

Appendix B

Addendum to Pay Policy Statement – London Borough Lambeth – 2021/22 (As of December 2021)

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 8.83

	Pro Rata Salary	Ratio against top earner
Lowest Earner	£20,963	8.83
Bottom Quartile	£33,474	5.53
Median	£38,442	4.81
Mean	£41,969	4.41
Top Quartile	£47,382	3.89
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 £21,816. (We are currently consulting with TU colleagues and staff with a view to moving these staff onto the Council grading structure)**

Number of staff in each pay band above £50,000 per annum (Multiples of £5,000). As of December 2021:

Pay Band (£)	Number of Staff	FTE of Staff	Combined Cost at Actual Salary
£185k - £190k	1	0.8	£148,000
£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	1	1.0	£140,000
£135k - £140k	0	0.0	£0
£130k - £135k	1	1.0	£131,245
£125k - £130k	3	3.0	£376,203
£120k - £125k	0	0.0	£0
£115k - £120k	0	0.0	£0
£110k - £115k	6	6.0	£675,785
£105k - £110k	3	3.0	£318,205
£100k - £105k	6	6.0	£609,326
£95k - £100k	2	2.0	£218,267
£90k - £95k	5	4.6	£423,138
£85k - £90k	24	23.4	£2,061,807
£80k - £85k	10	9.8	£809,791
£75k - £80k	15	14.2	£1,104,754
£70k - £75k	19	19.0	£1,379,759
£65k - £70k	57	54.8	£3,695,780
£60k - £65k	68	64.3	£4,111,026
£55k - £60k	85	82.9	£4,796,913
£50k - £55k	194	190.6	£9,910,576
Total	509	493.7	£31,757,973
Represented as % of total workforce	18.46	18.70	

Remuneration, job title and name of officers at £100,000 per annum and above. As of December 2021:

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
£140,000.00	Director: Finance & Property	Thompson, Christina	31/07/2014
£131,245.00	Consultant in Public Health	Dodhia, Hiten	15/08/2016
£125,401.00	Director: Infrastructure and Capital Delivery	Roebuck, Sandra	01/02/2020
£125,401.00	Director: Environment & Streetscene	Reid-Baptiste, Venetia	11/05/2020
£125,401.00	Director: Regeneration and Housing Growth	Branton, Thomas	19/10/2020
£114,774.00	Director: Public Health	Hutt, Ruth	01/08/2018
£114,774.00	Director: Residents Experience & Digital	Patterson, Natasa	04/01/2021
£114,774.00	Director of Planning, Transport and Sustainability	Bristow, Robert	30/04/2020
£111,231.00	Director of Economy, Culture and Skills	Khan, Nabeel	03/02/2020
£110,116.00	Director: Integrated Commissioning (with CCG) *	Bowie, Jane	02/03/2020
£110,116.00	Director of Change and Strategic Delivery	Wickens, Paul	14/09/2020
£106,500.00	Director: Education & Learning	Phillip, Abrilli	19/04/2021
£106,500.00	Programme Director: Neighbourhood	Wilson, Vanessa	01/04/2021
£105,205.00	Consultant in Public Health	Oki, Bimpe	15/08/2016
£102,887.00	Director: Performance & Business Improvement	Awobajo, Olunadamilola	02/12/2019
£102,887.00	Director of Strategy & Communication	Bates, Paul	01/07/2019
£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
£100,888.00	Assistant Director: Properties and Projects	Anamoah, Patricia	27/09/2019
Total Headcount	27		
Represented as % of total	0.98		

Note:

- *Andrew Travers – Chief Executive on 0.80 FTE (actual salary is £148,000)
- *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.
- Dean Shoesmith – Director of Human Resources & Organisational Development left on 11/10/2021 (actual salary £125,401)
- Abosede Onaboye - Director of Children’s Commissioning and Community Safety left on 15/10/2021 (actual salary £121,858)
- Alexander Kubeyinje – Director of Children’s Social Care left on 17/10/2021 (£121,858)
- Catherine Twist - Director: Education & Learning left on 31/03/2021 (£110,116.00)
- Severance packages more than £100,000 (Redundancy Payment): None

Number of staff in each pay point NJC and Chief Officer pay scale PO6 and above only (excludes allowance such as market supplement, recruitment & retention, and additional payments). As of December 2021:

Grade Name	Pay Point (£)	Number of staff in each pay point	Number of external new starters	Number of Internal movements	Proportion of staff not on the lowest pay point in each grade
Chief Executive	£185,000	1	0	0	
CEO Total		1	0	0	
Strategic Directors	£165,962	5	0	0	
	£150,356	1	0	0	
SD Total		6	0	0	83%
HAY1	£111,231	1	0	1	
	£114,774	3	1	1	
	£118,319	0	0	0	
	£121,858	0	0	0	
	£125,401	4	0	0	
HAY1 Total		8	1	2	88%
HAY2	£95,657	0	0	0	
	£99,271	0	0	0	
	£102,887	2	0	0	
	£106,500	2	2	0	
	£110,116	2	0	0	
HAY2 Total		6	2	0	100%
HAY3	£78,972	0	0	0	
	£82,587	0	0	0	
	£86,202	1	0	1	
	£89,817	0	0	0	
	£93,432	0	0	0	
HAY3 Total		1	0	1	100%

Grade Name	Pay Point (£)	Number of staff in each pay point	Number of external new starters	Number of Internal movements	Proportion of staff not on the lowest pay point in each grade
SMG1	£85,098	2	0	2	
	£88,107	2	1	1	
	£91,116	2	0	0	
	£94,125	1	0	1	
	£97,135	0	0	0	
	£100,888	4	0	0	
SMG1 Total		11	1	4	82%
SMG2	£74,568	3	1	2	
	£77,577	2	0	2	
	£80,585	3	1	0	
	£83,593	5	1	0	
	£86,604	5	0	1	
	£89,612	16	3	0	
SMG2 Total		34	6	5	91%
SMG3	£64,049	4	2	2	
	£67,059	1	0	0	
	£70,067	4	2	2	
	£73,078	5	0	2	
	£76,086	1	0	1	
	£79,096	7	2	0	
SMG3 Total		22	6	7	82%
PO9	£63,207	15	5	9	
	£64,287	15	1	4	
	£65,382	11	1	1	
	£66,435	7	1	0	
	£67,521	26	4	0	
PO9 Total		74	12	14	80%
PO8	£57,837	8	1	7	
	£58,911	7	0	5	
	£59,988	5	1	1	
	£61,056	4	1	0	
	£62,145	14	0	0	
PO8 Total		38	3	13	79%
PO7	£52,569	17	6	11	
	£53,574	18	3	9	
	£54,597	27	0	1	
	£55,665	51	2	1	
PO7 Total		113	11	22	85%
PO6*	£47,568	4	4	0	
	£48,576	1	0	0	
	£49,581	2	0	1	
	£50,559	72	4	4	
PO6 Total		79	8	5	95%

Grade Name	Pay Point (£)	Number of staff in each pay point	Number of external new starters	Number of Internal movements	Proportion of staff not on the lowest pay point in each grade
Soulbury Terms & Conditions pay	£51,159 to £79,984	19	2	0	
Soulbury Total		19	2	0	
Teachers Terms & Conditions pay	£46,971 to £95,216	19	7	0	
Teachers Total		19	7	0	
NHS Terms & Conditions pay	£62,001 to £114,003	4	0	0	
NHS Total		4	0	0	
Grand Total		435	59	73	

- ***Basic salary only**
- **74 staff are in grades PO5 and below with a basic salary below 50k. But market supplement and recruitment & retention push the pay to over 50k per annum.**
- **Staff in PO6* 91% are on pay point £50,559, and 9% are on pay point, below 50k. When you add market supplement/recruitment & retention, they qualify for over 50k earners.**
- **14% were external new starters and 17% internal progression.**
- **Of 59 external new starters, 47% (28), starting salary was above the lowest pay point.**
- **Of 73 internal progression 25% (18), starting salary was above the lowest pay point.**