

Information about senior officers' salaries

We believe that it is important to be open and transparent about what we pay our senior members of staff, our 'Chief Officers'. This includes the following posts:

- Chief Executive
- Corporate Director, Policy and Public Affairs
- Corporate Director, Services
- Director, Corporate Resources
- Director, Corporate Governance
- Interim Director, Finance, Performance and Procurement
- Director, Transport & Mobility
- Director of Communications
- Chief Contracts Officer
- Chief Adjudicator (Environment and Traffic)
- Chief Adjudicator (Road User Charging)
- Strategy and Planning Director
- Strategic Lead, Health & Adult Social Care
- Strategic Lead, Finance, Performance and Procurement

Our [staff structure charts](#) give further information about the areas of responsibility assigned to each post.

Chief Officers' Remuneration 2016-17

The pay bands for our Chief Officers are listed in the table below.

CHIEF OFFICERS	Grade	Spine	Salary - FTE	No.	Job Titles	Current post-holder	Notes
Chief Exec	CO-CEX	-	148,470	1.00	Chief Executive	John O'Brien	Post eligible for a performance related bonus payment of up to 6% of total salary scheme.
Interim Director – Policy Projects	CO	-	136,350	0.60	Interim Director, Finance, Performance & Procurement	Guy Ware	Level determined using the Hay Job Evaluation Scheme
Corporate Director	CO-A1	540	117,958	2.00*	Corporate Director, Policy and Public Affairs Corporate Director, Services	Dick Sorabji	Level determined using the Hay Job Evaluation Scheme
	CO-A2	542	120,028			Nick Lester-Davis (*Retired from London Councils 31/12/16)	
	CO-A3	544	122,099				
	CO-A4	546	124,169				
Senior Programme Director	COC-AA1	600	110,000	1.00	Director, Transport & Mobility	Spencer Palmer (from 1/5/16)	Level determined using job descriptions previously evaluated using the Hay Job Evaluation Scheme
	COC-AA2	602	112,000				
	COC-AA3	604	114,000				
	COC-AA4	606	116,000				
Programme Director	CO-B1	550	91,822	4.00*	Director, Transport & Mobility	Spencer Palmer (* only from	Level determined using the Hay Job Evaluation Scheme
	CO-B2	552	94,675				

CHIEF OFFICERS	Grade	Spine	Salary - FTE	No.	Job Titles	Current post-holder	Notes
					Director, Corporate Resources Director, Corporate Governance Director of Communications Strategy and Planning Director	1/4/16 to 30/4/16- see above)	
	CO-B3	554	97,519			Frank Smith	
	CO-B4	556	100,373			Christiane Jenkins James Odling-Smee Yolande Burgess(from 1/12/16)	
Chief Officer	CO-C1	530	74,174	4.00	Chief Contracts Officer Strategic Lead, Health & Adult Services Strategic Lead, Finance, Performance & Procurement Strategy and Planning Director	Stephen Boon	Level determined using the Hay Job Evaluation Scheme
	CO-C2	562	76,235			Clive Grimshaw	
	CO-C3	564	78,295			Paul Honeyben	
	CO-C4	566	80,356			Yolande Burgess (until 30/11/16)	

Please note that exact totals of remuneration paid to members of the Corporate Management Board for the previous financial year is published in our Annual Statement of Accounts. This includes the remuneration for the Chief Executive, Corporate Directors and the Directors of Corporate Governance and Corporate Resources. The table above lists the salary scales for the individual posts.

Pay multiple

The table below shows the ratio of the pay of London Councils top earner to that of its median earner. The calculation of the pay multiple is based on all taxable earnings for the year, including base salary, variable pay, allowances and the cash-value of benefits-in-kind.

2015-16	£
Remuneration of highest paid Director	152,880
Remuneration of median member of staff	35,371
Multiple between the median member of staff and the highest paid director	4.32

The table below shows the ratio of its top earner to that of its lowest-paid earner:

2015-16	£
Remuneration of highest paid director	152,880
Lowest-paid earnings	21,120
Ratio	7.24

March 2017