

GREATER LONDON AUTHORITY

REQUEST FOR MAYORAL DECISION – MD3255

Title: 2024-25 pay award for the GLA's Mayoral Appointees and Statutory Officers

Executive Summary:

The Chief Officer has agreed the 2024-25 pay award for GLA staff and the pay award has been confirmed via CO600. There are two groups of staff whose pay awards are not determined by the Chief Officer: the 13 GLA staff appointed by the Mayor under section 67(1) of the Greater London Authority Act 1999 (as amended) (the "GLA Act") (the "Mayoral Appointees") and the GLA's three Statutory Officers. This Mayoral Decision relates to the pay award to these two groups.

The terms and conditions of the 13 Mayoral Appointees are determined by the Mayor in accordance with section 70(1) of the GLA Act. This Mayoral Decision invites the Mayor to confirm a pay award of 4.5 per cent to these staff, in line with the pay award agreed for staff at Grades 1-15 and spot rates.

The terms and conditions of the Statutory Officers (Head of Paid Service; Chief Finance Officer; and Monitoring Officer) are approved by joint decisions of the Mayor and the London Assembly. The Mayor is invited to agree a pay award of 4.5 per cent to the staff fulfilling these statutory roles. This, too, is in line with the pay award agreed for staff at Grades 1-15 and spot rates. The London Assembly is due to consider this proposal for the Statutory Officers on 7 March 2024.

Decision:

That the Mayor:

1. confirms a pay award of 4.5 per cent to the 13 Mayoral Appointees
2. noting that this is a joint decision with the London Assembly, confirms a pay award of 4.5 per cent, to the GLA's Statutory Officers – Head of Paid Service, Chief Finance Officer, and Monitoring Officer.

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:

4/3/24

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

Decision required – supporting report

1. Introduction and background

- 1.1. Unison asked the GLA's Chief Officer to make the first offer in the negotiations for the 2024-25 annual pay award. The GLA started with a proposal to offer a 4 per cent increase to all posts at Grades 1- 15 and spot rates.
- 1.2. It was the clear view of the GLA from the beginning of negotiations that an undifferentiated pay award for 2024-25 would be preferable, in order not to exacerbate existing anomalies within our pay structure – where in some cases the pay in one grade overlaps with the pay in another. It was also the view of the Chief Officer that this approach should apply to all staff, regardless of their grade.
- 1.3. The Chief Officer's final formal offer to Unison for the 2024-25 pay award was made on 26 January 2024. It was a 4.5 per cent pay award to Grades 1-15 and spot rates.
- 1.4. The Chief Officer's offer was accepted by Unison on behalf of their members on 26 February 2024.
- 1.5. The Mayor and the London Assembly were consulted on the Chief Officer's proposal (Appendix 1).
- 1.6. Final agreement on the GLA staff pay award has been confirmed via CO 600 (Appendix 2).
- 1.7. The pay award will be implemented in the 15 May 2024 payroll, backdated to 1 April 2024.
- 1.8. There are two groups of staff whose pay awards are not included in the Chief Officer's decision: the 13 Mayoral Appointees whose pay awards are determined by the Mayor; and the three Statutory Officers whose pay awards are a joint decision of the Mayor and the London Assembly. This Mayoral Decision relates to the pay award to these two groups.

2. Objectives and expected outcomes

- 2.1. Under section 70(1) of the GLA Act, it is for the Mayor to determine the pay award for the 13 Mayoral Appointees under section 70(1) of the GLA Act. The London Assembly and the Mayor, acting jointly, determine the pay award for the GLA's Statutory Officers in accordance with section 72 (Head of Paid Service), section 73 (Monitoring Officer) and section 127A (Chief Finance Officer) of the GLA Act 1999. The GLA's Chief Officer holds the post of Head of Paid Service, and the Interim Chief Finance Officer, holds the post of statutory Chief Finance Officer.
- 2.2. The 2024-25 pay award proposed for the Mayoral Appointees and Statutory Officers is an increase of 4.5 per cent, which is the same as that being awarded to all other GLA staff on Grades 1-15 and spot rates.

3. Equality comments

- 3.1. The pay award applied to the Mayoral Appointees and Statutory Officers is based on a standard percentage increase of 4.5 per cent. Therefore, no negative impacts upon any of the recipients are expected. By applying the same percentage increase to all staff there is no disproportionate impact on any individual with a protected characteristic within the meaning of the Equality Act 2010.

4. Other considerations

- 4.1. The sponsoring Assistant Director for this decision is the Assistant Director, Financial Services, as the Chief Officer and the Interim Chief Finance Officer have a conflict of interest.
- 4.2. Every Mayoral Appointee is impacted by this decision, and therefore has a potential conflict. Accordingly, it has been reviewed by the Chief of Staff based on the instruction of the Mayor.
- 4.3. The Deputy Mayor for Policing and Crime (DMPC) is employed by MOPAC and is therefore not subject to this GLA decision. MOPAC's policy is that the DMPC should be paid the same as other GLA full-time Mayoral Appointees and MOPAC is therefore expected to adopt the same salary increase for the DMPC.

5. Financial comments

- 5.1. A sum of £4.7m has been provided for in the GLA's 2024-25 budget for a pay award.
- 5.2. The proposals recommended in this paper are contained within this financial envelope, which is subject to formal approval by the Mayor of the GLA: Mayor budget for 2024-25.

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 the following sections of the GLA Act 1999: 72 (1C) in relation to the Head of Paid Service; 73 (1C) in relation to the Monitoring Officer; and 127A(3) in relation to the Chief Finance Officer.
- 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 whether to agree to any changes to the Statutory Officers' terms and conditions including remuneration.
- 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 Head of Paid Service should normally also apply to the three Statutory Officers.
- 6.4. Under section 70(1) of the GLA Act, the Mayor has the power to determine the remuneration of the 13 Mayoral Appointees appointed by him under section 67 (1) of the GLA Act.

7. Planned delivery approach and next steps

Activity	Timeline
Agreement of decision	March 2024
Implementation of pay award backdated to 1 April 2024	May 2024

Appendices and supporting papers:

Appendix 1: GLA Oversight Committee – GLA Pay Award

Appendix 2: Chief Officer Decision Pay Award 2024-25

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:

Ian Dunlop 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 4 March 2024.

✓

INTERIM CHIEF FINANCE OFFICER:

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

Signature:



Date:

04/03/2024

CHIEF OF STAFF:

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

Signature:



Date:

04/03/2024