City Hall Rich List 2020

Darwin Friend

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TaxPayers' Alliance

Introduction

Scrutinising staffing costs at local and national level is a hallmark of our mission to make government more accountable to taxpayers. This principle underpins our annual *Town Hall Rich List,* which details remuneration of the highest paid people across local government.[1] It should also apply to municipal government.

The Greater London Authority (GLA) is one of the biggest local authorities in the UK; it includes a number of well-known bodies and a powerful mayor. Sadiq Khan, the current mayor of London, has complained about financial woes, while the staffing costs of City Hall employees have risen by 82 per cent, from £36 million in 2016-17 to £65.5 million in the 2020-21 proposed budget.[2] Meanwhile, the mayor has increased the band D council tax precept by just under nine per cent in 2019-20, and London taxpayers have gone from paying £295 in 2015-16 to £332 in 2020-21 for the GLA.[3,4]

The *City Hall Rich List* details the employees working for the Greater London Authority, Transport for London, London Fire Brigade and Metropolitan Police whose total remuneration exceeds £100,000.

Key findings

- There were at least **654** people employed by the GLA and its subsidiary bodies in 2018-19 who received more than £100,000. Of these, **154** received over £150,000 in total remuneration. In 2015-16, 653 received more than £100,000 and 147 employees collected over £150,000.

- In 2018-19 the body with the highest number of employees with remuneration in excess of £100,000 was **Transport for London,** with **518 employees**. Transport for London also had the highest number of employees receiving more than £150,000, with **114**.

- The highest remunerated employee in 2018-19 was the **commissioner of Transport for London**, who received **£508,301** in total remuneration.

- A total of **28** employees received remuneration in excess of a **quarter of a million pounds** in 2018-19, compared to **29** members of staff in **2015-2016**.

- The mayor of London himself received **£150,644** in 2018-19, with **£904** being claimed through expenses.

- In 2015-16 there were **seven** members of the **mayoral team** who received more than £100,000 in total remuneration and of these, **one** received in excess of £150,000. In 2018-19 there were **16** employees in the mayor's office who had a total remuneration of more than £100,000. **Four** of these got more than £150,000, including the mayor.

- The mayoral team in 2018-19 was **double** the size of Boris Johnson's team in his final year as mayor in 2015-16.

- **Transport for London** paid out the most in **bonuses and performance related pay** to senior employees, paying out at least **£1,728,206** in 2018-19. The highest bonus paid was to Michael Brown who received £133,586.

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[1] Simmonds, S, *Town Hall Rich List 2020*, TaxPayers' Alliance, 15 April 2020,
[2] BBC, *London City Hall staffing costs increase by 82%,* 16 January 2020, www.bbc.co.uk/news/uk-england-london-51126716, (accessed 23 January 2020).
[3] Ministry of Housing, Communities and Local Government, *2015-16 Council Tax (average Band D) and % change by individual authority,* 26 March 2015
[4] Ministry of Housing, Communities and Local Government, *2020-21 Council Tax (average Band D) and % change on 2019-20, individual local authorities,* 25 March 2020.

- **Total expenses** claimed by senior employees amounted to **£159,670** in 2018-19 across all subsidiaries. The largest claim was by the managing director of London Underground who received **£16,385,** including reimbursement of travel expenses.

- The total costs associated with **compensation for loss of office** for senior staff in 2018-19 amounted to **£1,066,698** at Transport for London. This included **£444,378** for the **talent and resources director of Crossrail.**

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Table 1: total number of staff receiving remuneration in excess of £100,000 and £150,000 by organisation, 2018-19

Organisation	Number of staff receiving in excess of £100,000	Organisation	Number of staff receiving in excess of £150,000
Transport for London	518	Transport for London	114
Metropolitan Police	79	Metropolitan Police	25
Greater London Authority	25	Greater London Authority	6
London Fire Brigade	16	London Fire Brigade	5
Mayoral team	16	Mayoral team	4
Total	**654**	**Total**	**154**

Table 2: total number of staff receiving remuneration in excess of £100,000 and £150,000 by organisation, 2015-16[5]

Organisation	Number of staff receiving in excess of £100,000	Organisation	Number of staff receiving in excess of £150,000
Transport for London	459	Transport for London	91
Metropolitan Police	161	Metropolitan Police	48
Greater London Authority	16	Greater London Authority	4
London Fire Brigade	10	London Fire Brigade	3
Mayoral team	7	Mayoral team	1
Total	**653**	**Total**	**147**

Table 3: 15 highest remunerated employees in the mayoral team, 2018-19

Name	Job title	Remuneration (£)
David Bellamy	Chief of staff	153,712
Justine Simons OBE	Deputy mayor, culture and the creative industries	150,678
Sadiq Khan	Mayor of London	150,644
James Murray	Deputy mayor, housing and residential development	150,244
Jules Pipe, CBE	Deputy mayor, planning, regeneration and skills	146,322
Rajesh Agrawal	Deputy mayor, business	146,029
Patrick Hennessy	Mayoral director, communications	140,006
Shirley Rodrigues	Deputy mayor, environment and energy	130,460
Jack Stenner	Mayoral director, political and public affairs	129,967
Leah Kreitzmann	Mayoral director, external and international affairs	129,645
Dr Nick Bowes	Mayoral director, policy	128,572
Sophie Linden	Deputy mayor, policing and crime	126,961
Fiona Twycross	Deputy mayor, fire and resilience	122,043
Heidi Alexander	Deputy mayor, transport and deputy chair, Transport for London	117,563
Joanne McCartney AM	Statutory deputy mayor and deputy mayor, education and childcare	117,550

[5] The significant change in Metropolitan Police numbers between 2015-16 and 2018-19 is due to substantially more exit packages in 2015-16 compared to 2018-19.

Table 4: 10 highest remunerated Greater London Authority employees, 2018-19

Name	Job title	Remuneration (£)	Notes
David Lunts	Executive director, housing and land	196,842	
Undisclosed	Undisclosed	187,500	Salary calculated by taking the mid-point of the salary band
Undisclosed	Undisclosed	172,500	Salary calculated by taking the mid-point of the salary band
Martin Clarke	Executive director of resources	168,408	
Emma Strain	Interim executive director of communities and intelligence	162,936	
Ed Williams	Executive director of assembly secretariat	153,712	
Undisclosed	Undisclosed	142,500	Salary calculated by taking the mid-point of the salary band
Undisclosed	Undisclosed	132,500	Salary calculated by taking the mid-point of the salary band
Undisclosed	Undisclosed	127,500	Salary calculated by taking the mid-point of the salary band
Debbie Jackson	Interim executive director of development, enterprise and environment	124,578	Full year salary includes previous post as Assistant Director for Regeneration and Economic Development

Table 5: five highest remunerated employees in the London Fire Brigade, 2018-19

Name	Job title	Remuneration (£)	Notes
Dany Cotton	London fire commissioner	233,959	
Sue Budden	Director of corporate services and S127 officer	199,072	
Miles Smith	General counsel	190,377	
Steve Apter	Deputy commissioner, director of safety and assurance	183,579	
Tom George	Deputy commissioner, director of operations	175,537	

Table 6: 20 highest remunerated Transport for London employees, 2018-19

Name	Job title	Remuneration (£)	Notes
Michael Brown	Commissioner	508,301	
Valerie Todd	Talent and resources director, Crossrail	479,183	
Mark Wild	Chief executive, Crossrail	445,998	Role at Crossrail started 19 November 2018
Simon Wright	Chief executive, Crossrail	422,062	Left service 31 March 2019
Gareth Powell	Managing director, surface transport	367,865	
Stuart Harvey	Major projects director	356,082	
Nigel Holness	Managing director, London Underground	344,837	
Matthew White	Surface director, Crossrail	341,731	
Chris Sexton	Deputy chief executive	335,288	
Lester Hampson	Property development director	333,733	
Shashi Verma	Director of strategy and chief technology director	320,890	
Simon Kilonback	Chief finance officer	320,067	
Mathew Duncan	Finance director, Crossrail	319,500	
Howard Carter	General counsel	314,973	
Vernon Everitt	Managing director, customers, communication and technology	303,546	
Brian Woodhead	Customer services director	297,379	
Andrew Pollins	Transformation director	291,165	
Tricia Wright	Chief people officer	272,414	
Justin Brand	Commercial revenue director	268,585	
Undisclosed	Undisclosed	267,500	Salary calculated by taking the mid-point of the salary band
David Hughes	TfL investment delivery planning director	265,546	
Paul Grammer	Commercial director	263,229	
Undisclosed	Undisclosed	262,500	Salary calculated by taking the mid-point of the salary band

Table 7: 20 highest remunerated Metropolitan Police employees, 2018-19

Name	Job title	Remuneration (£)	Notes
A Basu	Assistant commissioner	260,402	
M Hewitt	Assistant commissioner	252,286	Left service on 31 March 2019 and will assume the role of Chair of NPCC
H Ball	Assistant commissioner	240,996	
C Dick	Commissioner	237,996	
A McCallum	Chief digital and technology officer	231,069	
S House	Deputy commissioner	222,188	Was promoted to Deputy Commissioner on 1 January 2019 with an annualized salary of £230,190
S Thornton	Assistant commissioner	217,483	
D Haydon	Deputy assistant commissioner	216,054	Was promoted to Deputy Assistant Commissioner on the 4 June 2018 with an annualized salary of £160,142
G McNulty	Deputy assistant commissioner	203,878	
R Martin	Deputy assistant commissioner	203,878	
L McMullan	Director of commercial and finance	202,809	Held role until 31 March 2019
R Wilkinson	Chief of corporate services	202,083	Was promoted to Chief of Corporate Services 29 October 2018 with an annualized salary of £185,000
L D'Orsi	Deputy assistant commissioner	201,989	
M Twist	Deputy assistant commissioner	200,284	
D Ball	Deputy assistant commissioner	199,774	
C Mackey	Deputy commissioner	199,520	Retired on 31 December 2018
J Helm	Director of media and communication	191,750	
D Pitty	Director of solution delivery	182,805	
A Blatchford	Director of service delivery	182,805	
D Scates	Director of technology	182,805	
Undisclosed	Undisclosed	182,500	Salary calculated by taking the mid-point of the salary band
M Simmons	Assistant commissioner	177,660	Was promoted to Assistant Commissioner on 21 January 2019 with an annualized salary of £194,523
R Morris	Deputy chief constable	175,405	Seconded to National Police Chief Council

Table 8: 10 highest remunerated employees by benefits or expenses received, 2018-19

Organisation	Name	Job title	Benefits/Expenses (£)
Transport for London	Nigel Holness	Managing director, London Underground	16,385
Metropolitan Police	C Mackey	Deputy commissioner	6,142
Metropolitan Police	M Simmons	Assistant commissioner	5,078
Mayoral team	Justine Simons, OBE	Deputy mayor, culture and the creative industries	4,987
Metropolitan Police	M Hewitt	Assistant commissioner	4,465
Mayoral team	James Murray	Deputy mayor, housing and residential development	3,636
Metropolitan Police	A Basu	Assistant commissioner	3,074
Metropolitan Police	H Ball	Assistant commissioner	3,074
Metropolitan Police	C Dick	Commissioner	3,074
Metropolitan Police	S House	Deputy commissioner	3,074

Table 9: 10 highest remunerated employees by bonuses received, 2018-19

Organisation	Name	Job title	Bonuses (£)
Transport for London	Michael Brown	Commissioner	133,586
Transport for London	Lester Hampson	Property development director	113,750
Transport for London	Steve White	Operations director, sub-surface lines	90,000
Transport for London	Stuart Harvey	Major projects director	77,240
Transport for London	Mark Wild	Chief executive, Crossrail	69,312
Transport for London	Stephen Field	Director of compensation and benefits	65,345
Transport for London	Howard Smith	Chief operating officer, Crossrail	64,453
Transport for London	Brian Woodhead	Customer service director	63,660
Transport for London	Vernon Everitt	Managing director, customers, communication and technology	57,875
Transport for London	Howard Carter	General counsel	57,090

Table 10: highest compensation pay-outs for loss of office received, 2018-19

Organisation	Name	Job title	Compensation (£)
Transport for London	Valerie Todd	Talent and resources director, Crossrail	444,378
Transport for London	Mark Fell	Legal services director and company secretary, Crossrail	173,979
Transport for London	Matthew White	Surface director, Crossrail	144,964
Transport for London	Matthew Duncan	Finance director, Crossrail	125,281
Transport for London	Justin Brand	Commercial revenue director	100,612
Transport for London	Richard Palczynski	Programme controls director, Crossrail	73,484
Transport for London	Simon Wright	Chief executive, Crossrail	4,000

Methodology

This research was compiled by issuing freedom of information (FOI) requests to the Greater London Authority, Transport for London, Metropolitan Police and London Fire Brigade. The request asked the following:

Please itemise the information for 2015-2016 and 2018-2019:

- *The total number of employees who received remuneration equal to, or in excess of, £100,000. Included in this remuneration should be a breakdown as listed below.*
- *For those who received remuneration in excess of £150,000:*
    - *The employee's name*
    - *The employee's job title*
    - *The remuneration received by the employee*
    - *An itemised list of expenses claims made by the employee. If an itemised list is not available, please provide the total amount the employee claimed in expenses.*

Remuneration includes, but is not limited to: salary, fees, allowances, bonuses, benefits in kind, compensation for loss of office and employer's pension contributions.

Of the four authorities contacted, all provided partial or full responses by 23 January 2020. It was common for the authorities to respond by providing their annual statement of accounts for the years requested. In many cases the organisation did not provide the full breakdown requested, recommending that the salary band information was sufficient. This often excluded the employee's name, job title and specific remuneration information. In these cases, the mid-point of the salary band has been taken.

The salary band information provided by Transport for London did not disaggregate between those whose base salary was more than £100,000, and those who received remuneration of more than £100,000 due to voluntary severance payments or those who worked overtime. As such these individuals have been included in this research paper's figures.

In the case of the mayoral team, remuneration information was also taken from the Greater London Authority website, as expense information was not available in the annual statement of accounts. Furthermore, there was one member of the mayor's team who received more than £100,000 in remuneration in 2018-19 who was not included in the annual statement. Some of those who are listed in the mayoral team are no longer in employment of the Greater London Authority.

The London Fire Commissioner's remuneration is included in the annual report for the London Fire Brigade.