

# GREATER LONDON AUTHORITY

## REQUEST FOR MAYORAL DECISION – MD2996

### Title: 2022-23 pay award for the GLA's Statutory Officers and Mayoral appointees

#### Executive Summary:

The Chief Officer has agreed the 2022-23 pay award for GLA staff with Unison, and the pay award has been confirmed via CO385.

There are two groups of staff whose pay awards are not included in the Chief Officer's decision: the GLA's three 'statutory officers', and the Mayor's appointees. This Mayoral Decision deals with the pay award to these two groups.

The GLA has three statutory officers: the Head of Paid Service (HoPS), the Chief Finance Officer and the Monitoring Officer. These three appointments, and the terms and conditions of their contracts, are approved by joint decisions of the Mayor and the London Assembly. The Mayor is requested to agree to: an increase of 2 per cent for 2022-23 for the Chief Officer (who fulfils the statutory HoPS function) and the Executive Director of Resources (who fulfils the statutory Chief Finance Officer function); and the additional allowance awarded to the postholder carrying out the duties of Monitoring Officer. This is consistent with the pay award agreed on 26 April 2022 for GLA staff at Grades 13 and above. The London Assembly is due to consider the proposal in respect of statutory officers at its meeting of 9 June 2022.

The Mayor's appointees are the 13 staff appointed by the Mayor under section 67(1) of the GLA Act 1999 (as amended). This Mayoral Decision confirms the Mayor's intention to award an increase of 2 per cent to these staff, again in line with the award agreed for GLA staff at Grades 13 and above.

#### Decision:

That the Mayor:

- noting that it is a joint decision with the London Assembly, confirms that a pay award of 2 per cent for 2022-23 should be made to the GLA's Chief Officer and the Executive Director of Resources; and that the Monitoring Officer allowance paid to the member of staff undertaking that role should also be increased by 2 per cent
- confirms that a pay award of 2 per cent should also be awarded to the 13 Mayoral appointees, in accordance with section 67(1) of the GLA Act 1999 (as amended).

#### 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:

18/5/22

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

### **Decision required – supporting report**

#### **1. Introduction and background**

- 1.1 On 24 February 2022, Unison proposed a tapered pay award for GLA staff for 2022-23:
- Grades 1 to 6: a 6 per cent increase
  - Grade 7: a 4 per cent increase
  - Grades 8 and 9: a 3 per cent increase
  - Grades 10 to 15: a 1 per cent increase.
- 1.2 It was the Chief Officer's view that a more equitable position would be an award of 3 per cent to all staff in light of: a six-year run of tapered pay awards; and the fact that all staff have contributed hugely to the GLA's work across the last, very difficult, couple of years.
- 1.3 The Chief Officer's counter-offer, accepted by Unison on behalf of their members on 13 April, was:
- Grades 1 to 12: a 3.2 per cent increase
  - Grades 13 upwards: a 2 per cent increase.
- 1.4 The Mayor and the London Assembly were consulted on the Chief Officer's proposal; and the final agreement on the GLA staff pay award has been confirmed via CO385.
- 1.5 The Chief Officer is grateful to Unison for its active participation in the pay talks and its prompt responses during the negotiation. Both parties were very keen to reach a swift resolution this year, so that staff could start benefitting from the agreed award as soon as possible and in contrast to previous practice at the GLA. The pay award has been implemented in the May payroll, backdated to 1 April 2022.
- 1.6 There are two groups of staff whose pay awards are not included in the Chief Officer's decision: the GLA's three statutory officers and the Mayor's appointees. This Mayoral Decision deals with the pay award to these two groups.

#### **2. Objectives and expected outcomes**

- 2.1 The Mayor must determine the pay award for the 13 staff appointed directly by him under section 67(1) of the GLA Act 1999 (as amended).
- 2.2 The 2022-23 pay award proposed for the statutory officers and Mayoral appointees is an increase of 2 per cent, which is the same as that being awarded to all other GLA staff on Grades 13 and above, the appropriate equivalent for these roles.

### **3. Equality comments**

- 3.1 The pay award will apply to the Statutory Officers and Mayoral appointees based on a standard percentage increase of 2%. 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 for the GLA's statutory officers in line with sections 72, 73 and 127A of the GLA Act 1999 (as amended), noting that the Monitoring Officer role is being carried out by a postholder in addition to their existing substantive role. The pay for that postholder's existing substantive role is settled through the staff pay award in the normal way.
- 4.2. In accordance with the GLA Head of Paid Service Staffing Protocol and Scheme of Delegation (the "Staffing Protocol"), formal consultation with Unison was required for this proposal as it relates to changing the terms and conditions of employment of existing employees.
- 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 Advisor is impacted by this decision, and therefore has a potential conflict. Accordingly, it has been reviewed by the Chief of Staff based on the instructions of the Mayor.

### **5. Financial comments**

- 5.1 A sum of £2.17m has been provided for in the GLA's 2022-23 budget for a potential pay award to GLA staff and elected members. The proposals recommended in this paper are contained within this financial envelope.
- 5.2 The pay award for the statutory officers and Mayoral appointees will be processed as soon as practicable and backdated to 1 April 2022.

### **6. Legal comments**

- 6.1. The Mayor and the London Assembly, acting jointly, have the power to determine remuneration 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 amended) and section 5.1 of the Statutory Officer Protocol.
- 6.2. The Mayor's approval to changes to the remuneration of the statutory officers must be given via a Mayoral Decision Form. The full London Assembly must decide any changes to the statutory officers' terms and conditions.
- 6.3. 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 HoPS should normally also apply to the three statutory officers.
- 6.4. The Mayor has the power to determine the remuneration of the 13 staff appointed directly by him under section 67(1) of the GLA Act 1999 (as amended).

### **7. Planned delivery approach and next steps**

Activity	Timeline
Agreement of decision	May 2022
Implementation of pay deal backdated to April 2022	June 2022

### **Appendices and supporting papers:**

Appendix 1 – CO385 Implementation of GLA 2022 pay award

Appendix 2 – GLA Oversight Committee paper dated 26 April 2022 re: pay award for all staff

**Public access to information**

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**

**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:**

Raj Bhamber 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 16 May 2022.

✓

**ASSISTANT DIRECTOR, FINANCIAL SERVICES:**

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

**Signature**

*Anna Casbolt*

**Date**

16/5/22

**CHIEF OF STAFF:**

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

**Signature**

*D. Bellamy*

**Date**

16/5/22

