

Date: 8 July 2015

Item: Commissioner's Salary Review 2015

This paper will be considered in public

1 Summary

- 1.1 The paper asks the Committee to consider a base salary increase for the Commissioner.
- 1.2 By virtue of paragraph 3 of Schedule 12A of the Local Government Act 1972, the discussion on the proposed increase will take place once the press and public have been excluded from the meeting as the information relates to the financial affairs of an individual.

2 Recommendation

- 2.1 **The Committee is asked to note the paper and consider a base salary increase for the Commissioner, with effect from 1 April 2015.**

3 Background

Market Benchmarking

- 3.1 On 19 March 2015, the Committee discussed the 2015 bespoke market benchmarking review for the Commissioner and Chief Officer roles undertaken by the external remuneration advisors, New Bridge Street (part of Aon Hewitt).
- 3.2 At the request of the Committee, the composition of the peer group for this review has included significantly more public sector facing organisations. The 'Combined Comparator Group' benchmark is calculated on the basis of a 60:40 split between a Listed Companies Group, consisting of a bespoke selection of large transport and infrastructure companies and a Publicly Accountable Group, consisting of a bespoke selection of companies accountable to the UK public, owned, or overseen by, the government, and with a degree of sensitivity around pay.
- 3.3 The detailed report by the external remuneration advisors (incorporated into the March 2015 Committee papers) indicated that the Commissioner's base salary is significantly below the median benchmarked market level.
- 3.4 The Committee considered the Commissioner's Salary Review on 3 June 2015. Following the Committee's approval of salary reviews for three Chief Officers, the Mayor has recommended that the Committee reconsider modest proposals in relation to the Commissioner's salary given his relative position in relation to his benchmarked peers and that he has had no increase since 2008.

List of appendices to this report:

None

List of Background Papers:

Chief Officer Benchmarking paper submitted to the Committee on 19 March 2015

Commissioner Salary Review 2015 paper submitted to the Committee on 3 June 2015

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