

# GREATER LONDON AUTHORITY

## REQUEST FOR MAYORAL DECISION – MD2329

### Title: Pay award for 2018-19 for the GLA's statutory officers

#### Executive summary

This decision form asks the Mayor to agree to a pay award of 2% for 2018-19 for the GLA's Head of Paid Service and Executive Director of Resources as statutory officers, noting that:

- It is a joint decision with the Assembly and that the Assembly agreed the award at its meeting on 19 July 2018;
- The Head of Paid Service has agreed a 2018-19 pay award for GLA staff which is set at 3% for Grades 1 to 6 and at 2% for Grades 7 and above;
- The Mayor has agreed (via MD2067) that the equivalent staff pay award – 2% in this case – will be automatically applied to the Mayor's 13 GLA staff appointees throughout this Mayoral term;
- The substantive pay of the other statutory officer – the Monitoring Officer – is settled through the staff pay award; and
- In accordance with the Senior Salaries Review Body (SSRB) recommendation adopted by the then Mayor (via MD493) and Assembly in 2009, the local government pay settlement of 2% for 2018-19 will be automatically applied to the pay of the Mayor and Assembly Members.

#### Decision

That the Mayor, noting that it is a joint decision with the Assembly, confirms that a pay award of 2% for 2018-19 should be made to the GLA's Head of Paid Service and Executive Director of Resources as statutory officers.

#### Mayor of London

I have a disclosable pecuniary interest in relation to this item, arising from the fact that this form includes information regarding the pay for the Mayor and Assembly Members. Specifically, it explains that 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 and that the 2% local government settlement will therefore be applied to the Mayor's and Assembly Members' pay for 2018-19.

However, the Monitoring Officer has previously granted a dispensation to me as Mayor, and to, Assembly Members, lasting until the end of the current mayoral term, in order that we are properly able to take decisions on matters relating to our remuneration. This dispensation was because, noting the provisions of section 24 of the Greater London Authority Act 1999 which require decisions about Members' salary and expenses to be made by the Mayor and the Assembly acting jointly, and having had regard to all relevant circumstances, the Monitoring Officer considered that, without the dispensation, the number of persons prohibited from participating in decisions on GLA Members' remuneration would be so great as to impede the transaction of the business.

The request set out in this form has my approval.

Signature:



Date:

31/7/18 31/7/18

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

### Decision required – supporting report

#### 1. Background

- 1.1 The Head of Paid Service, following receipt of a pay claim from Unison, has agreed that staff in the GLA should receive the following pay award:
- 3% for staff on Grades 1 to 6; and
  - 2% for staff on Grades 7 and above.
- 1.2 The Mayor and Assembly have been consulted on this proposal. The Assembly considered its response at the 17 July 2018 meeting of its GLA Oversight Committee.
- 1.3 The Head of Paid Service took 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.

#### 2. Issues for Consideration

- 2.1 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), noting that the substantive pay of the Monitoring Officer is settled through the senior staff pay award.
- 2.2 The table below sets out the pay awards to GLA staff, including statutory officers, and to the Mayor and Assembly Members since 2011.

Year	GLA	Comment	NJC figure	Mayoral appointments
2017/18	<ul style="list-style-type: none"> <li>• 3% for Grades 1-5</li> <li>• 2% for grades 6-10</li> <li>• 1% for Grades 11 +</li> </ul>	In response to tapered claim from Unison	1%	1%
2016/17	<ul style="list-style-type: none"> <li>2% for Grade 1-5</li> <li>1.5% for Grade 6-8</li> <li>1% for Grade 9-15</li> </ul>	In response to tapered claim from Unison.	1%	1%
2014/15 & 2015/16	2.2%	15-month award covering 1 January 2015 to 31 March 2016	2.2% (1 January 2015 – 31 March 2016)	2.2%
2013/14	1% plus non-consolidated amounts	<ul style="list-style-type: none"> <li>2.5% grades 1-4</li> <li>2% grades 5-7</li> <li>1.5% grades 8-10 &amp;</li> <li>1% grades 11.</li> </ul> Only 1% added to pay scales the remainder paid as a one-off payment.	1%	1%
2012/13	Nil		Nil	Nil
2011/12	4% for grade 1-3, 0% for all other grades		Nil	Nil

- 2.3 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 2018-19.
- 2.4 In addition, the Mayor has agreed (via MD2067) that the senior GLA staff pay award will be automatically applied to the Mayor's 13 GLA staff appointees throughout this Mayoral term.
- 2.5 The pay award will be processed in the September 2018 payroll.

### **3. Legal Implications**

- 3.1 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.

### **4. Financial Implications**

- 4.1 A 2% pay award for 2018-19 for the Mayor, Assembly Members and all GLA staff has been built into the GLA budget for 2018-19.
- 4.2 The award of 3% for Grades 1 to 6 would cost an additional £67,000 in 2018-19. That sum can be met from existing contingencies.

### **Appendices**

None.

**Public access to information**

Information in this form (Part 1) is subject to the Freedom of Information Act 2000 (FOI Act) 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 approval or on the defer date.

**Part 1 Deferral:**

**Is the publication of Part 1 of this approval to be deferred? NO**

**Part 2 Confidentiality:** Only the facts or advice considered to be exempt from disclosure under the FOI Act should be 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:**

Tom Middleton has drafted this report in accordance with GLA procedures and confirms the following:

✓

**Sponsoring Director:**

Martin Clarke 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 23 July 2018.

**EXECUTIVE DIRECTOR, RESOURCES:**

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

Signature

*Tom Middleton*  
TOM MIDDLETON

Date

30-07-18

on BEHALF OF MARTIN CLARKE

**CHIEF OF STAFF:**

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

Signature

*A Bellamy*  
A Bellamy

Date

30-07-18.