

GREATER **LONDON** AUTHORITY

REQUEST FOR MAYORAL DECISION – MD3112

Title: 2023-24 pay award for the GLA's Mayoral Appointees and Statutory Officers

Executive Summary:

The Chief Officer has agreed the 2023-24 pay award, alongside a set of wider benefits, for GLA staff. There are two groups of staff whose pay awards are not determined by the Chief Officer: the 13 GLA staff appointed by the Mayor ("Mayoral Appointees") and the GLA's three statutory officers. This Mayoral Decision deals with the pay award to these two groups.

The terms and conditions of the 13 Mayoral Appointees are determined by the Mayor in accordance with section 70(1) of the Greater London Authority (GLA) Act 1999 (as amended). This Mayoral Decision confirms the Mayor's intention to award an increase of 4.5 per cent, alongside the wider benefits, to these staff, in line with the pay award agreed for staff at Grades 11-15 and spot rates.

The terms and conditions of the Statutory Officers (Head of Paid Service; Chief Finance Officer; and Monitoring Officer) are approved by joint decisions of the Mayor and the London Assembly. The Mayor is requested to agree an increase of 4.5 per cent, alongside the wider benefits, to the staff fulfilling these statutory roles. This, too, is in line with the pay award agreed for staff at Grades 11-15 and spot rates. The London Assembly is due to consider this proposal for the statutory officers on 4 May 2023.

Decision:

That the Mayor:

1. confirms that a pay award of 4.5 per cent and the wider benefits detailed at paragraph 4.2 should be awarded to the 13 Mayoral Appointees
2. noting that it is a joint decision with the London Assembly, confirms that a pay award of 4.5 per cent and the wider benefits detailed at paragraph 4.2 below, should be made to the GLA's statutory officers – Head of Paid Service, Chief Finance Officer, and Monitoring Officer.

Mayor of London

I confirm that I do not have any disclosable pecuniary interests in the proposed decision and take the decision in compliance with the Code of Conduct for elected Members of the Authority.

The above request has my approval.

Signature:



Date:

27/3/23

PART I - NON-CONFIDENTIAL FACTS AND ADVICE TO THE MAYOR

Decision required – supporting report

1. Introduction and background

- 1.1. Unison asked the GLA's Chief Officer to make the first offer in the negotiations for the 2023-24 annual pay award. The GLA started with a proposal to offer a 6 per cent increase to all posts at Grades 1- 15 and spot rates.
- 1.2. A tapered pay award was outlined as Unison's preference, with clear feedback on prioritising Grade 10 staff and below. It was the Chief Officer's view that while junior grades should be prioritised for a larger percentage increase in view of current and recent inflation levels, all staff regardless of their grade are impacted by the current financial situation and staff at Grades 11 and above should therefore also receive an appropriate percentage increase.
- 1.3. The Chief Officer's formal offer to Unison for the 2023-24 pay award was made on 28 February 2023. In summary it is:
 - a differentiated pay award:

– Grades 1-5:	8 per cent
– Grades 6-10:	6.6 per cent
– Grades 11-15 and spot:	4.5 per cent
 - an additional one-off payment of £400 for Grades 1-10 and posts aligned to the London Living Wage
 - making annual leave trade-in easier
 - allowing staff to claim up to £250 every three years for kit to work from home
 - reinstating access to private mammograms.
- 1.4. The Chief Officer's offer was accepted by Unison on behalf of their members on 10 March 2023.
- 1.5. The Mayor and the London Assembly were consulted on the Chief Officer's proposal (Appendix 1).
- 1.6. Final agreement on the GLA staff pay award has been confirmed via CO 465 (Appendix 2).
- 1.7. The pay award will be implemented in the 17 May 2023 payroll, backdated to 1 April 2023.
- 1.8. There are two groups of staff whose pay awards and other benefit changes are not included in the Chief Officer's decision: the 13 Mayoral appointees whose pay awards and other benefit changes are the decision of the Mayor; and the three statutory officers whose pay awards and other benefit changes are a joint decision of the Mayor and the London Assembly.

2. Objectives and expected outcomes

- 2.1. The Mayor must determine the pay award for the 13 Mayoral appointees under section 70(1) of the GLA Act 1999.
- 2.2. The 2023-24 pay award proposed for the Mayoral appointees and statutory officers is an increase of 4.5 per cent, which is the same as that being awarded to all other GLA staff on Grades 11-15 and spot rates.

3. Equality comments

- 3.1. The pay award will apply to the Mayoral appointees and statutory officers based on a standard percentage increase of 4.5 per cent. Therefore, no negative impacts upon any of the recipients are expected. By applying the same percentage increase across the board there is no disproportionate impact on any member of the group with a protected characteristic.

4. Other considerations

- 4.1. The London Assembly and the Mayor, acting jointly, must determine the pay award and other benefit changes for the GLA's statutory officers in line with sections 72 (Head of Paid Service), 73 (Monitoring Officer) and 127A (Chief Finance Officer) of the GLA Act 1999. The GLA's Chief Officer holds the post of Head of Paid Service, and the Executive Director, Resources, holds the post of Chief Finance Officer.
- 4.2. The Mayoral appointees and statutory officers will also be able to access the agreed wider benefits changes for other GLA staff, specifically: the changes to arrangements for the annual leave trade-in; claiming up to £250 every three years for kit to work from home; and the reinstated private mammograms.
- 4.3. The sponsoring Assistant Director for this decision is the Assistant Director, Financial Services, as the Chief Officer and the Executive Director of Resources have a conflict of interest.
- 4.4. Every Mayoral Adviser is impacted by this decision, and therefore has a potential conflict. Accordingly, it has been reviewed by the Chief of Staff based on the instruction of the Mayor.

5. Financial comments

- 5.1. A sum of £6m has been provided for in the GLA's 2023-24 budget for a pay award.
- 5.2. In addition, one-off non-recurring funding of £870,000 was identified from the GLA's underspend at quarter 3.
- 5.3. The proposals recommended in this paper are contained within this financial envelope. It needs to be noted that the wider benefit changes are costed on assumed rates of take-up that might vary. Should take-up be higher than anticipated, the associated sums are relatively small and there will be sufficient flexibility in the budget set aside to ensure that all eligible staff can access the benefits on offer.

6. Legal comments

- 6.1. The Mayor and the London Assembly, acting jointly, have the power to determine remuneration and other benefits for the three statutory officers, as part of their contractual terms and conditions, in accordance with sections 72 (1C), 73 (1C) and 127A(3) of the GLA Act 1999 as stated in section 5.1 of the Statutory Officer Protocol.
- 6.2. By adopting the Statutory Officer Protocol, the Mayor and the London Assembly jointly agreed that, as a matter of principle, the standard terms and conditions that apply to all staff appointed by the Head of Paid Service should normally also apply to the three Statutory Officers.
- 6.3. The Mayor has the power to determine the remuneration and benefits of the 13 Mayoral Appointees under section 70(1) of the GLA Act 1999.

7. Planned delivery approach and next steps

Activity	Timeline
Agreement of decision	May 2023
Implementation of pay award backdated to 1 April 2023	June 2023

Appendices and supporting papers:

Appendix 1: GLA Oversight Committee – GLA Pay Award

Appendix 2: Chief Officer Decision Pay Award 2023-24

Information in this form (Part 1) is subject to the Freedom of Information Act 2000 (FoIA) and will be made available on the GLA website within one working day of approval.

If immediate publication risks compromising the implementation of the decision (for example, to complete a procurement process), it can be deferred until a specific date. Deferral periods should be kept to the shortest length strictly necessary. **Note:** This form (Part 1) will either be published within one working day after it has been approved or on the defer date.

Part 1 - Deferral

Is the publication of Part 1 of this approval to be deferred? NO

Until what date: (a date is required if deferring)

Part 2 – Sensitive information

Only the facts or advice that would be exempt from disclosure under FoIA should be included in the separate Part 2 form, together with the legal rationale for non-publication.

Is there a part 2 form – NO

ORIGINATING OFFICER DECLARATION:

Drafting officer to confirm the following (✓)

Drafting officer:

Laura Heywood has drafted this report in accordance with GLA procedures and confirms the following:

Sponsoring Director:

Anna Casbolt has reviewed the request and is satisfied it is correct and consistent with the Mayor's plans and priorities.

Mayoral Adviser:

David Bellamy has been consulted about the proposal and agrees the recommendations.

Advice:

The Finance and Legal teams have commented on this proposal.

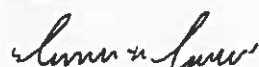
Corporate Investment Board

This decision was agreed by the Corporate Investment Board on 27 March 2023.

EXECUTIVE DIRECTOR, RESOURCES:

I confirm that financial and legal implications have been appropriately considered in the preparation of this report.

Signature



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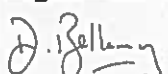
Date

27 March 2023

CHIEF OF STAFF:

I am satisfied that this is an appropriate request to be submitted to the Mayor

Signature



Date

27 March 2023

