

## **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
  
- 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 2017-18**

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	-	137,714	0.60	Interim Director, Finance, Performance & Procurement	Guy Ware	Level determined using the Hay Job Evaluation Scheme
Corporate Director	CO-A1	540	119,138	1.00	Corporate Director, Policy and Public Affairs	Dick Sorabji	Level determined using the Hay Job Evaluation Scheme
	CO-A2	542	121,228				
	CO-A3	544	123,320				
	CO-A4	546	125,411				
Senior Programme Director	COC-AA1	600	111,100	1.00	Director, Transport & Mobility	Spencer Palmer	Level determined using job descriptions previously evaluated using the Hay Job Evaluation Scheme
	COC-AA2	602	113,120				
	COC-AA3	604	115,140				
	COC-AA4	606	117,160				
Programme Director	CO-B1	550	92,740	4.00			Level determined using the Hay Job Evaluation Scheme
	CO-B2	552	95,622				

CHIEF OFFICERS	Grade	Spine	Salary - FTE	No.	Job Titles	Current post-holder	Notes
	CO-B3	554	98,494		Director, Corporate Resources	Frank Smith	
	CO-B4	556	101,377		Director, Corporate Governance	Christiane Jenkins	
					Director of Communications	James Odling-Smee	
					Strategy and Planning Director	Yolande Burgess	
Chief Officer	CO-C1	530	74,916	3.00	Chief Contracts Officer	Stephen Boon	Level determined using the Hay Job Evaluation Scheme
	CO-C2	562	76,997		Strategic Lead, Health & Adult Services	Clive Grimshaw	
	CO-C3	564	79,078		Strategic Lead, Finance, Performance & Procurement	Paul Honeyben	
	CO-C4	566	81,160				

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 Director, the Directors of Transport and Mobility, Corporate Governance, Corporate Resources, Communications and the Strategy and Planning Director. 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.

2016-17	£
Remuneration of highest paid Director	£154,409
Remuneration of median member of staff	36,190
Multiple between the median member of staff and the highest paid director	4.27

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

2016-17	£
Remuneration of highest paid director	154,409
Lowest-paid earnings	21,331
Ratio	7.24

April 2018