

Appendix B – Report to full Council: December 2018

Addendum to Pay Policy Statement – London Borough Lambeth – 2018/19 (As at December 2018)

Pay multiple:

Relationship between highest paid salary and:

- lowest earner
- bottom quartile earners across the workforce
- median average salary across the workforce
- top quartile earners across the workforce
- top 10% of earners across the workforce

Figures exclude trainees, apprentices and school crossing patrol officers

Both tables exclude casual workers, agency workers, and all schools based staff. Salaries are scaled to 1 FTE

These figures are to be updated in the Statement of Accounts.

	Pro Rata Salary	Ratio against top earner
Lowest Earner	£20,238	9.14
Bottom Quartile	£31,764	5.82
Median	£35,772	5.17
Mean	£38,905	4.76
Top Quartile	£43,503	4.25
Top 10%	£51,119	3.62
Highest Earner	£185,000	-

Number of staff in each pay band above £50,000 per annum (Multiples of £5,000). As at December 2018:

Pay Band (£)	Number of Staff	FTE of Staff	Combined Cost At Actual Salary
£180k - £185k	1	1.0	£185,000
£175k - £180k	0	0.0	£0
£170k - £175k	0	0.0	£0
£165k - £170k	1	1.0	£167,353
£160k - £165k	0	0.0	£0
£155k - £160k	0	0.0	£0
£150k - £155k	1	1.0	£154,938
£145k - £150k	0	0.0	£0
£140k - £145k	0	0.0	£0
£135k - £140k	1	1.0	£137,021
£130k - £135k	0	0.0	£0

Pay Band (£)	Number of Staff	FTE of Staff	Combined Cost At Actual Salary
£125k - £130k	0	0.0	£0
£120k - £125k	0	0.0	£0
£115k - £120k	5	5.0	£591,843
£110k - £115k	1	1.0	£112,867
£105k - £110k	2	2.0	£214,580
£100k - £105k	2	2.0	£202,196
£95k - £100k	1	1.0	£96,263
£90k - £95k	0	0.0	£0
£85k - £90k	5	4.9	£437,103
£80k - £85k	17	17.0	£1,399,648
£75k - £80k	16	15.0	£1,221,729
£70k - £75k	8	8.0	£579,801
£65k - £70k	11	10.8	£739,378
£60k - £65k	64	62.7	£3,984,157
£55k - £60k	44	41.9	£2,536,037
£50k - £55k	85	81.0	£4,415,285
Total	265	256.3	£17,175,199
Represented as % of total workforce	11.42	11.55	

Remuneration, job title and name of officers at £100,000 per annum and above. As at December 2018:

Remuneration (£)	Job Title	Employee Name	Date Of Appointment
£185,000.00	Chief Executive	Travers, Andrew	11/09/2018
£167,353.00	Strategic Director: Children's Services	Hudson, Annie	01/04/2017
£154,938.13	Acting Strategic Director: Adults & Health	Connolly, Fiona	26/03/2018
£137,021.28	Acting Strategic Director: Corporate Resources (1)	Thompson, Christina	01/01/2019
£119,652.00	Director of Legal Services & HR	McKane, Alison	31/07/2014
£118,764.72	Strategic Director: Corporate Resources (2)	Belton, Jacqueline	30/10/2015
£118,764.72	Strategic Director: Neighbourhoods & Growth (3)	Foster, Susan	31/07/2014
£118,389.27	Acting Strategic Director: Neighbourhoods & Growth (4)	Roebuck, Sandra	01/01/2019
£116,272.00	Director: Housing Services	Wightman, Neil	04/05/2015
£112,867.04	Consultant in Public Health	Dodhia, Hiten	15/08/2016
£109,512.00	Director: Environment	Mistry, Rajesh	01/04/2017
£105,068.00	Director: Education & Learning	Twist, Catherine	01/07/2017
£101,618.00	Director: Public Health	Hutt, Ruth	01/08/2018
£100,578.47	Acting Director: IT & Customer Services	Wickens, Paul	19/11/2018
Total Headcount	14		
Represented as % of total	0.60		

Notes

- (1) Director: Finance & Property, Acting Strategic Director Corporate Resources from 1 January 2019
- (2) Left Lambeth 31 December 2018
- (3) Left Lambeth 31 December 2018
- (4) Director: Growth, Planning & Employment, Acting Strategic Director Neighbourhoods and Growth from 1 January 2019

Severance Packages In Excess Of £100,000 Per Annum. At December 2018. (Redundancy Payment plus Lump Sum Pension Payment Where This Applies)

None at 31 December 2018