



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

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%