

# Subject: Pay Award 2019-20 for GLA Statutory Officers

**Report to: London Assembly**

**Report of: Assistant Director of Finance & Governance**

**Date: 5 September 2019**

**This report will be considered in public**

## 1. Summary

- 1.1 This report asks the Assembly to agree to the proposed pay award for 2019/20 for the Greater London Authority's ('GLA') Statutory Officers.

## 2. Recommendations

- 2.1 **That the Assembly, noting it as a joint decision with the Mayor, agrees that a pay award of 2% be made to the Chief Officer and the Executive Director of Resources, and that the Monitoring Officer allowance awarded to the Executive Director of Communities & Intelligence is increased by 2%.**
- 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 2% for 2019-20 will be applied to the pay of the Mayor and Assembly Members.**

## 3. Background

- 3.1 The Chief Officer received a pay claim from UNISON and consulted with the GLA Oversight Committee at its meeting on 16 July 2019 regarding the claim. The following pay award for GLA staff has now been accepted by UNISON on behalf of its members:
- 2.5% for Grades 1 to 6; and
  - 2% for Grades 7 and above.
- 3.2 The award proposed by the Chief Officer took account of the desirability of weighting the pay award towards the lowest grades; comparison with local government, central government and functional body pay settlements; and affordability.

## 4. Issues for Consideration

- 4.1 The Assembly and Mayor must determine the pay award for the GLA's statutory officers in line with Sections 72 and 127 of the GLA Act 1999 (as amended), noting that the Monitoring Officer role is in addition to an existing substantive role. The pay of that substantive role is settled through the staff pay award in the normal way. This decision therefore relates to the Chief

Officer (the statutory Head of Paid Service function is intrinsic to that role), the Executive Director of Resources (the statutory Chief Finance Officer function is intrinsic to that role), and the additional allowance awarded to the postholder of an existing substantive role for carrying out the duties of Monitoring Officer.

4.2 The table immediately below sets out GLA pay awards to GLA staff since 2011-12.

<b>Year</b>	<b>GLA</b>	<b>Comment</b>	<b>NJC figure</b>	<b>Mayoral appointments</b>
<b>2018-19</b>	2% for all Grades 1 to 15 and Executive Directors A further 1% for GLA Grades 1 to 6.	In response to a tapered claim from Unison.	2%	2%
<b>2017-18</b>	3% for Grades 1-5 2% for Grades 6-10 1% for Grades 11 +	In response to tapered claim from Unison	1%	1%
<b>2016-17</b>	2% for Grades 1-5 1.5% for Grades 6-8 1% for Grades 9-15	In response to tapered claim from Unison.	1%	1%
<b>2014-15 &amp; 2015-16</b>	2.2%	15-month award covering 1 January 2015 to 31 March 2016	2.2% (1 January 2015 – 31 March 2016)	2.2%
<b>2013-14</b>	1% plus non-consolidated amounts	2.5% grades 1-4 2% grades 5-7 1.5% grades 8-10 & 1% grades 11. <i>N.B. only 1% added to pay scales with the remainder paid as a one-off payment.</i>	1%	1%
<b>2012-13</b>	Nil		Nil	Nil
<b>2011-12</b>	4% for Grades 1-3 0% otherwise		Nil	Nil

- 4.3 The pay award proposed for the Statutory Officers for 2019-20 is the same as that to be awarded to all other GLA staff on Grades 7 and above.
- 4.4 If agreed by the Assembly and Mayor, this pay award will be processed in the September 2019 payroll and backdated to 1 April 2019.
- 4.5 The Sponsoring Director for this decision is the Assistant Director of Finance & Governance as the Chief Officer and the Executive Director of Resources have a conflict of interest.

- 4.6 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 2% local government settlement will therefore be applied to the Mayor's and Assembly Members' pay for 2019/20 and will be backdated to 1 April 2019.

## 5. Legal Implications

- 5.1 The Mayor and the Assembly have the power to determine pay for Statutory Officers in line with sections 72 and 127 of the GLA Act 1999 (as amended). Furthermore, under section 5.1 of the Statutory Officer Protocol, the Mayor and the Assembly are required, acting jointly, to determine the terms and conditions of the statutory officers (including as to remuneration). The Mayor and Assembly therefore have the power to confirm the pay award be made to the Statutory Officers.
- 5.2 The Mayor's approval must be given via a Mayoral Decision Form. The full Assembly must decide any changes to the Statutory Officers' terms and conditions (including as to remuneration).
- 5.3 By adopting the Statutory Officer Protocol, the Mayor and Assembly jointly agreed that, as a matter of principle, standard terms and conditions that apply to all staff appointed by the Head of Paid Service (the "HoPS"), should normally also apply to the Statutory Officers.
- 5.4 This report asks the Assembly to agree that a pay award of 2% for 2019-20 should be made to the GLA'S Chief Officer and Executive Director of Resources as statutory officers, and that the Monitoring Officer allowance awarded to the Executive Director of Communities & Intelligence should also be increased by 2%.
- 5.5 The then Mayor and the then 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 in 2019-20 is a 2% rise. Therefore, this rise will 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 201-98-20 pay award for the Mayor, Assembly Members and statutory officers has been built into the GLA budget for 2019-20.

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### List of appendices to this report:

None

### Local Government (Access to Information) Act 1985

List of Background Papers:

None

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