

Leaders' Committee

Report from the Greater London Provincial Council – 17 March 2016

Item no:

Report by: Selena Lansley **Job title:** Head of London Regional Employers Organisation
Date: 17 March 2016
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Summary: Summary of the minutes of the Greater London Provincial Council held on 17 March 2016.

Recommendations: For information.

1. Attendance: Cllr Colin Tandy (Bexley), Cllr Tim Stevens (Bromley), Cllr Tony Newman (Croydon), Cllr Doug Taylor (Chair) (Enfield), Cllr Sophie Linden (Hackney), Cllr Katherine Dunne (Hounslow), Cllr Mohammed Seedat (Lambeth), Cllr David Glasspool (Kingston), Cllr Kevin Bonavia (Lewisham), Cllr Angela Harvey (Westminster), April Ashley (UNISON), Vicky Easton (UNISON), Sean Fox (UNISON), Sue Plain (UNISON), Kim Silver (UNISON), Simon Steptoe (UNISON), Jackie Lewis (UNISON), Vaughan West (GMB), Wendy Whittington (GMB).

Others in attendance: Selena Lansley (London Councils), Debbie Williams (London Councils), Mehboob Khan (Labour Political Advisor), Jade Appleton (Conservative Political Advisor) and Julie Kelly (UNISON).

1. Apologies for Absence

Apologies for absence were received from Cllr Dominic Twomey (Barking & Dagenham), Cllr Theo Blackwell (Camden), Cllr Joanna Gardner (Kensington & Chelsea) Cllr Paul McGlone (Lambeth), Helen Steel (UNISON), Dave Powell (GMB) and Danny Hoggan (Unite).

In the absence of Danny Hoggan, Unite (Chair), colleagues in attendance agreed that Cllr Doug Taylor, Vice Chair (Enfield) will Chair the meeting.

2. Minutes of the meeting held on 22 October 2015: The minutes of the meeting held on 22 October 2015 were agreed.

3. Matters Arising: Item 4 - Matters Arising - UNISON Ethical Care Charter: Vicky Easton (UNISON) enquired whether there had been any progress with the LB Lambeth signing the Charter.

The Employers Side Joint Secretary responded that there was no news to date but would chase Lambeth for a response.

Vicky Easton (UNISON) informed colleagues that Hammersmith & Fulham had recently signed the Charter and Tower Hamlets are due to sign in June 2016 so some progress is being made with boroughs signing up to the Charter.

Cllr Kevin Bonavia (Lewisham) informed colleagues that before Lewisham sign-up they want to make sure they are already adhering to the Charter.

Sue Plain (UNISON) reminded colleagues that the Charter is a step approach over three years so it is important to sign-up.

Cllr Angela Harvey (Westminster) informed the Union Side that a number of London boroughs brand their own standards which also support ethical practice. London was the first region to complete single status which care workers were considered in.

Vicky Easton (UNISON) responded that there are an awful number of carers who are privatised which were not covered in single status so the Charter is supporting those carers in privatised home care.

Jackie Lewis (UNISON) informed colleagues that this is an issue that the unions will continue to pursue. There was a recent Radio 4 programme which highlighted a carer being exploited by a private company. Leigh Day (specialist law firm) are now becoming quite active and making issues public.

From a UNISON point of view we are aware that some councils have their own ethical practice in place but this is not always the case.

Radio 3 ran a series this week on 'Crisis in Care' which highlights the approach, quality and dignity of people. There is a general crisis in domiciliary care.

UNISON's campaign has been instrumental in putting this issue on the political agenda. The more authorities who sign will help generate more commitment and raise awareness of this issue.

Item 8 - The Trade Union Bill and its Implications for Industrial Relations: Vicky Easton (UNISON) enquired whether the Employers Side had considered what contribution they could make to this issue.

Cllr Doug Taylor (Vice Chair) responded that a number of boroughs have looked at their own contingencies if the Bill becomes an Act.

As a collective the Employers Side contribution is as follows:

'London borough employers' find that employee relations are often best handled locally, including check off and time off.'

Cllr Katherine Dunne (Hounslow) informed colleagues that Hounslow as well as number of other London boroughs have consulted with their local unions and condemned the Bill as an attack on the unions. The unions want to make sure contingency measures are in place which the employers are working together on with the unions.

4. Update on NJC Pay: Vaughan West (GMB) informed colleagues that there will be a meeting of the National Joint Council (NJC) Trade Union Side on Friday 18 March to decide next steps.

5. London Living Wage Summary: Cllr Tony Newman (Croydon) informed colleagues that Croydon is now an accredited authority. The summary list was noted.

6. GLPC Job Evaluation Scheme Refresh Update: The Employers Side Joint Secretary informed colleagues that a meeting was held on 10 March 2016 consisting of trade union colleagues and GLPC Job Evaluation users.

The outcome of the day was very productive and we have identified some further improvements to the language of the scheme and the handouts used on training courses.

The Employers Side Joint Secretary reassured colleagues that the refresh was not a fundamental change to the scheme. The changes are to do with the guidance and updating the wording to bring the scheme into the modern world.

The Vice Chair Cllr Doug Taylor gave thanks to all those involved in the refresh of the scheme for all their hard work.

7. Schedule of Outstanding Differences: The Vice Chair Cllr Doug Taylor congratulated the Joint Secretaries for their hard work at getting to the position of no outstanding disputes and differences registered on the list.

8. Any Other Business: There was no further business.

9. Date of next meeting: The next meeting would be held on **Wednesday 12 October 2016**
Group meetings will at 1.30pm and the main meeting at 3pm (or on the rising of the sides).

The meeting was concluded at 12.15pm

GLPC Meeting Dates for 2017

Greater London Provincial Council (GLPC)

9 March 2017

Group Meeting: 10am

Joint Meeting: 11.30

GLPC AGM

19 October 2017

Group Meeting: 10am

Joint Meeting: 11.30