

GREATER LONDON AUTHORITY

REQUEST FOR MAYORAL DECISION – MD2221

Title: Pay award for 2017-18 for the GLA's statutory officers

Executive summary

This decision form asks the Mayor to agree to the proposed pay award for 2017-18 for the GLA's Head of Paid Service and Executive Director of Resources as statutory officers, noting that:

- It is a joint decision with the Assembly and that the Assembly agreed the award at its meeting on 21 December 2017;
- The Head of Paid Service has agreed a 2017-18 pay award for GLA staff which is set at 1% for senior GLA staff;
- The Mayor has agreed (via MD2067) that the senior staff pay award will be automatically applied to the Mayor's 12 GLA staff appointees throughout this Mayoral term;
- The substantive pay of the other statutory officer – the Monitoring Officer – is settled through the senior staff pay award; and
- In accordance with the Senior Salaries Review Body (SSRB) recommendation adopted by the then Mayor (via MD493) and Assembly in 2009, the local government pay settlement of 1% for 2017-18 will be automatically applied to the pay of the Mayor and Assembly Members.

Decision

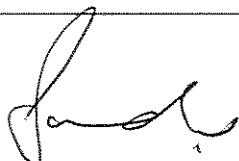
That the Mayor, noting that it is a joint decision with the Assembly, confirms that the pay award of 1% for 2017-18 made to senior GLA staff should also be made to the GLA's Head of Paid Service and Executive Director of Resources as statutory officers.

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:

10/11/18

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

Decision required – supporting report

1. Background

- 1.1 The Head of Paid Service, following receipt of a pay claim from Unison and after consultation with the Mayor and the Assembly (via GLA Oversight Committee on 14 December), has determined that staff in the GLA should receive the following pay award:
- 3% for staff on Grades 1 to 5;
 - 2% for staff on Grades 6 to 10; and
 - 1% for staff on Grades 11 to 15 and for senior staff on spot salaries.
- 1.2 The Head of Paid Service's decision has taken account of the desirability of weighting the pay award towards the lowest grades, including women and BAME staff; comparison with local government, central government and functional body pay settlements; and affordability.

2. Issues for Consideration

- 2.1 The Mayor and Assembly must determine the pay award for the GLA's statutory officers in line with Sections 72, 73 and 127 of the GLA Act (as amended), noting that the substantive pay of the Monitoring Officer is settled through the senior staff pay award.
- 2.2 The table below sets out the pay awards to GLA staff, including statutory officers, and to the Mayor and Assembly Members since 2011.

Year	GLA	Comment	NJC figure	Mayoral appointments
2016/17	2% for Grade 1-5 1.5% for Grade 6-8 1% for Grade 9-15	In response to tapered claim from Unison.	1%	1%
2014/15 & 2015/16	2.2%	January 2015-31 March 2016	2.2% - 15-month award (1 Jan 2015 – 31 March 2016)	2.2%
2013/14	1%	2.5% grades 1-4, 2% grades 5-7, 1.5% grades 8-10 and 1% grades 11. Only 1% added to pay scales the remainder paid as a one off payment.	1.0%	1%
2012/13	Nil		0%	Nil
2011/12	4% for grade 1-3, 0% for all other grades		0%	Nil

- 2.3 The then Mayor (via MD493) and Assembly agreed the SSRB recommendations in 2009 that pay increases for the Mayor and Assembly Members should mirror future local government pay awards. The 1% local government settlement will therefore be applied to the Mayor's and Assembly Members' pay for 2017-18.
- 2.4 In addition, the Mayor has agreed (via MD2067) that the senior GLA staff pay award will be automatically applied to the Mayor's 12 GLA staff appointees throughout this Mayoral term.

3. Legal Implications

- 3.1 The Mayor and the Assembly have the power to determine pay for statutory officers in line with sections 72, 73 and 127 of the GLA Act 1999 (as amended). The Mayor and Assembly therefore have the power to confirm the pay award be made to the statutory officers.

4. Financial Implications

- 4.1 The cost of the 2017-18 pay award for the Mayor, Assembly Members and all GLA staff has been built into the GLA budget for 2017-18.
- 4.2 The impact on future years' budgets, starting in 2018-19, has been shown in the GLA sections of the Group budget which is currently out to consultation.

Appendices

None.

Public access to information

Information in this form (Part 1) is subject to the Freedom of Information Act 2000 (FOI Act) 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 approval or on the defer date.

Part 1 Deferral:

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

Part 2 Confidentiality: Only the facts or advice considered to be exempt from disclosure under the FOI Act should be 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:

Tom Middleton has drafted this report in accordance with GLA procedures and confirms the following:

✓

Sponsoring Director:

Jeff Jacobs 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 8 January 2018.

EXECUTIVE DIRECTOR, RESOURCES:

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

Signature

M. J. Bellamy

Date

8.1.18

CHIEF OF STAFF:

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

Signature

D. Bellamy

Date

8/1/2018