

Appendix B Addendum to Pay Policy Statement – London Borough of Lambeth – At November 2022

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 8.96

	Pro Rata Salary	Ratio against top earner
Lowest Earner	£20,963	8.96
Bottom Quartile	£36,417	5.16
Median	£41,742	4.50
Mean	£45,630	4.12
Top Quartile	£51,565	3.64
Top 10%	£60,701	3.09
Highest Earner	£187,775	-

***Our lowest paid employee is not on the Council grading structure (NJC) following a TUPE transfer. They are paid on a different terms and conditions framework. On the NJC grading structure, the lowest earner is on salary point £24,771.**

We will consult with affected employees 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 at November 2022:

Pay Band (£)	Number of Staff	FTE of Staff	Combined Cost At Actual Salary
£185k - £190k	1	1.0	£187,775
£180k - £185k	0	0.0	£0
£175k - £180k	3	2.2	£385,031
£170k - £175k	4	4.0	£684,278
£165k - £170k	0	0.0	£0
£160k - £165k	0	0.0	£0
£155k - £160k	0	0.0	£0
£150k - £155k	0	0.0	£0
£145k - £150k	0	0.0	£0
£140k - £145k	0	0.0	£0
£135k - £140k	0	0.0	£0
£130k - £135k	1	1.0	£131,245
£125k - £130k	5	5.0	£687,055
£120k - £125k	3	3.0	£366,945
£115k - £120k	6	6.0	£701,433
£110k - £115k	5	5.0	£559,846
£105k - £110k	0	0.0	£0
£100k - £105k	6	5.9	£612,312
£95k - £100k	5	4.2	£405,364
£90k - £95k	26	25.5	£2,355,426
£85k - £90k	9	8.8	£765,761
£80k - £85k	22	22.0	£1,802,602
£75k - £80k	12	12.0	£942,171
£70k - £75k	51	50.6	£3,609,010
£65k - £70k	65	62.9	£4,264,310
£60k - £65k	58	54.4	£3,384,221
£55k - £60k	157	154.8	£8,848,784
£50k - £55k	318	310.4	£16,264,323
Total	757	738.6	£46,957,891
Represented as % of total workforce	27.16	27.68	

Pay point and additional payments, job title and name of officers at £100,000 per annum and above. Snapshot as at November 2022:

Where marked (*), please see the notes below.

Pay point and Additional payments (£)	Job Title	Employee Name	Date Of Appointment
£187,775.00	Chief Executive	Dosunmu, Bayo	01/07/2022
£175,014.00	Strategic Director	McDermott, Fiona	17/09/2019
£175,014.00	Co-Strategic Director: Sustainable Growth & Opportunity	Waller, Sara*	30/09/2019
£175,014.00	Co-Strategic Director: Sustainable Growth & Opportunity	Purser, Eleanor*	30/09/2019
£171,905.00	Strategic Director of Children's Services	Carter, Andrew	07/11/2022
£170,791.00	Executive Director Adult Social Care	Connolly, Fiona*	01/10/2019
£170,791.00	Strategic Director of Finance and Investment	Thompson, Christina*	20/06/2022
£170,791.00	Strategic Director of Resident Services	Reid-Baptiste, Venetia*	20/06/2022
£131,245.08	Consultant in Public Health	Dodhia, Hiten	15/08/2016
£129,521.00	Director: Infrastructure & Capital Delivery	Roebuck, Sandra*	01/02/2019
£129,521.00	Director: Legal & Governance	Prince, Raymond	25/03/2022
£129,521.00	Director: Regeneration & Housing Growth	Branton, Thomas*	19/10/2020
£125,916.00	Director: Residents Experience & Digital	Patterson, Natasa	04/01/2021
£125,172.30	Director: Education & Learning	Phillip, Abrilli	19/04/2021
£122,315.00	Director: Public Health	Hutt, Ruth	30/09/2020
£122,315.00	Director: Environment & Streetscene	Fenton, Neil*	25/07/2022
£122,315.00	Director: Planning, Transport & Sustainability	Bristow, Robert	09/12/2019
£118,708.00	Acting Director of Social Care	Outram, Richard	21/02/2022
£118,708.00	Director: Human Resources & Organisational Development	Medley, Melanie	03/05/2022
£118,708.00	Director: Economy, Culture & Skills	Khan, Nabeel	01/04/2021
£115,103.00	Director: Children's Social Care	Bielby, Robert	14/11/2022
£115,103.00	Director: Children's Social Care	McInerney, Brenda*	20/07/2022
£115,103.00	Director: Finance & Property	Bharadia, Hamant*	14/07/2022

Pay point and Additional payments (£)	Job Title	Employee Name	Date Of Appointment
£113,968.00	Director: Integrated Commissioning (with CCG)*	Bowie, Jane	02/03/2020
£113,968.00	Director: Change & Strategic Delivery	Wickens, Paul	14/09/2020
£111,332.00	Consultant in Public Health	Oki, Bimpe	15/08/2016
£110,289.00	Director: Strategy & Communications	Bates, Paul*	01/07/2019
£110,289.00	Director: Performance and Business Improvement	Awobajo, Dami	02/12/2019
£104,744.00	Acting Deputy Director of Social Care	Sparkes, Richard	28/03/2022
£104,579.00	Assistant Director: Facilities, Properties and Projects	Anamoah, Patricia	27/09/2019
£104,579.00	Assistant Director, Neighbourhood Regeneration & Partnerships	Dibben, Matthew	16/11/2020
£103,105.00	Assistant Director, Development Programme	Anderson, Andrew	01/10/2020
£102,525.00	Assistant Director Sustainable Growth and Climate Change Response	Jameson, Hannah	23/10/2019
£100,760.00	Assistant Director Technology	Jamieson, Garry	19/11/2018
Total Headcount	34		
Represented as % of total	1.22		

Note:

- Eleanor Purser and Sara Waller Co-Strategic Director: Sustainable Growth & Opportunity are on job share on 0.60 FTE (actual salary is £105,008 per annum). Both are leaving Lambeth on 31 December 2022.
- Andrew Eyres - Strategic Director, Integrated Health, and Adult Care in post from 1/10/2019, albeit employed on NHS Terms & Conditions.
- Connolly, Fiona - was Acting Strategic Director of Children's Services from 21/02/2022. Fiona reverted to her substantive post after the appointment of Andrew Carter – Strategic Director of Children's Services.
- Thompson, Christina – Acting Strategic Director of Finance and Investment
- Reid-Baptiste, Venetia – Acting Strategic Director of Resident Services
- Fenton, Neil – Acting Director: Environment & Streetscene
- McInerney, Brenda – Acting Director: Children's Social Care while recruiting to the Director of Children's Social Care. Brenda will revert to her substantive post of AD: Early Help, Access, and Assessment in January 2023
- Bharadia, Hamant – Acting Director: Finance & Property
- Jameson, Hannah – Assistant Director Sustainable Growth and Climate Change Response is on 0.91 FTE (actual salary plus additional payments is £94,544)
- Anderson, Andrew – Receiving additional payments
- Sandra Roebuck is presently on secondment to Homes for Lambeth as Acting Chief Executive.

- **Thomas Branton is leaving Lambeth on 1 January 2023.**
- **Paul Bates is leaving Lambeth on 15 January 2023.**