

SENIOR REMUNERATION SUB-COMMITTEE

WEDNESDAY, 24 SEPTEMBER 2025

CONFIDENTIAL

By virtue of **paragraph 1 and 2** of Part I of Schedule 12A of the Local Government Act 1972.

7. MINUTES

The Chair proposed an amendment to the draft minutes, as follows:

Replace “It was hoped that in future, the objectives and appraisals would set out more key performance indicators and metrics.”

With “The Sub-Committee set the expectation that, going forward, the objectives and appraisals would, if relevant, set out more key performance indicators and metrics.”

This revision was supported by all those in attendance.

RESOLVED, that subject to this amendment, the confidential minutes of the meeting held on 17 July 2025, be approved as an accurate record.

8. TOWN CLERK AND CHIEF EXECUTIVE

Members considered a report of the Interim Chief People Officer concerning the Town Clerk and Chief Executive’s (TCCE’s) remuneration. As this report was tabled, the Chair gave Members five minutes to read its contents, before commencing debate.

2024/25 Appraisal

Ahead of debate the Assistant Town Clerk drew Members attention to an issue with process, which had only come to light in recent days. This being that the Chairman of Policy & Resources Committee had been mis-advised by previous Chief People Officers that the TCCE’s appraisal was exclusively his responsibility. This was not the correct position and the City of London Corporation’s Pay Policy Statement was cited:

“In respect of the Town Clerk & Chief Executive, the post’s salary and any Contribution Payments that may be due to its holder are determined by the Senior Remuneration Sub-Committee. The Sub-Committee is advised by an Appraisal Panel comprising the Chairs of the Policy & Resources Committee, Corporate Services Committee, Finance Committee and General Purposes Committee of Aldermen. The Appraisal Panel set the Town Clerk’s annual objectives and review performance against those objectives, receiving a report from the Chair of the Policy & Resources Committee who conducts the annual

appraisal meeting with the Town Clerk. The Sub-Committee and Appraisal Panel are supported by the Chief People Officer, together with any appropriate external advisers.”

Whilst the Chairman was correct to lead on these arrangements, the other cited Members in the Policy had not been involved in an Appraisal Panel, as expected. To remedy this, the appraisal document (appended to the report) was shared with the relevant Chairs the before the meeting and they were afforded the opportunity to comment and feed in. All subsequently concurred with the TCCE’s positive appraisal outcomes.

Notwithstanding these efforts, concern was expressed over the management of this appraisal and lack of administrative support for the Chairman of Policy and Resources, in overseeing this process. The Interim Chief People Officer undertook to ensure this process was better followed in future.

The Sub-Committee were then advised of the desire to revisit the TCCE’s contract, which did not make clear certain elements, such as performance related pay. This was in no way a reflection of the current post-holder, or their performance, but was an administrative matter that (with the support of the Sub-Committee) the Interim Chief People Officer and Policy Chairman agreed to action and report back.

Benchmarking

Members felt that, as presented in the report, the decision around performance pay and the request to reconsider the TCCE’s remuneration package, were slightly conflated.

Beyond that, whilst sympathetic toward the request and, in knowledge of the retention risk posed, Members felt that they did not yet have the requisite information to make a decision on the matter. Explicitly, Members sought:

- More detail on the nature of the benchmarking exercise, with narrative and justification as to why those benchmarks were considered appropriate;
- More transparency on the value of the TCCE’s total reward package (e.g. pensions, accommodation etc.); and
- More information on any other taxable benefits provided to the office holder.

Members agreed that the matter be deferred to the next meeting, tasking the Interim Chief People Officer to provide this additional context in the consequent report.

If necessary, a special meeting was to be scheduled to consider this item.

RESOLVED, that both the appraisal and benchmarking matters be referred back to officers and brought to the next meeting.

9. SENIOR OFFICERS - HONORARIUM

Members considered a report of the Town Clerk and Chief Executive concerning senior officer honorariums for the Executive Director of Community and Children's Services and the Executive Director of Innovation and Growth.

Following discussion on the proposals Members were supportive of the proposals in-principle, noting the need to bring parity across certain roles within SMG, namely the Chief Strategy Officer and Chief People Officer. The base spinal point for these two SMG roles was Spinal Point 17.

However, in light of the ongoing work on Ambition 25, which would include Job Evaluation for SMG (and a benchmarking exercise), Members were reluctant for this pay be approved as a permanent part of the base salary for these roles. It was therefore proposed that a one-year honorarium be granted for each individual instead. If the outcomes of Ambition 25 were delayed for any reason

Whilst there was some concern raised that honoraria were non-consolidated payments, on balance, it was felt this would be the most appropriate approach at this time.

It was noted that the value of the honorarium would need to accommodate the Annual Cost of Living Award settlement (projected to be 3.2% on basic pay and London weighting).

RESOLVED, that an honorarium be approved for both the Executive Director of Community and Children's Services and the Executive Director of Innovation and Growth. The value of these honorariums to be based on the difference between their current pay and SMG spinal point 17 (presently set at £150,200) plus Inner London Weighting (£6910). This amount was to be inflated by in accordance with the 2025/26 Annual Cost of Living Award settlement.

10. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT**

Members were advised by the TCCE and Chief People Officer that work was underway to review the make up of SMG, including the approach to the Head Teachers of the City's Independent Schools. A report would be brought back in due course.

The meeting ended at 12.00 pm

Chairman

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