

# GREATER LONDON AUTHORITY

██████████  
(By email)

Our Ref: MGLA280618-6165

19 September 2018

Dear ██████████

Thank you for your request for information which the GLA received on 28 June 2018 and clarified on 27 July 2018. Your request has been dealt with under the Freedom of Information Act 2000.

You requested:

*Under the Freedom of Information Act, I would be most grateful if you could provide me with the following:*

- 1) A list of all political appointees made by the Mayor and Authority and their salary's.
- 2) All Correspondence relating to their appointments and the application process.
- 3) a list of all Nondisclosure agreements between the Mayor/ Authority and staff.

## ***A list of all political appointees made by the Mayor and Authority and their salary's.***

Please find below the information that we hold within the scope of your request about political appointments made by the Mayor of London under section 67(1)(a) of the GLA Act 1999 (as amended). The Authority does not make appointments.

### The political appointments made by Mayor, Sadiq Khan Mayoral term beginning 2016

- Rajesh Agrawal, Deputy Mayor for Business, Salary £127,513 per annum - <https://www.london.gov.uk/people/mayoral/rajesh-agrawal>
- Patrick Hennessy, Mayoral Director Communications, Salary £122,412 per annum - <https://www.london.gov.uk/people/mayoral/patrick-hennessy>

### The political appointments made by Mayor, Boris Johnson (two Mayoral terms 2008-2016)

In line with our retention policy of 6 years for employment records, we no longer hold details of salaries and job titles on our HR systems but some information about the roles has been located in the links provided:

- Anthony Browne  
<https://www.london.gov.uk/moderngov/Data/Business%20Management%20and%20Administration%20Committee/20081126/Agenda/6%20Mayoral%20Political%20Advisers%20PDF.pdf>

- Alex Crowley  
<https://www.london.gov.uk/moderngov/Data/Business%20Management%20and%20Administration%20Committee/20081126/Agenda/6%20Mayoral%20Political%20Advisers%20PDF.pdf>
- Matthew Pencharz  
<https://www.london.gov.uk/moderngov/documents/s10477/5b%20Appendix%201%20-%20Letter%20from%20the%20Mayor%20-%201%20June%202012%20-%20re%20Mayoral%20Appointments.pdf>
- Andrew Gilligan  
<https://www.london.gov.uk/press-releases-4777>

The political appointments made by Mayor, Ken Livingstone (two Mayoral terms 2000-2008)

- In line with our retention policy of 6 years for employment records, we no longer hold the details of Mayor Ken Livingstone’s appointments or related paperwork.

***All Correspondence relating to their appointments and the application process.***

The member of Human Resources who was the key point of contact when these appointments were made is no longer an employee of the GLA and there is not an active account for them, so we no longer hold correspondence for the majority of these roles. However, we located some information in scope. Please see attached document.

We have withheld some information and we have made some redactions.

We have withheld copies of letters of appointment, references provided by former employers and medical information summarised below. This information is exempt as personal data under Section 40(2) of the FOI Act.

- References
- Offer of appointment letters
- Statement of employment details
- Occupational health / medical documents

We have also redacted junior staff names from the disclosed information as they constitute third-party personal data which is exempt from release under the provision of section 40(2) of the FOI Act.

***A list of all Nondisclosure agreements between the Mayor/ Authority and staff.***

The following table shows all NDAs between the Greater London Authority and staff listed by year:

Year	GLA NDAs
2000-2008	No data
2009	2
2010	1
2011	4
2012	13
2013	6
2014	5

2015	2
2016	5
2017	4
2018	3

If you have any further questions relating to this matter, please contact me, quoting the reference MGLA280618-6165.

Yours sincerely

  
**Information Governance Officer**

If you are unhappy with the way the GLA has handled your request, you may complain using the GLA's FOI complaints and internal review procedure, available at:

<https://www.london.gov.uk/about-us/governance-and-spending/sharing-our-information/freedom-information>

Mayor's Office

City Hall  
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London SE1 2AA  
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Minicom: 020 7983 4157  
Web: www.london.gov.uk

Our ref:

Date:

17 NOV 2008

**Jennette Arnold AM**

Chair  
London Assembly  
City Hall  
The Queen's Walk  
London SE1 2AA

Dear Jennette

**Section 67 (1) (a) and (1) (b) appointments**

I am writing to advise you of further staffing appointments I have made under section 67 (1) (a) and 67 (1) (b) of the GLA Act 1999.

I have appointed Alex Crowley as one of my political advisers under section 67 (1) (a) of the GLA Act 1999, from 22<sup>nd</sup> September 2008. In accordance with section 67 (6), there was no requirement for an interview process, as this appointment does not have to be made on merit. I have worked with him over the previous four months and am convinced of his competency for the role. His job title is that of political adviser and I attach the generic job description (Appendix 1).

I have appointed Richard Blakeway, under section 67 (1) (b) of the GLA Act 1999 as Mayoral Director, Housing, from 22<sup>nd</sup> September 2008. The appointment was made on merit and involved a recruitment process. The interview panel was conducted by Ian Clement, Deputy Mayor, Government Relations, and had an independent element present namely Claer Lloyd Jones, Chair of the Standards Committee. This appointment was made in accordance with the merit requirements under section 67 (6). I attach a job description for this role (Appendix 2).

I requested that the grading of the post of Mayoral Director, Housing be reviewed through the Hay evaluation process to ensure that the salary is appropriate and reflects the requirements of the role. Following this job evaluation exercise the salary level is £80,000 and is deemed commensurate with other posts across the GLA that are similarly remunerated. The political advisor post is generic and it is not, therefore, possible to evaluate this post formally. However, I am content that the requirements of the role make it commensurate with other posts at that level and therefore content that it should be remunerated accordingly. The salary for this post is £75,000.

I have attached the generic terms and conditions of employment for these two appointments (Appendix 3).

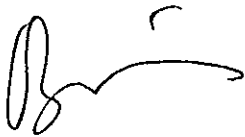
# GREATER LONDON AUTHORITY

I would also like to advise you of the appointment of Isabel Deding, as Mayoral Director, Environment, under section 67 (1) (b) of the GLA Act 1999. The job description for this position is attached (Appendix 4). The appointment was made on merit and involved a recruitment process. The interview panel was chaired by me, and had an independent element present namely Claer Lloyd Jones, Chair of the Standards Committee. This appointment was made in accordance with the merit requirements under section 67 (6).

Isabel Deding will be seconded from Transport for London on her current terms and conditions of employment, and she commenced on 7<sup>th</sup> October 2008. Her current basic salary with TfL is £129,838. I am happy to advise the Assembly of any further information should this be required.

I will report any further appointments to the Assembly as soon as possible after they have been confirmed.

Yours sincerely



**Boris Johnson**  
Mayor of London

Encs.

Mayor's Office

City Hall  
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**Jennette Arnold AM**  
Chair  
London Assembly  
City Hall  
The Queen's Walk  
London SE1 2AA

Date:

26 NOV 2008

Dear Jennette

**Section 67 (1) (b) appointment**

I am writing to advise you of a change in the employment status of Anthony Browne, originally appointed under section 67 (1) (a) of the GLA Act 1999, as a policy director.

I have now appointed Anthony Browne, under section 67 (1) (b) of the GLA Act 1999, to the post of Policy Director. This appointment will take effect from 24<sup>th</sup> November 2008. As this appointment was made on merit, in accordance with the merit requirements under section 67 (6) of the GLA Act 1999, there was an interview process. The interview was conducted by Sir Simon Milton, Deputy Mayor, Policy and Planning, and had an independent element present namely Sir David Durie, Independent Member of the Standards Committee. I enclose a job description for this role (Appendix 1).

All other terms and conditions of employment for Anthony Browne, remain unchanged.

Please do contact me if you require any further information.

Yours sincerely



**Boris Johnson**  
Mayor of London

Enc.

# GREATER LONDON AUTHORITY

## Mayor's Office

City Hall  
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**Jennette Arnold OBE AM**  
Chair of the London Assembly  
City Hall  
The Queen's Walk  
London SE1 2AA

Date:

01 JUN 2012

Dear Jennette

### **Section 67 (1) (a) and (1) (b) appointments**

I am writing to advise you of the appointments I have made under section 67 (1) (a) and 67 (1) (b) of the GLA Act 1999.

I have established the role of Chief of Staff and Deputy Mayor, Policy and Planning and have re-appointed Sir Edward Lister with effect from 7 May 2012. The salary for the role will be £139,000. I considered the salary for this post and decided that this salary is commensurate with the breadth and level of accountability of the role, and now is appropriate when benchmarked against my other advisors and the GLA Executive Directors.

I have established the role of Deputy Mayor, Transport and am appointing Isabel Deding to the role, with effect from 7 May 2012. Isabel will be on secondment to the GLA from TfL from 7 May 2012 and will be appointed as a GLA employee with effect from 18 June 2012.

I have established the role of Deputy Mayor, Education and Culture and appointed Munira Mirza with effect from 7 May 2012.

I have established the role of Deputy Mayor, Housing, Property and Land and appointed Richard Blakeway with effect from 7 May 2012.

I have established the role of Mayoral Director, Marketing and London 2012 Communications and appointed Dan Ritterband to the role with effect from 7 May 2012.

I have established the role of Director of Communications and have appointed Will Walden to the role with effect from 2 July 2012.

The salary for all the appointments above, with the exception of Sir Edward Lister, will be £127,784. This has been the salary for my most senior appointments and has not changed since 2008. You will be aware that this is a salary that I adopted from the benchmark adopted by the previous administration and I have chosen not to increase this ceiling over recent years.

# GREATERLONDONAUTHORITY

All these appointments were made under Section 67(1) (b) of the GLA Act and all appointees, with the exception of Will Walden, were interviewed during my last term in office and were appointed on merit. Will Walden was interviewed by a panel, chaired by me, on 24<sup>th</sup> May 2012 and was appointed on merit.

I have established the role of Mayoral Advisor, Environment and Political Affairs (under section 67 (1) (a) of the GLA Act 1999) and appointed Matthew Pencharz to this role with effect from 14 May 2012. He was re-appointed as Political Advisor from 7 May 2012. Matthew was interviewed and appointed on merit for the role of Mayoral Advisor, Environment. His salary will be £70,000 and this will include remuneration for being my appointee on the London Waste and Recycling Board. I believe this salary appropriately reflects the increased accountabilities of the role.

All the appointments will be on GLA generic terms and conditions of employment.

I intend to publish all the job descriptions on the GLA website as soon as possible.

Yours ever,

A handwritten signature in black ink, appearing to be 'Boris Johnson', written in a cursive style.

**Boris Johnson**  
Mayor of London



# GREATER LONDON AUTHORITY

## Mayor's Office

### **Jennette Arnold OBE AM**

Chair of the London Assembly  
City Hall  
The Queen's Walk  
More London  
London SE1 2AA

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**Our ref:**

**Date: 28 JAN 2013**

Dear Jennette

### **Section 67 (1) (a) appointment**

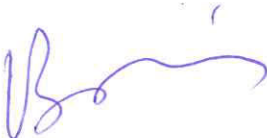
I am writing to advise you of the recent appointment I have made under section 67 (1) (a) of the GLA Act 1999.

I have established the role of Cycling Commissioner and will appoint Andrew Gilligan to this role, with effect from 28 January 2013. So you are aware, I did chair an interview with Mr Gilligan to ensure he was an appropriate appointment. The interview panel consisted of my Chief of Staff, the Head of Paid Service and my Deputy Mayor for Transport. I believe Mr Gilligan is very suited to the role and his drive, determination and ideas will be valuable assets in pressing forward with my cycling agenda.

Mr Gilligan will work two days per week and will be paid £38,000 per annum (£95,000 pro rata). All other terms and conditions of employment will be in line with my other mayoral appointments and GLA staff. I have agreed that Mr Gilligan can continue to work as a journalist. He has been advised of the political restriction rules, the Use of GLA Resources guidance and the requirements for staff to declare conflicts of interest.

The job description for the role will be posted on the GLA website.

Yours ever,



**Boris Johnson**  
Mayor of London

# GREATER LONDON AUTHORITY

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**Jennette Arnold OBE AM**

City Hall  
The Queen's Walk  
More London  
London SE1 2AA

Date:

**22 MAR 2013**

Dear Jennette

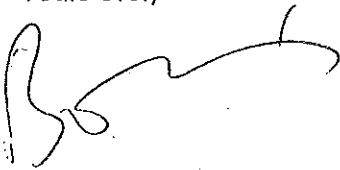
**Re: Andrew Gilligan**

I am writing to advise you of a change in the terms of a recent appointment I have made under section 67 (1) (a) of the GLA Act 1999.

I have decided to raise the number of days worked by Andrew Gilligan, the Cycling Commissioner, from two to three a week. His salary will rise pro-rata in line with this. My recent Vision for Cycling outlines a significantly increased level of ambition and activity in cycling. As the Adviser responsible for overseeing the delivery of the Vision, Mr Gilligan's workload will be, indeed already is, substantially more than can be accommodated in two days. His other terms and conditions will not change.

I am proposing that this takes effect from 25 March 2013.

Yours ever,



**Boris Johnson**  
Mayor of London

# MAYOR OF LONDON

**Tony Arbour AM**

Chair of the London Assembly  
City Hall  
The Queen's Walk  
More London  
London SE1 2AA

**Our ref:** arbour1605

**Date:** 18 MAY 2016



## **Section 67 (1) appointments**

I write to inform you of the appointments I have made in line with section 67 (1) of the GLA Act 1999 (as amended). I should be grateful if you could inform the Assembly of these appointments which took effect from 9 May 2016.

I have appointed the following under section 67 (1) (a) of the GLA Act 1999 (as amended):

1. Patrick Hennessy, Mayoral Director, Communications. The annual salary for this post will be £120,000.
2. Jack Stenner, Mayoral Director, Political and Public Affairs. This post is a Grade 15 post with a starting salary of £105,893.

I am confident that these candidates have the knowledge, skills and experience to undertake the roles to which they have been appointed.

I have appointed the following under section 67 (1) (b) of the GLA Act 1999 (as amended):

3. David Bellamy, Chief of Staff. The annual salary for this post will be £131,901.
4. Leah Kreitzman, Mayoral Director, External and International Relations. This post is a Grade 15 post with a starting salary of £105,893.
5. Nick Bowes, Mayoral Director for Policy. This post is a Grade 15 post with a starting salary of £105,893.

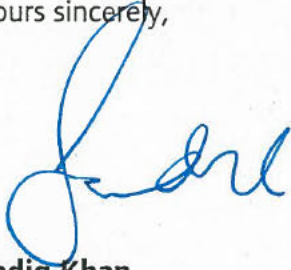
The appointments were made on merit and involved an interview process, in accordance with the merit requirements under section 67 (6) of the GLA Act.

I requested that the roles be evaluated in line with normal GLA processes (the Hay evaluation method) to ensure that the salaries are appropriate and reflect the requirements of the roles.

## MAYOR OF LONDON

The terms of appointment will mirror normal GLA terms and conditions. The job descriptions for the roles will be posted on the GLA website.

Yours sincerely,



**Sadiq Khan**  
Mayor of London

# MAYOR OF LONDON

**Tony Arbour**

Chairman of the London Assembly  
City Hall  
The Queen's Walk  
More London  
London SE1 2AA

**Our ref:** arbour0507

**Date:** 11 JUL 2016

*Dear Chairman Arbour,*

**Section 67 (1) (a) and (b) appointments**

I write to inform you of the appointments I have made in line with section 67 (1) (a) and (b) of the GLA Act 1999 (as amended). I should be grateful if you could inform the Assembly of these appointments.

I have appointed Rajesh Agrawal, under section 67 (1) (a) of the GLA Act 1999 to be Deputy Mayor for Business, with effect from 4 July 2016. Rajesh will work with me to champion London's interests following the EU referendum, protecting jobs and growth while the negotiation process takes place. Rajesh is a fin-tech entrepreneur and innovator and grew a two-person enterprise into a multi-million pound business.

I have appointed Jules Pipe CBE as Deputy Mayor for Planning, Regeneration and Skills under section 67 (1) (b) of the GLA Act. He will take up the role on 1 August 2016. He will work on my priorities including the revision of the London Plan, major regeneration projects across the capital, providing young people with skills for their future careers, and ensuring London's infrastructure needs are delivered to benefit all Londoners. He has unrivalled knowledge both of London government and the unique challenges the capital faces in the aftermath of the EU referendum result.

I have appointed Justine Simons OBE as Deputy Mayor for Culture, under section 67 (1) (b) of the GLA Act 1999, with effect from 4 July 2016. Justine Simons will deliver my ambitious programme for the city's cultural well-being, bringing communities together, and ensuring London's ongoing status as a globally attractive destination for business. Justine has worked at a senior level in London's cultural sector, both in policy roles and as a practitioner, for over 20 years, including 12 years at City Hall.

I made a decision to move Jack Stenner, Mayoral Director, Political and Public Affairs from a section 67 (1) (a) appointment to a section 67 (1) (b) appointment. He was interviewed on 1 July 2016 to enable the appointment to be made on merit. There are no further changes to his terms and conditions.

## MAYOR OF LONDON

The roles have been evaluated. I have decided that the salaries for the Deputy Mayors will be £125,000, in line with my other Deputy Mayors. The terms of appointment will mirror normal GLA terms and conditions. The job descriptions for the roles will be posted on the GLA website.

Yours sincerely,



**Sadiq Khan**  
Mayor of London

██████ Handover 12 – 25 July

[ other sections not in scope ]

### **Mayoral Appointments**

Tracker

██████ [Recruitment\Election Appointments\Election Appointments Tracker.xlsx](#)

File

██████ [\Recruitment\Election Appointments](#)

### **Rajesh Agrawal – Deputy Mayor for Business**

Contract & offer sent. All forms returned and ██████ met for induction. Awaiting starter checklist tax information tick box, before processing on payroll. ██████ is aware of status. ██████ created position – 003264

Start date 04 July 2016

Pack in drawer 8

Hoping to process on payroll before I go.

For all details see tracker.

[ other sections not in scope ]