

Food Standards Agency: Information released under the Freedom of Information Act

Date released: 9 November 2017

Request

I am trying to get an understanding of salary premiums paid to staff working in London, such as "London weighting" or "London allowance". For ease, I will refer to "London weighting" in the rest of this email, but I am interested in any such contractual scheme or schemes, regardless of the name. I am curious as to the following:

- 1. Do you pay any London weighting to some staff?*
- 2. Do you have any other form of geographical weighting in staff salaries for places other than London?*
- 3. How is such London weighting calculated, is it a fixed sum for each employee, (perhaps prorated for part time employees), or an additional percentage on top of their salary, or something else?*
- 4. What is your annual expenditure on London weighting, and what percentage of your pay bill is this? If this cannot be calculated accurately, please provide an estimate.*
- 5. Can you break your expenditure on London weighting down by the salary band of the employee receiving it? For example, how much London weighting is received by employees earning over £50k per year (pro rata)? Under £20k per year (pro rata)?*

Response

1. Do you pay any London weighting to some staff?

No. However staff whose primary contractual work location is within a distance of 40 miles or less of central London are paid on the London salary range. Staff whose primary contractual work location is over 40 miles from central London are paid on the National salary range. On the London scale the minima and maxima of each grade are higher than the national scale however there is some overlap. If an employee were to move to/from London and their current salary sat within the overlap they would retain their salary rather than see it increase/decrease.

2. Do you have any other form of geographical weighting in staff salaries for places other than London?

No

3. How is such London weighting calculated, is it a fixed sum for each employee, (perhaps prorated for part time employees), or an additional percentage on top of their salary, or something else?

There is no separate weighting. As mentioned in the response to Q1 there are two separate salary ranges. There is no direct correlation between the two (fixed sum or percentage add-on).

Because of the merger between two organisations in 2010 the national scale of one was kept as it was stronger than the other. The first organisation did not have a London scale so this was retained. Increases in minima and maxima of each grade are decided every year as part of the annual pay award process. 2017 saw an increase to grade maxima for the first time in several years.

- 4. What is your annual expenditure on London weighting, and what percentage of your pay bill is this? If this cannot be calculated accurately, please provide an estimate.**

Not applicable

- 5. Can you break your expenditure on London weighting down by the salary band of the employee receiving it? For example, how much London weighting is received by employees earning over £50k per year (pro rata)? Under £20k per year (pro rata)?**

Not applicable