0 - SEO & Equiv, 7.8 - Grade 7 & Equiv 1.0 - Grade 6 & Equiv



NOMS High Security Directorate

Total Staff in Group = 6373.2 FTE Total salary costs = £170,265,247

Danny McAllister

Director of High Security

£90,000 - £94,999

Director's Office

1 Prison Officer, 1 Senior Officer, 3 Principal Officer 5 Operational Manager, 4 OSM, 11 AO & Equiv, 10.4 EO & Equiv, 3 HEO & Equiv, 4 SEO Equiv, 4.9 Grade 7 & Equiv

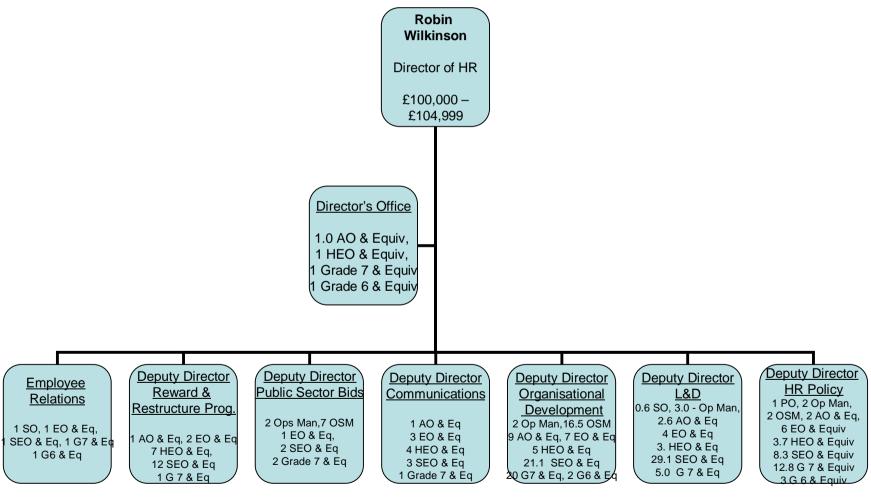
Deputy Director, Security Group
19 Prison Officer, 5 Senior Officer
7 Principal Officer, 8 Operational Manager
3 OSM, 2 Operational Support Grades,
7.3 AO & Equiv, 3.2 EO & Equiv,
2 HEO & Equiv, 14.7 SEO Equiv
3 Grade 7 & Equiv, 2 Grade 6 & Equiv

High Security Prisons Group including High Security Estates
3020 Prison Officer, 533 Senior Officer
128.5 Principal Officer, 114 Op Manager, 22.4 OSM,
1137.2 Op Support Grades, 158.4 AA & Equiv,
588.4 AO & Equiv, 371.1 EO & Equiv, 39.6 HEO & Equiv,
115.1 SEO Equiv, 20.0 Grade 7 & Equiv



NOMS HR Directorate

Total Staff in Group = 235.7 FTE Total salary costs = £11,396,385





NOMS ICT Directorate

Total Staff in Group = 240.0 FTETotal salary costs = £8,042,859

Martin Bellamy

Director of ICT

£145,000 - £149,999

<u>Deputy Director, Account</u> <u>Management Unit</u>

1.0 - SEO & Equivalent, 14.0 - Grade 7 & Equivalent 3.0 - Grade 6 & Equivalent

<u>Deputy Director</u> <u>Business Support Unit</u>

7.0 - EO & Equivalent 3.0 - HEO & Equivalent, 1.0 - Grade 7 & Equivalent 1.0 - Grade 6 & Equivalent

2.0 - AO & Equivalent,

Deputy Director Financial Management Unit

2.0 - HEO & Equivalent 1.0 - Grade 7 & Equivalent 1.0 - Grade 6 & Equivalent

Service Transition Unit

1.0 –Senior Officer 123.0 - EO & Equivalent 41.0 - HEO & Equivalent 31.0 - SEO & Equivalent 3.0 - Grade 7 & Equivalent 1.0 - Grade 6 & Equivalent



NOMS Service Development Directorate

Total Staff in Group = 433.2 FTE Total salary costs = £18,581,808

Ian Poree

Director of Service Development

£135,000 - £139,999

<u>Deputy Director</u> Rehabilitation Services

1 PO, 1 SO, 11 Op Man, 4 Senior Op Man, 16.6 - AO & Eq 14 EO & Eq 9.7 - HEO & Eq 44.3 - SEO & Eq 17.8 - Grade 7 & Eq 2 Grade 6 & Eq

Deputy Director Offender Employment, Skills & Service

1 PO, 8 Op Man 5.6 Senior Op Man 1 AA & Equi 15.6 - AO & Eq 11.1 - EO & Eq 8 HEO & Eq 48.7 - SEO & Eq 13.8 - Grade 7 & Eq 6 Grade 6 & Eq

Deputy Director, Business & Service Development

1 PO, 6 SO
2 Princ Officer, 18 Op Man
9.4 Senior Op Man
4.0 - AO & Eq
12.5 - EO & Eq
5.0 - HEO & Eq
21.5 - SEO & Eq
17.4 - Grade 7 & Eq
5.0 - Grade 6 & Eq

Deputy Director Performance, Information & Analysis

3 Senior Op Man 3 EO & Eq 7.5 - HEO & Eq 4.5 - SEO & Eq 5 Grade 7 & Eq 2 Grade 6 & Eq

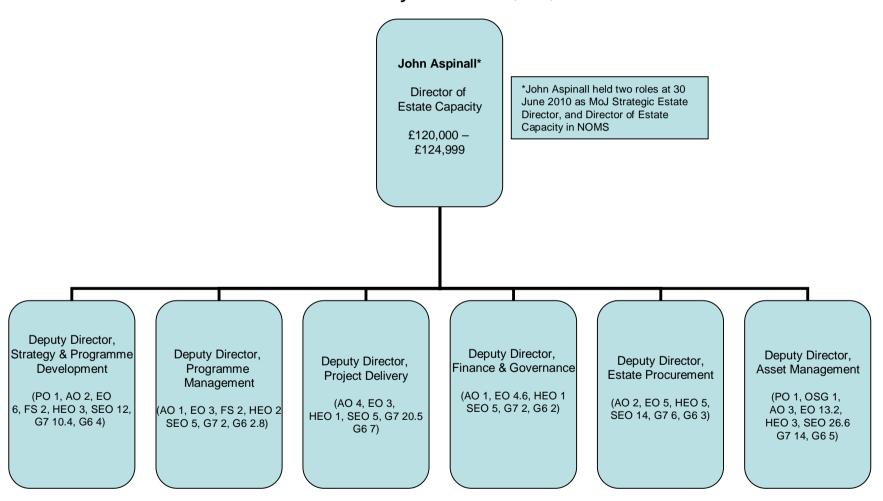
Deputy Director Offender Safety, Rights and Responsibilities

3 Senior Op Man 7 AO & Eq 9 EO & Eq 8 HEO & Eq 12 SEO & Eq 6.5 Grade 7 & Eq 1.7 Grade 6 & Eq



NOMS Estate Capacity Directorate

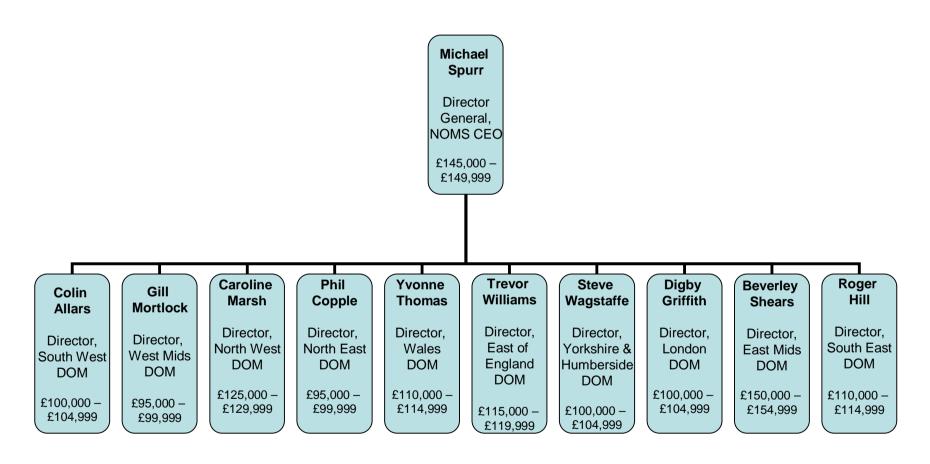
Total Staff in Group = 231.9Total salary costs = £9,700,607



This represents the department as at 30 June 2010. See final slide for a key of the NOMS grades used.



National Offender Management Service - Directors of Offender Management





NOMS Director of Offender Management South West

Total Staff in Group = 3356.9 FTE Total salary costs = £84,807,935

Colin Allars

Director,
South West Director of Offender Management

£100,000 - £104,999

Deputy Director, Custodial Manager

1353.9 - Prison Officer, 273.8 - Senior Officer, 66.9 - Principal Officer
79.9 - Operational Manager, 18.7 - Operational Senior Manager, 561.6 - Operational Support Grade
71.0 - AA & Equivalent, 570.8 - AO & Equivalent, 199.0 - EO & Equivalent, 37.5 - HEO & Equivalent
100.5 - SEO & Equivalent, 17.3 - Grade 7 & Equivalent, 4.0 - Grade 6 & Equivalent



NOMS Director of Offender Management South East

Total Staff in Group = 7422.3 FTE Total salary costs = £189,872,034

Roger Hill

Director,
South East Director of Offender Management

£110,000 - £114,999

Deputy Director, Custodial Manager

3087.7 - Prison Officer, 654.8 - Senior Officer, 160.5 - Principal Officer
159.4 - Operational Manager, 33.5 - Operational Senior Manager, 1240.9 - Operational Support Grade
178.1 - AA & Equivalent, 1074.6 - AO & Equivalent, 502.6 - EO & Equivalent
89.2 - HEO & Equivalent, 204.5 - SEO & Equivalent, 28.5 - Grade 7 & Equivalent
5.0 - Grade 6 & Equivalent, 1.0 - Custodial &/or Community Manager, 2.0 - Other



NOMS Director of Offender Management North East

Total Staff in Group = 2624.2 FTE Total salary costs = £66,288,808

Phil Copple

Director,
North East Director of Offender Management

£95,000 - £99,999

Deputy Director, Custodial Manager

1173.6 - Prison Officer, 199.3 - Senior Officer, 42.8 - Principal Officer
76.6 - Operational Manager, 13.0 - Operational Senior Manager, 429.0 - Operational Support Grade
91.3 - AA & Equivalent, 378.8 - AO & Equivalent, 135.9 - EO & Equivalent
20.0 - HEO & Equivalent, 51.5 - SEO & Equivalent, 7.0 - Grade 7 & Equivalent
2.4 - Grade 6 & Equivalent, 1.0 - Custodial &/or Community Manager



NOMS Director of Offender Management North West

Total Staff in Group = 5006.8 FTETotal salary costs = £126,518,549

Caroline Marsh

Director,
North West Director of Offender Management

£125,000 - £129,999

Deputy Director, Custodial Manager

2207.5 - Prison Officer, 398.2 - Senior Officer, 107.3 - Principal Officer
120.1 - Operational Manager, 27.6 - Operational Senior Manager, 804.2 - Operational Support Grade
121.0 - AA & Equivalent, 706.6 - AO & Equivalent, 305.0 - EO & Equivalent
48.0 - HEO & Equivalent, 141.6 - SEO & Equivalent, 14.7 - Grade 7 & Equivalent
3.0 - Grade 6 & Equivalent



NOMS Director of Offender Management East Midlands

Total Staff in Group = 5074 FTE Total salary costs = £117,713,902

Beverley Shears

Director,
East Mids Director of Offender Management

£150,000 - £154,999

Deputy Director, Custodial Manager

2000.2 - Prison Officer, 386.7 - Senior Officer, 87.1 - Principal Officer
103.4 - Operational Manager, 23.5 - Operational Senior Manager, 845.6 - Operational Support Grade
62.4 - AA & Equivalent, 843.6 - AO & Equivalent, 509.9 - EO & Equivalent
69.4 - HEO & Equivalent, 130.2 - SEO & Equivalent, 8.0 - Grade 7 & Equivalent
4.0 - Grade 6 & Equivalent



NOMS Director of Offender Management East of England

Total Staff in Group = 4076.9 FTE Total salary costs = £102,959,659

Trevor Williams

Director, East of England
Director of Offender Management

£115,000 - £119,999

Deputy Director, Custodial Manager

1664.7 - Prison Officer, 311.5 - Senior Officer, 67.3 - Principal Officer
99.4 - Operational Manager, 24.0 - Operational Senior Manager, 667.5 - Operational Support Grade
81 - AA & Equivalent, 673.4 - AO & Equivalent, 286.4 - EO & Equivalent
59.5 - HEO & Equivalent, 110.3 - SEO & Equivalent, 22.2 - Grade 7 & Equivalent
7.7 - Grade 6 & Equivalent, 1.0 - Other



NOMS Director of Offender Management West Midlands

Total Staff in Group = 3834.9 FTE Total salary costs = £96,283,967

Gill Mortlock

Director,
West Mids Director of Offender Management

£95,000 - £99,999

Deputy Director, Custodial Manager

1632.5 - Prison Officer, 325.2 - Senior Officer, 80.4 - Principal Officer
85.1 - Operational Manager, 16.5 - Operational Senior Manager, 655.5 - Operational Support Grade
84.4 - AA & Equivalent, 607.0 - AO & Equivalent, 201.7 - EO & Equivalent
50.0 - HEO & Equivalent, 83.8 - SEO & Equivalent, 8.8 - Grade 7 & Equivalent
1.0 - Grade 6 & Equivalent, 1.0 - Custodial &/or Community Manager



NOMS Director of Offender Management Wales

Total Staff in Group = 1280.2 FTETotal salary costs = £36,311,168

Yvonne Thomas

Director,
Wales Director of Offender Management

£110,000 - £114,999

Deputy Director, Custodial & Community Manager

394.4 - Prison Officer, 65.1 - Senior Officer, 16.5 - Principal Officer
19.5 - Operational Manager, 5.0 - Operational Senior Manager, 101.2 - Operational Support Grade
10.7 - AA & Equivalent, 90.6 - AO & Equivalent, 100.5 - EO & Equivalent
11.0 - HEO & Equivalent, 22.5 - SEO & Equivalent, 7.0 - Grade 7 & Equivalent
2.5 - Grade 6 & Equivalent



NOMS Director of Offender Management London

Total Staff in Group = 3555.1 FTE Total salary costs = £105,440,966

Digby Griffith

Director, London Director of Offender Management

£100,000 - £104,999

Deputy Director, Custodial Manager

1657.5 - Prison Officer, 314.4 - Senior Officer, 82.1 - Principal Officer
74.8 - Operational Manager, 23.0 - Operational Senior Manager, 560.2 - Operational Support Grade
86.8 - AA & Equivalent, 379.6 - AO & Equivalent, 212.9 - EO & Equivalent
51.5 - HEO & Equivalent, 89.6 - SEO & Equivalent, 18.7 - Grade 7 & Equivalent
2.0 - Grade 6 & Equivalent



NOMS Director of Offender Management Yorkshire and Humberside

Total Staff in Group = 3860.9 FTETotal salary costs = £92,060,490

Steve Wagstaffe

Director, Yorkshire & Humberside DOM

£100,000 - £104,999

1663.6 - Prison Officer, 332.6 - Senior Officer, 75.5 - Principal Officer
92.0 - Operational Manager, 21.7 - Operational Senior Manager, 628.2 - Operational Support Grade
86.1 - AA & Equivalent, 573.5 - AO & Equivalent, 232.4 - EO & Equivalent
45.8 - HEO & Equivalent, 96.5 - SEO & Equivalent, 10.0 - Grade 7 & Equivalent
3.0 - Grade 6 & Equivalent



Key to NOMS Pay Ranges in the organograms

- •Prison Officer (PO) £17,187 28,930;
- •Senior Officer (SO) £31,169 £31,169;
- •Principal Officer (Princ Off) £31,762 £33,537;
- •Operational Manager (Op Man) £30,634 £51,553;
- •Senior Operational Manager (Senior Op Man) £51,229 £82,892;
- •Operational Support Grades (OSM) £15,455 £18,255;
- •AA & Equivalent £13,349 £14,699;
- •AO & Equivalent £ 14,762 £20,888;
- •EO & Equivalent £21,998 £25,621;
- •HEO & Equivalent £25,105 £32,140;
- •SEO & Equivalent £29,685 £46,024;
- •G7 & Equivalent £45,700 £61,038;
- •Grade 6 & Equivalent £56,920 £82,892.