

Subject: Pay Award 2017-18 for GLA Statutory Officers

Report to: London Assembly

Report of: Head of Paid Service

Date: 21 December 2017

This report will be considered in public

1. Summary

- 1.1 This report asks the Assembly to agree to the proposed pay award for 2017/18 for the GLA's Statutory Officers.

2. Recommendations

- 2.1 **That the Assembly, noting that it is a joint decision with the Mayor, confirms that the pay award of 1% made to senior GLA staff should also be made to the Head of Paid Service and the Executive Director of Resources, as Statutory Officers.**
- 2.2 **That the Assembly notes that, in accordance with the Senior Salaries Review Body (SSRB) recommendation made and agreed in 2009, the local government pay settlement of 1% for 2017-18 will be applied to the pay of the Mayor and Assembly Members.**

3. Background

- 3.1 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.
- 3.2 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.

4. Issues for Consideration

- 4.1 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).

4.2 The table below sets out the pay awards to GLA staff, Assembly Members and Statutory Officers 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

4.3 The Mayor 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.

5. Legal Implications

5.1 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.

5.2 The Mayor and the Assembly agreed the SSRB recommendations in 2009 that pay increases for Assembly Members and the Mayor should mirror future local government pay awards. The local government pay award this year is a 1% rise. This rise will therefore be applied to the Mayor and Assembly Members. As the formula for calculating pay rises (in line with local government awards) was decided in 2009, the Assembly and the Mayor are simply asked to note the position.

6. Financial Implications

6.1 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.

6.2 The impact on future years' budgets, starting in 2018-19, will be shown in the GLA sections of the Group budget on which the Assembly will be consulted shortly.

List of appendices to this report: None.

Local Government (Access to Information) Act 1985

List of Background Papers: None

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