

Len Duvall AM
Chair of the GLA Oversight Committee
City Hall
The Queen's Walk
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London SE1 2AA

Our ref: MGLA041214-3792

Date: **16 JAN 2015**

Dear Len

Thank you for your letter of 3 December 2014 requesting further information following on from my appearance at the Greater London Authority Oversight Committee to discuss employee remuneration in the GLA Group.

In response to your specific requests:

- That a consistent approach to exit payments across the GLA Group be established

I am assuming that when you refer to a consistent approach to exit payments you mean that the same terms are applicable across each of the Functional Bodies. As you will understand, each of the Functional Bodies is a separate statutory entity and their approaches to exit payments will be dependent upon long standing practices, many of which have been collectively agreed with their respective trade unions. Therefore, it is a matter for each Functional Body to look at the arrangements for exit payments and to negotiate any changes with their trade unions.

My Mayor's Office for Policing And Crime (MOPAC) staff, unlike GLA employees, are members of the Civil Service Pension Scheme. Rules around exit which trigger pension liability (voluntary or compulsory) are managed within that scheme of which the Cabinet Office has ultimate oversight.

Whilst achieving one overarching policy to apply to all of the functional bodies is challenging, a starting point is to ensure that each organisation slavishly follows its current policy as set out with no variations. This will ensure consistency of application within organisations.

- That greater transparency be provided in terms of pay policies, senior employee remuneration and payments for loss of office, across the GLA Group, particularly with reference to London & Partners and the London Pensions Fund Authority

As a result of the latest changes to the DCLG's Transparency Code, it will be a requirement of all of the functional bodies from early 2015 to publish significant amounts of salary related data. This will specifically include pay policies and senior employee remuneration.

MAYOR OF LONDON

MOPAC is a relatively new organisation. Senior salaries have been informed by Hay benchmarking, which is the agreed approach for salary evaluation in MOPAC, informed by some external market advice. Senior salaries are published on the website. MOPAC is currently reviewing a number of its HR policies and will publish a fuller pay policy in due course.

On the matter of publishing information on payments for loss of office across the GLA group, a number of these payments are arrived at through a prescribed formula, e.g. the GLA's Compensation Payments Policy. Typically, these formulae are based on an individual's age, length of service and salary. Therefore, it may be inappropriate to publish the totality of the information which might identify an individual. Certain payments are required to be published in the accounts of organisations and I can confirm that the GLA complies with statutory accounting requirements.

London & Partners and the London Pensions Fund Authority are not formally GLA functional bodies. What they chose to publish is a matter for them. However, I am willing to write to the Chief Executives of both organisations asking them to follow the lead of the GLA and its functional bodies, and to publish salary data in the spirit of greater transparency.

- That the Assembly be informed of the start of the process for the extension of the contract of the Commissioner of Police of the Metropolis.

There is currently no process underway for the taking of this decision which is reserved to the Mayor and Home Secretary. The Committee will be kept informed at the appropriate time.

I hope that this information addresses Committee Members' enquiries.

Yours ever,



Boris Johnson
Mayor of London