

A.2 – APPENDIX A

Current Market Forces Supplement Arrangements by Service or Professional Area

Service or Professional Area	Market Forces Eligibility Requirements
Payroll and Payments	Qualified Payroll Officers who have achieved either a certificate or diploma in payroll management.
IT	Staff appointed to Senior IT Technical (Level II), IT Section Manager (Level III) or IT Head of Service (Level IV) roles, or equivalent, as categorised in the East of England Local Government Association (EELGA) benchmarking.
People (HR)	Qualified People Officers who have achieved either the Chartered Institute of Personnel and Development (CIPD) Associate Diploma in People Management or the Advanced Diploma (Postgraduate Level).
Planning	Fully qualified Planners holding either a degree or postgraduate qualification in Planning.
Environmental Health	Environmental Health Practitioners who are registered with the Chartered Institute of Environmental Health (CIEH), or whose existing registration with the former Environmental Health Registration Board (EHRB) remains valid.
Legal	Qualified solicitors holding a current Solicitors Regulation Authority (SRA) practising certificate.
Elections	Electoral Services staff holding the AEA Certificate in Electoral Administration or AEA Diploma in Electoral Administration.
Building and Property	Surveyors holding a Level 6 or Level 7 degree in Surveying and either holding or actively working towards chartered status or higher-level membership of an appropriate professional body such as the Royal Institution of Chartered Surveyors (RICS).