

**Subject:** Annual Salary Review for Financial Year 2016/17  
**Meeting date:** 2 March 2016  
**Report to:** Chairman's Committee  
**Report of:** Sally Hopper, Head of HR

---

This report will be considered in public

---

## **1. SUMMARY**

- 1.1. This report provides an update to the Chairman's Committee in relation to the Annual Pay review for LLDC's staff.
- 1.2. The Committee last discussed this matter at its meeting on 4 February 2015.
- 1.3. A report is included on Part 2 of the agenda, which contains exempt supplemental information. The information is exempt by virtue of paragraphs 3 of Schedule 12A in that it contains information relating to the financial or business affairs of the London Legacy Development Corporation (LLDC).

## **2. RECOMMENDATION**

- 2.1. **The Committee is asked to note this report and agree the recommendations in the Report in Part 2 of the agenda.**

## **3. BACKGROUND**

- 3.1. On 3 December 2013 the Chairman's Committee approved the implementation of a pay and grading review. The outcome of the Legacy Corporations' pay and grading review was implemented from 1 April 2014.
- 3.2. The Chairman's Committee agreed a salary uplift for LLDC staff at its meeting on 4 February 2015.

## **4. FINANCIAL IMPLICATIONS**

- 4.1. The Executive Director of Finance and Corporate Services has reported that the financial position is expected to remain challenging, in the light of revenue and capital risks against budgeted funding provision, as set out in the papers on the 2016-17 budget and Ten Year Plan.
- 4.2. Further detail is set out in the Part 2 report.

## **5. LEGAL IMPLICATIONS**

- 5.1. Paragraph 5(6) of Schedule 21 to the Localism Act 2011 provides that the Corporation may determine the rates and eligibility criteria for payments (including remuneration, travelling and other allowances, pensions and gratuities) with the agreement of the Mayor. On 27 March 2012 the Mayor of London issued Mayoral Direction MD991 in which the Mayor approved the terms and conditions on which staff of the Corporation are to be appointed, and the rates and eligibility criteria for staff remuneration, travelling and other allowances and pensions and gratuities (as set out in the Mayoral Direction) and delegated to the Corporation the approval of

any subsequent changes to them following consultation with the Mayor. This consultation is in progress and an update will be provided at the meeting. The proposed recommendations are in line with the approved LLDC salary policy.

## **6. EQUALITIES IMPACT ASSESSMENT**

- 6.1. The recommendations in the Part 2 report applies to the whole workforce and the outcome will be assessed as part of the annual equalities assessment of reward.

## **7. LIST OF APPENDICES TO THIS REPORT**

- 7.1. None

### **List of Background Papers**

Papers for the meeting of the Chairman's Committee 4 February 2015 (Annual remuneration review – exempt information)

Papers for the meeting of the Chairman's Committee 3 December 2013 (One Organisation – Pay and Grading Review – exempt information).

**Report originator(s):**

Sally Hopper

**Telephone:**

020 3288 8893

**Email:**

[sallyhopper@londonlegacy.co.uk](mailto:sallyhopper@londonlegacy.co.uk)