



<b>Ref: FOI 18-19 30</b>	<b>Date issued: 26 February 2019</b>
<b>Subject:</b> Salary details	
<b>Question(s) asked:</b>  Please provide me with current salary details (pay scales by grade) for each grade employed in the department including:  <ul style="list-style-type: none"><li>• Incremental scale for each stated pay-range (if any);</li><li>• Pay-zones for each stated pay range (if any);</li><li>• Any separate pay ranges for specialist roles (if any);</li><li>• Details of progression arrangements for each stated pay range.</li></ul> In addition please provide details of:  <ul style="list-style-type: none"><li>• any fixed allowances paid for specific qualifications or skills e.g. accountancy, legal etc;</li><li>• any special rates or allowances to attract and retain DDaT skills;</li><li>• any bonus scheme in operation;</li><li>• any performance pay scheme in operation</li></ul> <b>GLAA response</b>  The GLAA does not operate an incremental pay scheme.  The GLAA does not have pay zones for staff in different pay ranges. However, we do pay a London weighting for two staff within the M25 area.  The GLAA does not have any separate pay ranges for specialist roles.  Details of any progression within a salary range is subject to performance pay – see Q.8 below.     The GLAA does not have any fixed allowances. However, we do pay skills allowances in certain circumstances such as accountancy and for specialist enforcement accreditations and qualifications.  Not applicable  The GLAA is required to have a performance related bonus system which rewards and	

recognises exceptional performance across the GLAA. The attached document sets out how the end of year bonus scheme for 2018/19 will operate for all staff except the Chief Executive who is covered by separate arrangements.

The GLAA operates a performance related pay system that is transparent and appropriate for a small organisation. We have agreed a consolidated increase for all eligible staff who sit below the maximum for each pay band dependant on their end of year appraisal assessment. The % increase is awarded as follows:

Consistently Exceeds Expectations – 1.5%

Fully Performing – 1%

Room for Improvement – 0.5%

Underperforming – 0%