

Appendix B – Report to full Council: 3 March 2021

Addendum to Pay Policy Statement – London Borough Lambeth – 2020/21 (As at December 2020)

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; and,
- top 10% of earners across the workforce.

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

The ratio between the lowest earner and the Chief Executive is 8.78

	Pro Rata Salary	Ratio against top earner
Lowest Earner	£21,060	8.78
Bottom Quartile	£33,474	5.53
Median	£38,442	4.81
Mean	£41,872	4.42
Top Quartile	£46,536	3.98
Top 10%	£55,665	3.32
Highest Earner	£185,000	-

***Our lowest paid employee is not on the Council grading structure (NJC). They are paid on a different pay and conditions framework. On the NJC grading structure, the lowest earner is on salary point £22,209.**

Number of staff in each pay band above £50,000 per annum (Multiples of £5,000). As at December 2020:

Pay Band (£)	Number of Staff	FTE of Staff	Combined Cost at Actual Salary
£185k - £190k	1	1.0	£185,000
£180k - £185k	0	0.0	£0
£175k - £180k	0	0.0	£0
£170k - £175k	0	0.0	£0
£165k - £170k	5	4.2	£697,040
£160k - £165k	0	0.0	£0
£155k - £160k	0	0.0	£0
£150k - £155k	1	1.0	£150,356
£145k - £150k	0	0.0	£0
£140k - £145k	0	0.0	£0
£135k - £140k	0	0.0	£0
£130k - £135k	0	0.0	£0
£125k - £130k	5	5.0	£630,902
£120k - £125k	2	2.0	£243,716
£115k - £120k	1	1.0	£118,319
£110k - £115k	5	5.0	£551,695
£105k - £110k	1	1.0	£106,500
£100k - £105k	3	3.0	£301,987
£95k - £100k	5	5.0	£488,273
£90k - £95k	4	4.0	£371,974
£85k - £90k	18	17.4	£1,497,987
£80k - £85k	13	12.7	£1,040,577
£75k - £80k	21	20.6	£1,592,830
£70k - £75k	8	8.0	£570,519
£65k - £70k	45	44.6	£2,986,633
£60k - £65k	56	54.0	£3,371,283
£55k - £60k	85	83.2	£4,742,225
£50k - £55k	169	165.8	£8,655,628
Total	448	438.6	£28,313,959
Represented as % of total workforce	17.38	17.80	

Remuneration, job title and name of officers at £100,000 per annum and above. As at December 2020:

Remuneration (£)	Job Title	Employee Name	Date of Appointment
£185,000.00	Chief Executive	Travers, Andrew	01/09/2018
£165,962.00	Strategic Director of Children's Services	Joseph, Merlin	16/03/2020
£165,962.00	Strategic Director: Finance and Investment	McDermott, Fiona	17/09/2019
£165,962.00	Strategic Director of Resident Services	Dosunmu, Bayo	05/08/2019
£165,962.00	Co-Strategic Director: Sustainable Growth & Opportunity	*Purser, Eleanor	30/09/2019
£165,962.00	Co-Strategic Director: Sustainable Growth & Opportunity	*Waller, Sara	30/09/2019
£150,356.00	Executive Director Adult Social Care	Connolly, Fiona	01/10/2019
£129,298.28	Consultant in Public Health	Dodhia, Hiten	15/08/2016
£125,401.00	Director: Finance & Property	Thompson, Christina	31/07/2014
£125,401.00	Director: Human Resources & Organisational Development	Shoesmith, Dean	01/10/2019
£125,401.00	Director: Environment & Streetscene	Reid-Baptiste, Venetia	11/05/2020
£125,401.00	Director of Regeneration and Housing Growth	Branton, Thomas	19/10/2020
£121,858.00	Director of Children's Commissioning and Community Safety	Onaboye, Abosede	20/04/2020
£121,858.00	Director of Infrastructure and Capital Delivery	Roebuck, Sandra	01/02/2020
£118,319.00	Director: Children's Social Care	Kubeyinje, Alexander	07/01/2019
£111,231.00	Director of Planning, Transport and Sustainability	Bristow, Robert	30/04/2020
£110,116.00	Director: Public Health	Hutt, Ruth	01/08/2018
£110,116.00	Director: Integrated Commissioning (with CCG)*	Bowie, Jane	02/03/2020
£110,116.00	Director: Education & Learning	Twist, Catherine	01/07/2017
£110,116.00	Director Change and Strategic Delivery	Wickens, Paul	14/09/2020
£106,500.00	Director of Economy, Culture and Skills	Khan, Nabeel	03/02/2020
£100,888.00	Deputy Director - Adults and Health	Outram, Richard	02/11/2020
£100,888.00	AD: Strategic Finance	Bharadia, Hamant	01/10/2016
£100,888.00	Assistant Director, Neighbourhood Regeneration & Partnerships	Dibben, Matthew	16/11/2020
Total Headcount	24		
Represented as % of total	0.93		

Note:

- *Eleanor Purser and Sara Waller Co-Strategic Director: Sustainable Growth & Opportunity are on job share on 0.60 FTE (actual salary is £99,577.00 per annum).
- Andrew Eyres - Strategic Director, Integrated Health and Adult Care in post from 1/10/2019, albeit employed on NHS Terms & Conditions.
- Tasnim Shawkat - Interim Director of Legal & Governance in 01/11/2020
- Alison McKane – Director of Legal & Governance left on 30/11/2020 (actual salary £125, 401)
- Severance packages in excess of £100,000 (Redundancy Payment): None