

## Explanatory narrative for Cabinet office disclosure exercise June 2010

The Gambling Commission's (the Commission) grading structure does not follow that of the Civil Service, instead constituting a number of different roles within the organisational structure with pay ranges allocated following job evaluation. For the purposes of this exercise we have amalgamated these into ten generic positions which have been separated based on the following criteria:

### Non executive:

1. Chairman
2. Commissioner

These positions have been included in the staff organogram and senior staff role dataset, but their remuneration details are excluded from the senior staff pay dataset as they are non executive positions and their remuneration is disclosed elsewhere.

### Senior positions:

3. Chief Executive Officer (also a Commissioner)
4. Directors
5. Heads of Function

These positions have been determined on the basis of seniority and decision making powers within the Commission as set out in the Cabinet Office guidance document. Their details are contained in both senior staff datasets and the organogram.

### Junior positions

- |                    |                  |
|--------------------|------------------|
| 6. Managers        | (£33896 – 50999) |
| 7. Senior Officers | (£25587 – 40999) |
| 8. Officers        | (£18079 – 30999) |
| 9. Admin staff     | (£14572 – 20999) |

These positions have been determined by an objective pay grade (and not on actual pay), as outlined in the list above. They have been excluded from senior staff datasets, but are included in the junior staff dataset and as a FTE summary in the organogram.

### 10. Specialists

This category has been created to include the two specialist roles that don't fit into the conventional structure created above. Their details have been included in the junior staff dataset because they don't hold sufficient seniority or decision making powers so as to include them under senior positions.

