

Appendix 2 – Pay Policy Statement – London Borough Lambeth – 2016/17 (As At 31 March 2016)

Report to Council – 18 May 2016

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

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

	Pro Rata Salary (£)	Ratio against top earner
Lowest Earner	£17,154	10.49
Bottom Quartile	£30,525	5.90
Median	£34,380	5.24
Top Quartile	£41,811	4.31
Top 10%	£47,350	3.80
Highest Earner	180,000	-

Remuneration, job title and name of officers at £100,000 per annum and above. At 31 March 2016:

Remuneration (£)	Job Title	Employee Name	Date Of Appointment
180,000	Chief Executive	Sean Harris	23 March 2015
153,711	Strategic Director: Corporate Resources	Jackie Belton	30 October 2015
153,711	Strategic Director: Children, Adults & Health	Helen Charlesworth-May	2 September 2013
153,711	Strategic Director: Neighbourhoods & Growth	Sue Foster	2 September 2013
113,721*	Director: Corporate Affairs	Mark Hynes* ***	13 January 2014
116,145	Director: Business & Customer Services	David Ashmore	13 January 2014
116,145	Director: HR&OD	Nana Amoa-Buahin	13 January 2014
116,145	Director: Adult Social Care	Gill Vickers ***	11 June 2014
116,145	Director: Major Capital Programmes	Mike Pocock	2 September 2013
58,073	Director: Strategy & Commissioning (Children)	Maria Millwood**	18 March 2013
116,145	Director: Strategy & Commissioning (Housing & Communities)	Rachel Sharpe	18 March 2013
116,145	Director: Strategy & Commissioning (Neighbourhoods)	Adrian Smith	18 March 2013

Remuneration (£)	Job Title	Employee Name	Date Of Appointment
116,145	Director: Business Transformation	Julian Osgathorpe	01 July 2014
116,145	Director: Finance S151 Officer	Christina Thompson	13 January 2014
105,249	Director: Housing Services	Cedric Boston ***	1 July 2015
109,584	Director: Policy & Communications	Julian Ellerby	8 September 2015
106,302	Delivery Director: Housing Management	Neil Wightman	4 May 2015
101,988	Director: Education, Learning and Skills	Cathy Twist	1 September 2013
Total headcount	18		
Represented as % of total workforce	0.7%		

*Extra allowance as the deputy returning officer and as such his annual salary is £117,695.

** Salary shown as 50% as joint appointment with Lambeth NHS

*** Left Lambeth on 31 March 2016

Severance Packages In Excess Of £100,000 Per Annum.

None