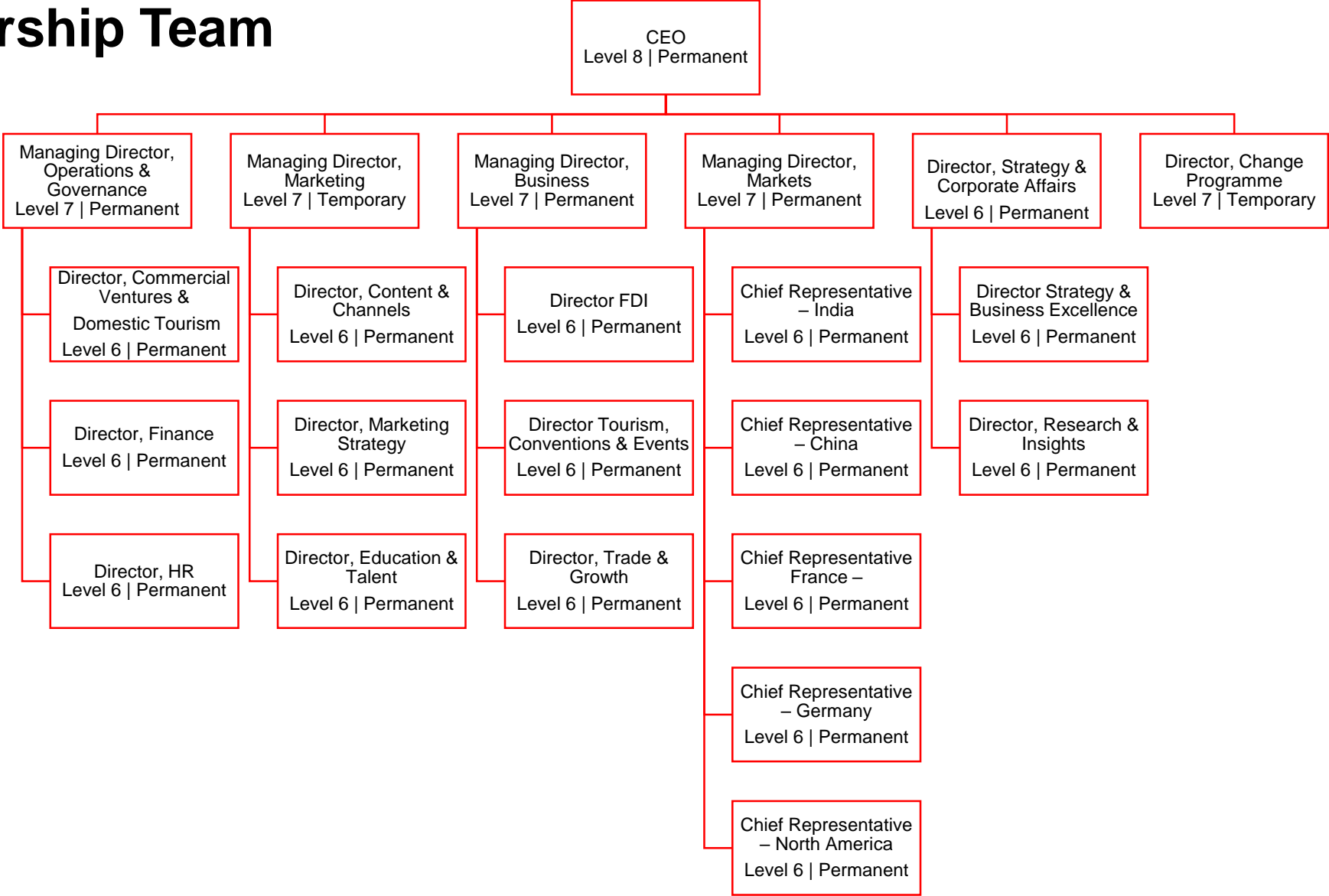


Senior Leadership Team

April 2019

LONDON
& PARTNERS

Senior Leadership Team



SLT in £10k Salary Brackets (at 01/04/2019)

Salary Brackets	Number of Employees
£70,000-£100,000	9
£100,000-£130,000	7
£130,000-£140,000	0
£140,000-£150,000	1

Following our pay review process every year, we will publish the number of permanent senior employees in £10k salary brackets.

We have a policy that we will not disclose salary bands where there are less than 5 employees to maintain confidentiality. The exception to this is the salary of our CEO which is published in our annual report.

The salaries of our overseas staff are also not included as the labour markets and salary models for them are based on the UK model adapted for local conditions and cost of living by city. Presenting these figures separately would reveal individual salaries. Minimum salaries for non-UK vary according to local market conditions

	UK minimum	Job Levels 2019
7	£99k+	Management Committee. Subject to approval of Remuneration Committee
6	£71,400k+	As the most Senior positions within London & Partners below Management Committee level, these roles have responsibility for overall organisational strategy and comprise the most highly experienced individuals with greatest responsibility for resources, impact and ultimate responsibility for relationships, decision making and strategic impact.
5	£56,100k+	Roles at this level typically have direct responsibility at a functional level, shaping both functional and broader overall organisational strategy based on advanced levels of specialism and experience and being the ultimate decision maker for their particular area.
4	£42,840k+	With either a 'deep' or 'broad' remit, these roles are required to operate in a relatively autonomous manner, having a lead role in ensuring the effective delivery of a particular key activity/department and contributing towards longer term strategy development.
3	£32,640+	With definite responsibility for a particular work area and the ability to apply specialist skills in a range of situations, these roles are expected to develop their area of responsibility as appropriate over time in line with relevant external developments and to directly contribute to the thinking for such forming London & Partners' ongoing annual plans. Typically this level requires a range of interaction of an influencing/networking nature either across different functions within London & Partners and/or externally in order to operate most successfully.
2	£26,520k+	Requiring some form of specialist skill/qualification and/or a considerable amount of relevant prior experience, whilst not responsible in a formal manner for resources such as teams or budgets, these roles are expected to shape the way in the way in which work is managed, to be self-managing within general guidelines, to act often in an advisory capacity for their area of remit and to meet key delivery related targets with broader organisational goals also in mind.
1	LLW+	Positions at this level operate predominantly on the basis of general guidelines within a well-defined area of remit and do not have direct responsibility for people, budgets/income generation or for developing fully owned processes.

Minimum salaries for non-UK vary according to local market conditions