

Original specification

<b>Job Title:</b>	Night Czar
<b>Remuneration:</b>	Office Holder paid up to a maximum of £35,000 per annum
<b>Time Commitment:</b>	Approximately 2.5 days a week
<b>Term:</b>	An initial term of 1 year
<b>Accountable to:</b>	The Deputy Mayor for Culture and Creative Industries

## **Role purpose: An ambassador for London as a 24-hour global city**

1. Champion the value of London's cultural venues and clubs and support the development of a more diverse range of late night cultural activities
2. Build on opportunities such as the Night Tube to diversify and grow London's evening and night time economy
3. Work with and support the night time industries, the creative sector, London's boroughs, TfL and the police to ensure London's evening and night time offer is rich, world-leading, safe and responsible
4. Balance the opportunities to grow and diversify the night time economy with the needs of residents and workers
5. Ensure that London's night time offer continues to attract people from around the globe to live, study, visit and do business here

## **Principal accountabilities of the role**

1. Develop a vision and roadmap to position London as a leading 24-hour global capital
2. Work with the Deputy Mayor for Culture & Creative Industries, Deputy Mayor for Policing and Crime, the Night Time Commission, the London Music Board and the GLA's Culture Team to carry out the roles outlined above.
3. Chair meetings with stakeholders, senior business people, local authority and police leaders
4. Commission and oversee research into London's evening and night time economy, including economic and social impact, crime and alcohol, licensing, regulatory and tourism research
5. Give public speeches and carry out Mayoral engagements to support and advocate for London as a 24-hour city
6. Oversee the development of a 'Night Time Economy Best Practice Guide'
7. Work with GLA departments (Culture, Business Economic Policy and Transport), government, local authorities and police to explore an approach to licensing that takes into account cultural value, economic impact and wellbeing
8. Ensure that the night time economy is developed in a way that is considerate of people's need for rest and also public safety

9. Realise the benefits of London's diversity by promoting and enabling equality of opportunities and promoting the diverse needs and aspirations of London's communities
10. Realise the benefits of a flexible approach to work in undertaking the duties and responsibilities of this job, and participating in multi-disciplinary, cross-department and cross-organisational groups and project teams

## **Person specification**

1. It is desirable to have all of these skills but applicants with significant skills in the first area (Proven leadership ability, public profile and convening power) will be considered.
2. Proven leadership ability, public profile and convening power
3. Experience of working in a political environment
4. Experience working in or engaging with the evening and night time economy
5. Knowledge of the National Planning Policy Framework and GLA's planning and culture work
6. Knowledge of London's local authorities and licensing framework
7. Experience of public speaking and excellent writing skills
8. Knowledge of the Mayor's Manifesto For All Londoners, London Plan, Music Venues Rescue Plan

## **About the Night Time Commission**

The Night Time Commission is an advisory group to support the Mayor and the Night Czar in developing the vision for London's night time economy. The members are:

- Justine Simons OBE, Deputy Mayor of Culture & Creative Industries (Chair)
- Graeme Gordon, Interim Director, MOPAC
- Ian Graham, Central Licensing Unit, Metropolitan Police
- Andrew Parsons, Drugs and Alcohol Unit, Home Office
- Lucinda Turner, Head of Strategic Planning, Transport for London (TFL)
- Cllr Nickie Aiken, Cabinet Member for Public Protection, Westminster Council
- Tim Scott, Creative Industries Director, London First
- Gwyn Owens, Head of Creative Economy, DCMS
- Alan Miller, Chairman, Night Time Industries Association
- Rico Pieri, Business Resilience & Night Time Manager, Heart of London Business Alliance
- Cllr Jonathan Simpson, Cabinet Member for Community Safety, Ldn Borough of Camden
- Lorraine Gamman, Founder, Design Against Crime Unit, Central Saint Martins

- Mark Lawrence, CEO, Association for Electronic Music
- Julian Bird, CEO, Society of London Theatres
- Feargal Sharkey, Consultant & Former CEO, UK Music
- Auro Foxcroft, Founder and CEO, Village Underground
- Trudi Penman, Licensing Health & Safety Manager, London Borough of Havering
- Jo Negrini, Chief Executive, London Borough of Croydon
- Sara Blonstein, CEO Blonstein Events

Job Title: Night Czar

Grade: 13

Directorate: The Mayor's Office

**Job Purpose**

- Champion London's night time economy and culture on behalf of the Mayor, through campaigns, policy review, stakeholder events, cultural projects and night time initiatives and engaging London's diverse communities.

**Principal accountabilities**

- Lead the strategic delivery and management of a Night Time vision, roadmap and action plan, through GLA officers and external partners, to deliver the Mayors' commitment to enhance the reputation of London as a global 24 hour city.
- Work with the Chair of the Night Time Commission, the Borough Champions Network and other relevant stakeholders to ensure delivery of the programmes and the Commission's recommendations across partners, safeguarding the balanced development of London's night time economy and culture.
- Advise the Mayor, and Deputy Mayors for Culture and Creative Industries, Transport, Policing and all other Deputy Mayors as well as Mayoral Directors on strategies and programmes to champion the night time economy and culture, aligning with City Halls's strategic priorities. Ensure that programmes are outcome focused and benefit all Londoners.
- Represent the Mayor, deliver public speeches and carry out engagements as required to support and advocate for London as a 24hour city, locally, nationally and internationally. Deputise for the Mayor and the Deputy Mayor for Culture and Creative Industries at key stakeholder meetings both internally within the GLA and externally including businesses and local authorities in relation to London's night time economy
- Commission and oversee research into London's night time economy and culture. Lead on shaping night time strategies and programmes in response to research findings.
- Work with and support the night time industries, the creative sector, London's boroughs, TfL and the police to ensure London's evening and night time offer is rich, world-leading, safe and responsible

- Chair the London Music Board bringing together music industry, local government departments and delivery agencies to support music venues, music heritage and tourism.
- Serve as a Mayoral nominee on the Mayor's Cultural Leadership Board to inform the development and implementation of the Mayor's Cultural Strategy taking account of night time industries
- Lead the relationship with partners within the GLA family on issues relating to the night time economy and culture, providing advice and strategic direction. Establish, develop and maintain efficient and effective relationships within the GLA, across the GLA family and with other clients, in particular GLA policy/delivery teams and the Mayor's Office-
- Work with government, local authorities and police to explore new approaches to licensing and planning that support a balanced growth of the night time economy and culture.
- Realise the benefits of London's diversity by promoting and enabling equality of opportunities and promoting the diverse needs and aspirations of London's communities.

### **Dimensions**

Accountable to: Deputy Mayor for Culture and Creative Industries

Principal contacts: Deputy Mayor for Culture and Creative Industries, Mayoral Advisers, Chair of the Night Time Commission, Assistant Director Culture and Creative Industries, other senior managers in directorate, authority and functional bodies.

### **Person specification**

- Proven exceptional leadership ability, public profile and convening power
- Successful track record leading and working in and engaging with night time economy and culture including the development and delivery of complex and politically sensitive multi-agency projects/events
- Knowledge and in depth understanding of the Mayor's Manifesto A City For All Londoners, London Plan, Music Venues Rescue Plan and other relevant studies, research and papers
- Exceptional skills in public speaking and excellent writing skills
- Evidence of success in promoting and communicating key policies and initiatives through a variety of channels to ensure delivery of strategic objectives

- Sound understanding and experience of London's local authorities and licensing framework, the National Planning Policy Framework, and GLA's planning and culture work
- Understanding of and commitment to the role of the GLA in promoting equal opportunities in employment and service delivery, combating discrimination and promoting the diverse needs of London's communities

## **Behavioural Competencies**

### **Building and Managing Relationships**

Developing rapport and working effectively with a diverse range of people, sharing knowledge and skills to deliver shared goals.

Level 4 indicators of effective performance

- Identifies and engages a diverse range of influential contacts within stakeholder and community groups, and partner organisations
- Builds alliances to establish mutually beneficial working arrangements, openly sharing knowledge and insights
- Actively challenges and addresses 'silo attitudes' to encourage effective relationship building inside and outside the GLA
- Understands the complexities of political dynamics and uses this to manage relationships and resolve conflict effectively
- Identifies clear win-win situations with external partners

### **Stakeholder Focus**

Consult with, listen to and understand the needs of those our work impacts and using this knowledge to shape what we do and manage others' expectations.

Level 4 indicators of effective performance

- Adapts objectives and the GLA's public facing position based on the context behind stakeholder needs and requests
- Builds the GLA's reputation as an organisation committed to meeting the needs of Londoners
- Manages partner organisations' and Londoners' expectations of the GLA by anticipating and influencing changing priorities

- Instils a culture that encourages GLA staff to think about meeting Londoners' needs first
- Builds the confidence of staff, partner organisations and Londoners by ensuring the GLA delivers quality work

### Communicating and Influencing

Presents information and arguments clearly and convincingly so that others see us as credible, articulate and engage with us.

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#### Level 4 indicators of effective performance

- Articulates self with credibility and conviction, encouraging buy-in to corporate position
- Influences the thinking of other organisations, encouraging them to deliver in line with the GLA
- Ensures that the organisation communicates inclusively with staff and external stakeholders
- Acts as a credible and convincing spokesperson and negotiator for the GLA Instils a corporate commitment to accessible communication

### Strategic Thinking

Uses an understanding of the bigger picture to uncover potential challenges and opportunities for the long term and turns these into a compelling vision for action.

#### Level 4 indicators of effective performance

- Develops a positive and compelling vision of London's future potential, demonstrating confidence in the strategic direction of the GLA <sup>[1]</sup><sub>SEP</sub>
- Translates an understanding of the complex and diverse threats and issues facing London into positive action
- Proactively involves partners in strategic thinking, incorporating their views into plans and working with them to align strategic priorities
- Sets organisational priorities by identifying where time and investment is needed most
- Generates and leads strategic initiatives that reflect the GLA's position as a regional

authority

### Managing and Developing Performance

Sets high standards for oneself and others, guiding, motivating and developing them to achieve high performance and meet the GLA's objectives and statutory obligations.

Level 4 indicators of effective performance

- Creates an organisation that learns from experience
- Sets clear organisational objectives, cascading challenging yet achievable deliverables to directorates
- Identifies strategic level performance indicators and communicates these clearly
- Leads and sets an example for desired behaviour and performance for GLA staff  
Instils a culture of high performance and outstanding results where staff are encouraged to perform to their best

### Decision Making

Forms sound, evidence-based judgements, making choices, assessing risks to delivery, and taking accountability for results.

Level 4 indicators of effective performance

- Makes difficult decisions for the long term benefit of the organisation
- Presents and instils confidence in strategic decision-making
- Consults stakeholders early in critical organisation-wide decisions
- Stands by the decisions and actions of the GLA
- Accepts and promotes accountability for the GLA's decision making
- Ensures the organisation balances effective risk management with the need for timely actions

### Organisational Awareness

Is understanding and sensitive to organisational dynamics, culture and politics across and beyond the GLA and works in shaping our approach accordingly.

Level 4 indicators of effective performance

- Focuses on the needs of Londoners, promoting organisational awareness of how they impact GLA priorities



- Anticipates and responds appropriately and professionally to political pressure, inspiring confidence and trust from politicians
- Shapes senior stakeholders' perceptions of the GLA, using their influence to support the GLA agenda
- Influences Londoners' perceptions of the GLA, using the Media where appropriate
- Leads the organisation by setting the highest standard in upholding integrity and ethical behaviour

#### Responding to Pressure and Change

Is flexible and adapts positively, to sustain performance when the situation changes, workload increases, tensions rise or priorities shift.

Level 4 indicators of effective performance

- Demonstrates resilience in the face of challenge from staff, media and partner organisations
- Promotes the GLA as a flexible organisation, responding to the changing needs of Londoners
- Shows positivity in the face of external pressure, minimising negative impact Drives a culture of continuous improvement
- Sets the direction for organisational development and ensures effective

## **Job Description**

Job Title: Night Czar

Grade: 15

Directorate: The Mayor's Office

### **Job Purpose:**

- To lead, manage and drive strategic delivery of the Mayor's 24Hr City agenda on a city-wide, national and global stage.
- To advise the Mayor, Deputy Mayors and other Mayoral Advisors on all areas of policy, planning and messaging which impact on London at night, including the economy, jobs and growth agenda.
- On behalf of the Mayor, convene and secure support from senior London government leadership, and senior stakeholders across the public, private and third sectors, including take up of policies, programmes, services and data-led approaches to engagement and delivery of a 24hr city.
- To act as an official spokesperson for the Mayor in broadcast, print, digital and other media on all matters relating to the Mayor's 24hr city agenda, promoting a positive vision of London at night.

### **Principal Accountabilities:**

1. On behalf of the Mayor provide strategic leadership across the GLA group, London Boroughs and public, private and third sector bodies to support and develop London as a 24hr city.
2. Accountable for developing, delivering and promoting a new 24hr London Strategy that will open up London around the clock, ensuring that as the sector looks to recover from Covid-19 the work of the London Recovery programme is aligned with its needs.
3. To cultivate and maintain high-level partnerships to enable and support the development of London as a 24hr city and ensuring London's success as an integrated, fair and progressive 24hr city, including with Government ministers and officials.
4. Chair the Night Time Borough Champions Network, collaborating with Borough leaders and London Councils to ensure London's success as an integrated, fair and progressive 24hr city across all 33 local authorities.

5. Lead and oversee Night Time Enterprise Zones ensuring local high streets across the capital have a vibrant, safe and inclusive offer at night, boosting the local and wider economy.
6. Ensure the success of the Mayor's vision for London as a safe city for women and girls at night by leading and overseeing the implementation and coordination of the Mayor's Women's Night Safety Charter in partnership with MOPAC and relevant Deputy Mayors.
7. Accountable for the GLA's 24hr London work, supported by the 24hr London Team and a cross disciplinary team drawn from departments across the GLA; and provide leadership and co-ordination to the work of GLA teams responsible for policy, engagement and delivery for the accountabilities set out in this job description.
8. Responsible for anticipating the impacts of new sector developments to ensure a timely response from the GLA Group both in terms of policy and action, and provide a gateway to policy and action for the London Boroughs and other parts of the public sector and civil society.
9. Improve public, private and third sector services, programmes and engagement through persuasion and influence, including undertaking public speaking and media engagements to promote London at night.
10. Realise the benefits of London's diversity by promoting and enabling equality of opportunities and promoting the diverse needs and aspirations of London's communities.
11. Realise the benefits of a flexible approach to work in undertaking the duties and responsibilities of this job, and participating in multi-disciplinary cross department and cross organisational groups and project teams

### **Key Relationships:**

Accountable to: The Mayor's Deputy Chief of Staff

Principal contacts: MDs, DMs, Senior Advisors, London Councils, GLA Senior Managers, GLA ADs, relevant teams within the GLA, TfL, MOPAC, LFB and other relevant public and private sector bodies, internal and external stakeholders.

### **Technical competencies**

1. Significant senior level experience and understanding of the challenges and opportunities of London as a 24hr city, within both the private and public sector environment.

2. Proven track record of successful management and a leading role in the formulation and delivery of policies and strategies relating to 24hr cities and the night time economy.
3. Ability to coalesce different constituencies around an agenda and to represent the Mayor and GLA's vision compellingly in public with a proven ability to secure agreement in difficult negotiation.
4. An understanding of devolved government and experience of successfully working with politicians within a democratic process or a comparable high-pressure organisation.
5. Successful track record of building effective, productive and relevant working relationships with external stakeholders.
6. An overwhelming commitment, passion and enthusiasm for the role and the tenacity to see through a challenging programme of strategic interventions to improve London's environment and quality of life and secure London's future as a 24hr city.

### **Behavioural competencies**

#### **BUILDING AND MANAGING RELATIONSHIPS**

... is developing rapport and working effectively with a diverse range of people, sharing knowledge and skills to deliver shared goals.

##### Level 4 indicators of effective performance

- Identifies and engages a diverse range of influential contacts within stakeholder and community groups, and partner organisations
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#### **COMMUNICATING AND INFLUENCING**

... is presenting information and arguments clearly and convincingly so that others see us as credible and articulate, and engage with us.

##### Level 4 indicators of effective performance

- Articulates self with credibility and conviction, encouraging buy-in to corporate position
- Influences the thinking of other organisations, encouraging them to deliver in line with the GLA
- Ensures that the organisation communicates inclusively with staff and external stakeholders

- Acts as a credible and convincing spokesperson and negotiator for the GLA
- Instils a corporate commitment to accessible communication

### **STRATEGIC THINKING**

...is using an understanding of the bigger picture to uncover potential challenges and opportunities for the long term and turning these into a compelling vision for action.

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- Develops a positive and compelling vision of London's future potential, demonstrating confidence in the strategic direction of the GLA
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- Generates and leads strategic initiatives that reflect the GLA's position as a regional authority

### **DECISION MAKING**

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- Makes difficult decisions for the long term benefit of the organisation
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- Ensures the organisation balances effective risk management with the need for timely actions

### **PROBLEM SOLVING**

... is analysing and interpreting situations from a variety of viewpoints and finding creative, workable and timely solutions.

#### Level 4 indicators of effective performance

- Seeks multiple perspectives to understand the breadth and depth of compel issues
- Produces strategies to solve organisation-wide problems, considering the practical and political concerns associated with the implementation of solutions
- Enables the GLA to continuously improve and innovate in the long term
- Problem solves jointly with others to stimulate innovation
- Turns ambiguous or difficult situations into opportunities

### **RESEARCH AND ANALYSIS**

... is gathering intelligence (information, opinion and data) from varied sources, making sense of it, testing its validity and drawing conclusions that can lead to practical benefits.

#### Level 4 indicators of effective performance

- Exchanges ideas and knowledge with partners, subject-matter experts, and senior stakeholders to foster new research agendas and derive insights for the GLA
- Takes accountability for the quality of intelligence that research and new policy are based upon
- Encourages new and innovative insights from analysis
- Evaluates the feasibility and cost effectiveness of research proposals, stringently assessing whether the research will add real value
- Encourages research with a highly practical focus and maximum impact for Londoners

### **ORGANISATIONAL AWARENESS**

... is understanding and being sensitive to organisational dynamics, culture and politics across and beyond the GLA and shaping our approach accordingly.

#### Level 4 indicators of effective performance

- Focuses on the needs of Londoners, promoting organisational awareness of how they impact GLA priorities
- Anticipates and responds appropriately and professionally to political pressure, inspiring confidence and trust from politicians
- Shapes senior stakeholders' perceptions of the GLA, using their influence to support the GLA agenda
- Influences Londoners' perceptions of the GLA, using the Media where appropriate
- Leads the organisation by setting the highest standard in upholding integrity and ethical behaviour

## **Night Czar job page on london.gov**

The Mayor of London is looking to appoint the UK's first Night Czar to shape London's future as a 24-hour city. The Night Czar will champion the value of London's night time culture whilst developing and diversifying London's night time economy.

Working with the Mayor, the Night Time Commission, local authorities, businesses, the Metropolitan Police Service, Transport For London and other agencies, the Night Czar will create a vision for London as 24-hour city and a roadmap showing how the vision will be realised. The Night Czar will have proven leadership ability, public profile and convening power, plus a thorough understanding of the night time economy and the ability to work in a political environment.

This is initially a one-year officeholder post with a time commitment of up to 2.5 days per week.

London's diversity is its biggest asset and we strive to reflect London's diversity in all GLA appointments. We welcome applications from everyone regardless of age, gender, ethnicity, sexual orientation, faith or disability.

**How to Apply:** Candidates are invited to apply by submitting a CV and cover letter. The CV must include employment, public appointments and qualifications history; and details of two referees willing to provide a reference. The cover letter must address the person specification criteria. The CV and cover letter combined should be no more than 4 sides in length

If you require a hardcopy application pack or have any questions regarding the application process, please email [glajobs@london.gov.uk](mailto:glajobs@london.gov.uk) quoting reference CZAR001.

To apply and for a copy of the Person Specification, please click the "Apply Now" button below.

Application closing date: Monday 12 September at 23:59 GMT  
Interviews will take place at: City Hall on Wednesday 21 September 2016

Job reference number \*  
CZAR001

Interview date  
Wednesday 21 September 2016

Job link \*  
URL \*  
<https://glacareers.engageats.co.uk/Vacancies/W/2114/0/112092/14989/night-czar>

**GLA Grades and spine points - effective April 2017**

Table GL01 (GLA Staff)

Grade	Grade Code	Spinal column point	Basic salary plus 01/04/2017 pay increase 3% grades 1-5, 2% grades 6-10 and 1% all other grades	Overtime rate plus 01/04/2017 pay increase 3% grades 1-5, 2% grades 6-10 and 1% all other grades	Percentage increase for 2017	Employee pension contribution
Grade 1	GL01	1	20,773	10.77	3%	5.80%
		2	21,293	11.04	3%	5.80%
		3	21,827	11.31	3%	6.50%
		4	22,372	11.60	3%	6.50%
		5	22,932	11.89	3%	6.50%
Grade 2	GL02	6	23,884	12.38	3%	6.50%
		7	24,480	12.69	3%	6.50%
		8	25,093	13.01	3%	6.50%
		9	25,720	13.33	3%	6.50%
		10	26,362	13.66	3%	6.50%
Grade 3	GL03	11	26,568	13.77	3%	6.50%
		12	27,232	14.11	3%	6.50%
		13	27,913	14.47	3%	6.50%
		14	28,610	14.83	3%	6.50%
		15	29,326	15.20	3%	6.50%
Grade 4	GL04	16	27,364	14.18	3%	6.50%
		17	28,050	14.54	3%	6.50%
		18	28,750	14.90	3%	6.50%
		19	29,468	15.27	3%	6.50%
		20	30,206	15.66	3%	6.50%
Grade 5	GL05	21	29,574	15.33	3%	6.50%
		22	30,313	15.71	3%	6.50%
		23	31,071	16.10	3%	6.50%
		24	31,846	16.51	3%	6.50%
		25	32,643	16.92	3%	6.50%
Grade 6	GL06	26	32,163	16.67	2%	6.50%
		27	32,968	17.09	2%	6.50%
		28	33,792	17.52	2%	6.50%
		29	34,636	17.95	2%	6.50%
		30	35,502	18.40	2%	6.80%
Grade 7	GL07	31	38,726	20.07	2%	6.80%
		32	39,694	20.57	2%	6.80%
		33	40,687	21.09	2%	6.80%
		34	41,703	21.62	2%	6.80%
		35	42,747	22.16	2%	6.80%
Grade 8	GL08	36	42,664	22.11	2%	6.80%
		37	43,732	22.67	2%	6.80%
		38	44,825	23.23	2%	8.50%
		39	45,946	23.81	2%	8.50%
		40	47,095	24.41	2%	8.50%
Grade 9	GL09	41	47,487	24.61	2%	8.50%
		42	48,439	25.11	2%	8.50%
		43	49,406	25.61	2%	8.50%
		44	50,394	26.12	2%	8.50%
		45	51,403	26.64	2%	8.50%
Grade 10	GL10	46	52,767	27.35	2%	8.50%
		47	53,820	27.90	2%	8.50%
		48	54,897	28.45	2%	8.50%
		49	55,995	29.02	2%	8.50%
		50	57,115	29.60	2%	8.50%
Grade 11	561 - 613	51	56,344	29.20	1%	8.50%
		52	57,472	29.79	1%	8.50%
		53	58,623	30.39	1%	8.50%
		54	59,794	30.99	1%	8.50%
		55	60,991	31.61	1%	8.50%
Grade 12	614 - 732	56	67,513	34.99	1%	9.90%
		57	68,864	35.69	1%	9.90%
		58	70,239	36.41	1%	9.90%
		59	71,646	37.14	1%	9.90%
		60	73,077	37.88	1%	9.90%
Grade 13	733 - 879	61	76,834	39.82	1%	9.90%
		62	78,370	40.62	1%	9.90%
		63	79,939	41.43	1%	9.90%
		64	81,538	42.26	1%	9.90%
		65	83,168	43.11	1%	9.90%
Grade 14	880 - 1050	66	83,237	43.14	1%	9.90%
		67	84,903	44.01	1%	9.90%
		68	86,601	44.89	1%	9.90%
		69	88,332	45.78	1%	10.50%
		70	90,099	46.70	1%	10.50%
Grade 15	1051 - 1300	71	108,022	55.99	1%	11.40%
		72	110,181	57.11	1%	11.40%
		73	112,385	58.25	1%	11.40%
		74	114,634	59.42	1%	11.40%
		75	116,926	60.61	1%	11.40%

**NOTICE PERIODS**

Grades 1-6 = 1 month

Grades 7-8 = 2 months



Grade	Grade Code	Spinal column point	Basic salary as at 01/04/2018	Overtime rate as at 01/04/2018	Employee pension contribution
Grade 1	GL01	1	21,396	11.09	5.80%
		2	21,932	11.37	5.80%
		3	22,482	11.65	5.80%
		4	23,043	11.94	6.50%
		5	23,620	12.24	6.50%
Grade 2	GL02	6	24,600	12.75	6.50%
		7	25,215	13.07	6.50%
		8	25,846	13.40	6.50%
		9	26,492	13.73	6.50%
		10	27,153	14.07	6.50%
Grade 3	GL03	11	27,365	14.18	6.50%
		12	28,049	14.54	6.50%
		13	28,750	14.90	6.50%
		14	29,468	15.27	6.50%
		15	30,205	15.66	6.50%
Grade 4	GL04	16	28,185	14.61	6.50%
		17	28,892	14.98	6.50%
		18	29,612	15.35	6.50%
		19	30,352	15.73	6.50%
		20	31,112	16.13	6.50%
Grade 5	GL05	21	30,461	15.79	6.50%
		22	31,222	16.18	6.50%
		23	32,003	16.59	6.50%
		24	32,801	17.00	6.50%
		25	33,622	17.43	6.50%
Grade 6	GL06	26	33,128	17.17	6.50%
		27	33,957	17.60	6.50%
		28	34,806	18.04	6.50%
		29	35,675	18.49	6.50%
		30	36,567	18.95	6.80%
Grade 7	GL07	31	39,501	20.47	6.80%
		32	40,488	20.99	6.80%
		33	41,501	21.51	6.80%
		34	42,537	22.05	6.80%
		35	43,602	22.60	6.80%
Grade 8	GL08	36	43,517	22.56	6.80%
		37	44,606	23.12	6.80%
		38	45,721	23.70	8.50%
		39	46,865	24.29	8.50%
		40	48,037	24.90	8.50%
Grade 9	GL09	41	48,437	25.11	8.50%
		42	49,407	25.61	8.50%
		43	50,394	26.12	8.50%
		44	51,402	26.64	8.50%
		45	52,431	27.18	8.50%
Grade 10	GL10	46	53,822	27.90	8.50%
		47	54,897	28.45	8.50%
		48	55,995	29.02	8.50%
		49	57,115	29.60	8.50%
		50	58,257	30.20	8.50%
Grade 11	GL11	51	57,471	29.79	8.50%
		52	58,621	30.38	8.50%
		53	59,795	30.99	8.50%
		54	60,990	31.61	8.50%
		55	62,211	32.25	8.50%
Grade 12	GL12	56	68,863	35.69	9.90%
		57	70,241	36.41	9.90%
		58	71,644	37.13	9.90%
		59	73,079	37.88	9.90%
		60	74,539	38.64	9.90%
Grade 13	GL13	61	78,371	40.62	9.90%
		62	79,938	41.43	9.90%
		63	81,538	42.26	9.90%
		64	83,168	43.11	9.90%
		65	84,831	43.97	9.90%
Grade 14	GL14	66	84,902	44.01	9.90%
		67	86,601	44.89	9.90%
		68	88,333	45.79	9.90%
		69	90,099	46.70	10.50%
		70	91,901	47.63	10.50%
Grade 15	GL15	71	110,182	57.11	11.40%
		72	112,385	58.25	11.40%
		73	114,633	59.42	11.40%
		74	116,927	60.61	11.40%
		75	119,264	61.82	11.40%

Grade	Grade Code	Spinal column point	Basic salary 01/04/2019	Overtime rate 01/04/2019	Employee pension contribution
Grade 1	GL01	1	£ 21,931	£ 11.37	5.80%
		2	£ 22,480	£ 11.65	5.80%
		3	£ 23,044	£ 11.94	6.50%
		4	£ 23,619	£ 12.24	6.50%
		5	£ 24,210	£ 12.55	6.50%
Grade 2	GL02	6	£ 25,215	£ 13.07	6.50%
		7	£ 25,845	£ 13.40	6.50%
		8	£ 26,492	£ 13.73	6.50%
		9	£ 27,154	£ 14.07	6.50%
		10	£ 27,832	£ 14.43	6.50%
Grade 3	GL03	11	£ 28,049	£ 14.54	6.50%
		12	£ 28,750	£ 14.90	6.50%
		13	£ 29,469	£ 15.27	6.50%
		14	£ 30,205	£ 15.66	6.50%
		15	£ 30,961	£ 16.05	6.50%
Grade 4	GL04	16	£ 28,889	£ 14.97	6.50%
		17	£ 29,614	£ 15.35	6.50%
		18	£ 30,353	£ 15.73	6.50%
		19	£ 31,111	£ 16.13	6.50%
		20	£ 31,890	£ 16.53	6.50%
Grade 5	GL05	21	£ 31,223	£ 16.18	6.50%
		22	£ 32,002	£ 16.59	6.50%
		23	£ 32,803	£ 17.00	6.50%
		24	£ 33,621	£ 17.43	6.50%
		25	£ 34,463	£ 17.86	6.50%
Grade 6	GL06	26	£ 33,956	£ 17.60	6.50%
		27	£ 34,806	£ 18.04	6.50%
		28	£ 35,676	£ 18.49	6.50%
		29	£ 36,567	£ 18.95	6.80%
		30	£ 37,481	£ 19.43	6.80%
Grade 7	GL07	31	£ 40,291	£ 20.88	6.80%
		32	£ 41,298	£ 21.41	6.80%
		33	£ 42,331	£ 21.94	6.80%
		34	£ 43,388	£ 22.49	6.80%
		35	£ 44,474	£ 23.05	6.80%
Grade 8	GL08	36	£ 44,388	£ 23.01	6.80%
		37	£ 45,498	£ 23.58	6.80%
		38	£ 46,636	£ 24.17	8.50%
		39	£ 47,802	£ 24.78	8.50%
		40	£ 48,998	£ 25.40	8.50%
Grade 9	GL09	41	£ 49,405	£ 25.61	8.50%
		42	£ 50,396	£ 26.12	8.50%
		43	£ 51,402	£ 26.64	8.50%
		44	£ 52,430	£ 27.18	8.50%
		45	£ 53,480	£ 27.72	8.50%
Grade 10	GL10	46	£ 54,898	£ 28.46	8.50%
		47	£ 55,995	£ 29.02	8.50%
		48	£ 57,114	£ 29.60	8.50%
		49	£ 58,257	£ 30.20	8.50%
		50	£ 59,422	£ 30.80	8.50%
Grade 11	GL11	51	£ 58,621	£ 30.38	8.50%
		52	£ 59,794	£ 30.99	8.50%
		53	£ 60,991	£ 31.61	8.50%
		54	£ 62,209	£ 32.24	8.50%
		55	£ 63,455	£ 32.89	8.50%
Grade 12	GL12	56	£ 70,241	£ 36.41	9.90%

		57	£	71,646	£	37.14	9.90%
		58	£	73,077	£	37.88	9.90%
		59	£	74,541	£	38.64	9.90%
		60	£	76,029	£	39.41	9.90%
		61	£	79,938	£	41.43	9.90%
Grade 13	GL13	62	£	81,536	£	42.26	9.90%
		63	£	83,169	£	43.11	9.90%
		64	£	84,832	£	43.97	9.90%
		65	£	86,528	£	44.85	9.90%
		66	£	86,600	£	44.89	9.90%
Grade 14	GL14	67	£	88,333	£	45.79	9.90%
		68	£	90,100	£	46.70	9.90%
		69	£	91,901	£	47.63	10.50%
		70	£	93,739	£	48.59	10.50%
		71	£	112,386	£	58.25	11.40%
Grade 15	GL15	72	£	114,633	£	59.42	11.40%
		73	£	116,926	£	60.61	11.40%
		74	£	119,266	£	61.82	11.40%
		75	£	121,650	£	63.05	11.40%

Grade	Grade Code	Spinal column point	Basic salary 01/04/2020	Overtime rate 01/04/2020	Employee pension contribution
Grade 1	GL01	1	£ 22,369	£ 11.59	5.80%
		2	£ 22,930	£ 11.89	6.50%
		3	£ 23,504	£ 12.18	6.50%
		4	£ 24,092	£ 12.49	6.50%
		5	£ 24,694	£ 12.80	6.50%
Grade 2	GL02	6	£ 25,720	£ 13.33	6.50%
		7	£ 26,362	£ 13.66	6.50%
		8	£ 27,022	£ 14.01	6.50%
		9	£ 27,697	£ 14.36	6.50%
		10	£ 28,388	£ 14.71	6.50%
Grade 3	GL03	11	£ 28,610	£ 14.83	6.50%
		12	£ 29,325	£ 15.20	6.50%
		13	£ 30,058	£ 15.58	6.50%
		14	£ 30,809	£ 15.97	6.50%
		15	£ 31,580	£ 16.37	6.50%
Grade 4	GL04	16	£ 29,467	£ 15.27	6.50%
		17	£ 30,206	£ 15.66	6.50%
		18	£ 30,960	£ 16.05	6.50%
		19	£ 31,733	£ 16.45	6.50%
		20	£ 32,528	£ 16.86	6.50%
Grade 5	GL05	21	£ 31,847	£ 16.51	6.50%
		22	£ 32,643	£ 16.92	6.50%
		23	£ 33,459	£ 17.34	6.50%
		24	£ 34,294	£ 17.78	6.50%
		25	£ 35,152	£ 18.22	6.50%
Grade 6	GL06	26	£ 34,636	£ 17.95	6.50%
		27	£ 35,502	£ 18.40	6.50%
		28	£ 36,389	£ 18.86	6.50%
		29	£ 37,299	£ 19.33	6.80%
		30	£ 38,231	£ 19.82	6.80%
Grade 7	GL07	31	£ 41,096	£ 21.30	6.80%
		32	£ 42,124	£ 21.83	6.80%
		33	£ 43,177	£ 22.38	6.80%
		34	£ 44,256	£ 22.94	6.80%
		35	£ 45,364	£ 23.51	6.80%
Grade 8	GL08	36	£ 44,388	£ 23.01	6.80%
		37	£ 45,498	£ 23.58	6.80%
		38	£ 46,636	£ 24.17	6.80%
		39	£ 47,802	£ 24.78	8.50%
		40	£ 48,998	£ 25.40	8.50%
Grade 9	GL09	41	£ 49,405	£ 25.61	8.50%
		42	£ 50,396	£ 26.12	8.50%
		43	£ 51,402	£ 26.64	8.50%
		44	£ 52,430	£ 27.18	8.50%
		45	£ 53,480	£ 27.72	8.50%
Grade 10	GL10	46	£ 54,898	£ 28.46	8.50%
		47	£ 55,995	£ 29.02	8.50%
		48	£ 57,114	£ 29.60	8.50%
		49	£ 58,257	£ 30.20	8.50%
		50	£ 59,422	£ 30.80	8.50%
Grade 11	GL11	51	£ 58,621	£ 30.38	8.50%
		52	£ 59,794	£ 30.99	8.50%
		53	£ 60,991	£ 31.61	8.50%
		54	£ 62,209	£ 32.24	8.50%
		55	£ 63,455	£ 32.89	8.50%
Grade 12	GL12	56	£ 70,241	£ 36.41	9.90%

Grade 13	GL13	57	£ 71,646	£ 37.14	9.90%
		58	£ 73,077	£ 37.88	9.90%
		59	£ 74,541	£ 38.64	9.90%
		60	£ 76,029	£ 39.41	9.90%
		61	£ 79,938	£ 41.43	9.90%
		62	£ 81,536	£ 42.26	9.90%
		63	£ 83,169	£ 43.11	9.90%
		64	£ 84,832	£ 43.97	9.90%
		65	£ 86,528	£ 44.85	9.90%
Grade 14	GL14	66	£ 86,600	£ 44.89	9.90%
		67	£ 88,333	£ 45.79	9.90%
		68	£ 90,100	£ 46.70	9.90%
		69	£ 91,901	£ 47.63	9.90%
		70	£ 93,739	£ 48.59	10.50%
Grade 15	GL15	71	£ 112,386	£ 58.25	11.40%
		72	£ 114,633	£ 59.42	11.40%
		73	£ 116,926	£ 60.61	11.40%
		74	£ 119,266	£ 61.82	11.40%
		75	£ 121,650	£ 63.05	11.40%

## GLA Grades and spine points

Table GL01 (GLA Staff)

Grade	Grade Code	Points to grade	Spinal column point	Basic salary plus 01/04/2020 pay increase 2.0% grades 1-7 ONLY	Overtime rate plus 01/04/2020 pay increase 2.0% grades 1-7 ONLY	Basic salary plus 01/04/2021 increase to grade 1 ONLY	Overtime rate plus 01/04/2020 pay increase to grade 1 ONLY	Employee pension contribution
Grade 1	GL01	Up to 134	1	22,369	11.59	22,369	11.59	5.80%
			2	22,930	11.89	22,930	11.89	6.50%
			3	23,504	12.18	23,754	12.31	6.50%
			4	24,092	12.49	24,347	12.62	6.50%
			5	24,694	12.80	24,956	12.94	6.50%
Grade 2	GL02	135 - 159	6	25,720	13.33	25,720	13.33	6.50%
			7	26,362	13.66	26,362	13.66	6.50%
			8	27,022	14.01	27,022	14.01	6.50%
			9	27,697	14.36	27,697	14.36	6.50%
			10	28,388	14.71	28,388	14.71	6.50%
Grade 3	GL03	160 - 191	11	28,610	14.83	28,610	14.83	6.50%
			12	29,325	15.20	29,325	15.20	6.50%
			13	30,058	15.58	30,058	15.58	6.50%
			14	30,809	15.97	30,809	15.97	6.50%
			15	31,580	16.37	31,580	16.37	6.50%
Grade 4	GL04	192 - 227	16	29,467	15.27	29,467	15.27	6.50%
			17	30,206	15.66	30,206	15.66	6.50%
			18	30,960	16.05	30,960	16.05	6.50%
			19	31,733	16.45	31,733	16.45	6.50%
			20	32,528	16.86	32,528	16.86	6.50%
Grade 5	GL05	228 - 270	21	31,847	16.51	31,847	16.51	6.50%
			22	32,643	16.92	32,643	16.92	6.50%
			23	33,459	17.34	33,459	17.34	6.50%
			24	34,294	17.78	34,294	17.78	6.50%
			25	35,152	18.22	35,152	18.22	6.50%
Grade 6	GL06	271 - 313	26	34,636	17.95	34,636	17.95	6.50%
			27	35,502	18.40	35,502	18.40	6.50%
			28	36,389	18.86	36,389	18.86	6.50%
			29	37,299	19.33	37,299	19.33	6.80%
			30	38,231	19.82	38,231	19.82	6.80%
Grade 7	GL07	314 - 376	31	41,096	21.30	41,096	21.30	6.80%
			32	42,124	21.83	42,124	21.83	6.80%
			33	43,177	22.38	43,177	22.38	6.80%
			34	44,256	22.94	44,256	22.94	6.80%
			35	45,364	23.51	45,364	23.51	6.80%
Grade 8	GL08	377 - 438	36	44,388	23.01	44,388	23.01	6.80%
			37	45,498	23.58	45,498	23.58	6.80%
			38	46,636	24.17	46,636	24.17	6.80%
			39	47,802	24.78	47,802	24.78	8.50%
			40	48,998	25.40	48,998	25.40	8.50%
Grade 9	GL09	439 - 518	41	49,405	25.61	49,405	25.61	8.50%
			42	50,396	26.12	50,396	26.12	8.50%
			43	51,402	26.64	51,402	26.64	8.50%
			44	52,430	27.18	52,430	27.18	8.50%
			45	53,480	27.72	53,480	27.72	8.50%
Grade 10	GL10	519 - 560	46	54,898	28.46	54,898	28.46	8.50%
			47	55,995	29.02	55,995	29.02	8.50%
			48	57,114	29.60	57,114	29.60	8.50%
			49	58,257	30.20	58,257	30.20	8.50%
			50	59,422	30.80	59,422	30.80	8.50%

NOTICE PERIODS
Grades 1-6 = 1 month
Grades 7-8 = 2 months

Grade	Points to grade	Grade Code	Spinal column point	Basic salary plus 01/04/2020 pay increase 2.0% grades 1-7 ONLY	Overtime rate plus 01/04/2020 pay increase 2.0% grades 1-7 ONLY	Basic salary plus 01/04/2021 increase to grade 1 ONLY	Overtime rate plus 01/04/2020 pay increase to grade 1 ONLY	Employee pension contribution
Grade 11	561 - 613	GL11	51	58,621	30.38	58,621	30.38	8.50%
			52	59,794	30.99	59,794	30.99	8.50%
			53	60,991	31.61	60,991	31.61	8.50%
			54	62,209	32.24	62,209	32.24	8.50%
			55	63,455	32.89	63,455	32.89	8.50%
Grade 12	614 - 732	GL12	56	70,241	36.41	70,241	36.41	9.90%
			57	71,646	37.14	71,646	37.14	9.90%
			58	73,077	37.88	73,077	37.88	9.90%
			59	74,541	38.64	74,541	38.64	9.90%
			60	76,029	39.41	76,029	39.41	9.90%
Grade 13	733 - 879	GL13	61	79,938	41.43	79,938	41.43	9.90%
			62	81,536	42.26	81,536	42.26	9.90%
			63	83,169	43.11	83,169	43.11	9.90%
			64	84,832	43.97	84,832	43.97	9.90%
			65	86,528	44.85	86,528	44.85	9.90%
Grade 14	880 - 1050	GL14	66	86,600	44.89	86,600	44.89	9.90%
			67	88,333	45.79	88,333	45.79	9.90%
			68	90,100	46.70	90,100	46.70	9.90%
			69	91,901	47.63	91,901	47.63	9.90%
			70	93,739	48.59	93,739	48.59	10.50%
Grade 15	1051 - 1300	GL15	71	112,386	58.25	112,386	58.25	11.40%
			72	114,633	59.42	114,633	59.42	11.40%
			73	116,926	60.61	116,926	60.61	11.40%
			74	119,266	61.82	119,266	61.82	11.40%
			75	121,650	63.05	121,650	63.05	11.40%

London's Living Wage <u>Increase in November annually not April</u>		GA01	85	20,933	10.85	21,319	11.05	5.80%
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Table GL02 (GLA Assembly)

Chair of the Assembly		GM01	10	70,225	36.40	70,225	36.40	n/a
Assembly Members		GM02	20	58,543	30.34	58,543	30.34	n/a
Mayor		GM03	30	152,734	71.24	152,734	71.24	n/a
Deputy Mayor (Statutory)		GM04	40	105,269	54.56	105,269	54.56	n/a

Table GL03 (GLA Principal Officers)

Deputy Mayor for Business		GN02	15	132,664	68.76	132,664	68.76	11.40%
Deputy Mayor for Housing and Residential Property		GN03	20	132,664	68.76	132,664	68.76	11.40%
Executive Director Secretariat		GN06	35	139,988	72.56	139,988	72.56	11.40%
Chief of Staff		GN07	40	139,988	72.56	139,988	72.56	11.40%
Deputy Mayor for Transport		GN10	55	132,664	68.76	132,664	68.76	11.40%
Executive Director Resources		GN11	60	130,000	67.38	130,000	67.38	11.40%
Executive Director Development, Enterprise and Environment		GN12	65	130,000	67.38	130,000	67.38	11.40%
Chief Officer		GN14	75	193,800	100.45	193,800	100.45	12.50%
Mayoral Director Communications		GN21	98	127,357	66.01	127,357	66.01	11.40%
Deputy Mayor , Planning, Regeneration and Skills		GN31		132,664	68.76	132,664	68.76	11.40%
Deputy Mayor Culture and Creative Industries		GN27		132,664	68.76	132,664	68.76	11.40%
Deputy Mayor Environment and Energy		GN28		132,664	68.76	132,664	68.76	11.40%
Deputy Mayor Social Integration, Social Mobility and Community Engagement		GN29		132,664	68.76	132,664	68.76	11.40%
Executive Director Communities and Intelligence		GN11	60	130,000	67.38	130,000	67.38	11.40%
Deputy Chief of Staff		GN45	42	136,326	70.66	136,326	70.66	11.40%

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