**Introduction to the**

**Greater London Employment Forum**

**and**

**Greater London Provincial Council**

**for Employers’ Side**

**Regional Employers’ Organisation (REO) contact details:**

Selena Lansley, Head of London Regional Employers Organisation

0207 934 9963

[selena.lansley@londoncouncils.gov.uk](mailto:selena.lansley@londoncouncils.gov.uk)

Debbie Williams, Employment Services Officer

020 7934 9964

[debbie.williams@londoncouncils.gov.uk](mailto:debbie.williams@londoncouncils.gov.uk)



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**THE LONDON AGREEMENT “GOLD BOOK”**

Arrangements for the governance of the Greater London Provincial Council (GLPC) and Greater London Employers Forum (GLEF) are contained in the London Agreement, (agreed in 2000, as amended) the so-called Gold Book. This is an agreement between the London local government employers and the trade unions. It includes the London pay spines (inner and outer London) which are linked by agreement to increases in line with NJC pay settlements.

In summary GLEF is a discussion forum (2 meetings a year) and the GLPC is the decision-making body (2 meetings a year). Members of the GLPC Employers Side are appointed from among the members of GLEF.

**Background Information**

In January 2004 the Employers’ Side of the GLPC suspended the Joint Machinery in light of the position taken by the Union Side (referral to National Joint Council (NJC)), in pursuing its claim regarding the London allowance. Following a review of the joint machinery requested by Leaders Committee in June 2004 the new constitution (as described below) was jointly agreed.

London Agreement attached:



GREATER LONDON EMPLOYMENT FORUM (GLEF)

The purpose of GLEF is to provide a forum where London employer and employee representatives can meet to discuss and debate employment matters of concern to the London authorities and their workforces and, where appropriate, recommend areas/opportunities for regional agreement and working.

The GLEF may consider and debate any employment, development, efficiency, performance and improvement related matter affecting the employees of the London authorities which could include:

* + pay and conditions of employment including equal pay issues;
  + productivity and performance management;
  + measures to improve efficiency, effectiveness and value for money;
  + measures to increase the skills and capacity of the workforce;
  + equality and diversity in the workplace;

- Employee health, safety and well being

**Membership**

**Employers’ Side** - The 33 employer representatives on the GLEF will be appointed by London Councils on the basis of one elected member representative per authority, including the City of London.

**Union Side** - The Union Side of the GLEF will comprise 32 representatives apportioned as determined by the Trade Unions.

**Meetings**

Two meetings of the GLEF will be scheduled each year including the AGM.

**GLEF Constitution** (attached)

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**GLEF Membership** (attached)

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**GREATER LONDON PROVINCIAL COUNCIL (GLPC)**

The GLPC is the negotiating body for local authorities in London as major employers in the capital and their employee representative (Unison, GMB and Unite). These arrangements provide the regional link between local employee relations issues, the National Joint Council (NJC) and National Association of Employers (NARE) as well as other issues of interest to London employers and unions as a collective. When it was formed, its principal role was described as ‘to reach agreement on regional schemes of pay and conditions of service for application in the London boroughs’. The GLPC may consider any employment matters referred to it by any of its constituent bodies, the GLEF, or the National Joint Council. It may consult on, negotiate and determine regional agreements on any matter affecting the employment contracts of employees covered by the London Agreement.

**Membership**

**Employers’ Side** - 15 employer representatives appointed by London Councils Leaders Committee

**Union Side** - 16 representatives apportioned as determined by the trade unions (Unison, GMB and UNITE)

**Meetings**

Two meetings of the GLPC will be scheduled each year including the AGM.

**GLPC Constitution** (attached)

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**GLPC Membership** (attached)



ROLE OF THE JOINT SECRETARIES

London Councils (on behalf of the Employers’ Side) and the Union Side each appoint a Secretary from their respective joint secretaries to act as the Co-Secretaries for both the GLPC and the GLEF. The Joint Secretaries are responsible for the management and administration of the joint machinery. They also meet to agree agendas for GLEF and GLPC meetings. It is the responsibility of the Co-Secretaries and Joint Secretaries to ensure that the constitutional position of the GLPC is adhered to in any dealings with constituent bodies.

The Joint Secretaries can visit constituent bodies to consider any difference or dispute and take appropriate steps to assist in its resolution, providing a mediation service to support the resolution of local and regional disputes. Over the last few years there have been a handful of cases reported to the GLPC.

The Secretaries are:

Employers’ Side - Selena Lansley (REO)

Union Side Joint Secretary – Vicky Easton (Unison)

Co - Secretary – Dave Powell (GMB)

Co- Joint Secretary - Onay Kasab (Unite)

**LONDON COUNCILS – REGIONAL EMPLOYERS’ ORGANISATION (REO)**

London Councils hosts the London Regional Employers’ Organisation (REO) which is one of the eleven regional employers’ groups, which represents the interests of local authorities as major employers across the United Kingdom *(see NARE for more details).*

The REO is resourced with 2 members of staff (Selena and Debbie) and provides:

* Support to national and regional employers which includes acting as the Employers’ Side Secretary of the Greater London Provincial Council and the Greater London Employment Forum.
* Advice to London authorities on local pay and employment practices (the London Agreement);
* A consultancy service and maintenance of the training for the Greater London Provincial Council Job Evaluation Schemed owned and sold under licence by London Councils (free to London authorities).
* Promotion of useful information, advice and guidance relating to employment practices which support improvement and efficiency in public service delivery in London.
* Facilitating a small number of key HR networks which includes the London Heads of HR and Pay and Employee Relations Forum.
* Represent London at a regional level. Recent examples have included Public Health.

Link to website: <http://www.londoncouncils.gov.uk/who-we-are/committees-and-networks/regional-employers-organisation>

**NATIONAL ASSOCIATION OF REGIONAL EMPLOYERS (NARE)**

NARE includes members and officers from each of the regions in the United Kingdom.  This provides a strong national voice to influence negotiations on pay, terms and conditions.  It is also a useful platform for sharing information and collaborating with other regions. NARE meets four times a year.

The Chair and Vice-Chair of the GLPC/GLEF attend these meetings along with the Head of the REO (Selena Lansley).

The Regional Employers’ Organisations include:

* East Midlands Council, East of England LGA,North East Regional Employers’ Organisation, North West Employers, Northern Ireland LGA, South East Employers,

South West Councils, Welsh LGA, West Midlands Councils and Local Government Yorkshire & Humberside.

**NARE Constitution** (attached)



**National Joint Consultative Committees -** The NJC Employers’ Side has indicated that they wish to reduce the number of negotiating bodies as described below.

**NATIONAL JOINT COUNCIL (NJC) FOR LOCAL GOVERNMENT SERVICES**

The pay and terms of conditions of employment for over 1 million local government services' workers is determined by the National Joint Council (NJC) for Local Government Services.

The NJC for Local Government Services has 70 members: 12 on the employers' side and 58 on the trade union side.

The NJC for Local Government Services in 1997 agreed a national framework for local modification (known as Part 3). This agreement called the Single Status Agreement (commonly known as the Green Book (attached)), details these pay and conditions of service.

If you would like a copy of the Green Book, please contact [Debbie Williams](mailto:debbie.williams@londoncouncils.gov.uk).

The LGA’s Workforce Team offers advice and support to local authorities on the national agreement. However, authorities are advised to first contact their regional employers’ office (London Councils

Link to website: <http://www.local.gov.uk/web/guest/workforce-local-government/-/journal_content/56/10180/3700149/ARTICLE>

**JOINT NEGOTIATING COMMITTEE (JNC) FOR LOCAL AUTHORITY CRAFT AND ASSOCIATED EMPLOYEES**

The Joint Negotiating Committee (JNC) for Local Authority Craft and Associated Employees agreements applies to approximately 519 *(as at April 2014),* London-based local authority craft and associated employees plus another approximately 4,000 such employees in England and Wales.

There are 24 members of the National JNC for Local Authority Craft and Associated Employees: 12 for the Employers' Side and 12 for the Trade Union Side.

The agreement covering national pay and conditions of employment for engineers, electricians, builders and other craft employees of local authorities is known as the [Red book](http://www.local.gov.uk/web/guest/workforce-local-government-pay/-/journal_content/56/10180/3700453/ARTICLE).

Link to website: <http://www.local.gov.uk/web/guest/search/-/journal_content/56/10180/3700423/ARTICLE>

**SOULBURY COMMITTEE**

The Soulbury Committee provides for the advisory staff in local education authorities (LEAs). It covers staff including: educational improvement professionals; educational psychologists, and young people's/community service managers. In addition to the annual pay increase, this committee determines the national salary framework

The Soulbury Committee comprises:

* 5 members (nominated by the LGA) and 1 member from the Welsh Local Government Association on the employers' side
* The officers' side, which is made up of the Association of Professionals in Education & Children's Trusts (ASPECT), the Association of Educational Psychologists (AEP), the National Association of Youth and Community Education Officers (NAYCEO) and the National Union of Teachers (NUT)

Link to website: <http://www.local.gov.uk/web/guest/search/-/journal_content/56/10180/3510514/ARTICLE>

**JOINT NEGOTIATING COMMITTEE (JNC) FOR CHIEF OFFICERS**

The JNC for Chief Officers has 38 members: 12 for the employers’ side and 26 for the staff side.

Link to further information: <http://www.local.gov.uk/web/guest/search/-/journal_content/56/10180/3700185/ARTICLE>

**JOINT NEGOTIATING COMMITTEE (JNC) FOR CHIEF EXECUTIVES**

The JNC for Chief Executives has 27 members: 12 for the employers’ side and 15 for the staff side.

Link to further information: <http://www.local.gov.uk/web/guest/workforce-local-government-pay/-/journal_content/56/10180/3700165/ARTICLE>

**Other Key Employer Representative Bodies**

**EUROPEAN CENTRE FOR EMPLOYERS AND ENTERPRISES PROVIDING PUBLIC SERVICES (CEEP)**

CEEP UK is part of CEEP Europe, a highly influential body officially recognised by the European Commission to participate in social debate and influence European policy.

As a recognised social partner at European level they champion the interests of UK public sector employers & organisations and providers of public services.  CEEP have a proactive presence and continue to ensure that they are respected at European level for their pragmatism and expertise which is drawn from volunteers within the organisations in membership.

Link to website: <http://www.ceepuk.co.uk/>

**LOCAL GOVERNMENT ASSOCATION (LGA) RESOURCES BOARD**

From September 2015, new governance arrangements in the LGA mean workforce issues will be considered by the newly established Resources Board. This will enable issues affecting the workforce to be considered within a wider resources context although the LGA has also emphasised the importance of the LGAs other Boards integrating consideration of workforce into their discussions on areas of policy and improvement.

The purpose of the Resources Board is to provide strategic oversight of the Local Government Association's (LGA) policy and activity in relation to all the resources available to councils, including their workforces as well as finances. The main workforce issues include:

* pay and reward, productivity, pensions, the role and responsibilities of the employers the LGA represents, workforce development, equalities and

other strategic workforce challenges.

Link to website: <http://www.local.gov.uk/web/guest/workforce-local-government/-/journal_content/56/10180/3700149/ARTICLE>

**Employee Representative Bodies (Unions)**

**UNISON**

UNISON is not an acronym. The name comes from how the union was formed in 1993. ie: the unison of the 3 unions NALGO, NUPE & COHSE. UNISON represents and acts for members working in a range of public services and utilities, whether they're employed by private companies, public authorities or in the community and voluntary sector. Link to website: <http://unison.org.uk/>

**GMB**

The GMB, a general trade union, stands for General, Municipal, Boilermakers, and Allied Trade Union. It is a merger of many different unions including the National Union of General and Municipal Workers and the Amalgamated Society of Boilermakers. It’s members are from many sectors, many manual workers in local government including schools, health care and the ambulance service, security, retain, distribution and the utilities.

Link to website: <http://www.gmb.org.uk/>

**UNITE**

Unite has the lowest level of membership across London local government and the sector as a whole. Link to website: <http://www.unitetheunion.org/>

**ASSOCIATION OF LOCAL AUTHORITY CHIEF EXECUTIVE (ALACE)**

ALACE is the recognised negotiating body for chief executives’ employment conditions. They represent members on pay, pension entitlements, and all other national conditions of service.

Link to website: <http://www.alace.org.uk/>

**Other Key Stakeholders**

**SOCIETY OF LOCAL AUTHORITY CHIEF EXECUTIVES (SOLACE)**

Solace is the representative body for the Chief Executives and senior managers working in the public sector in the UK.

Link to website: <http://www.solace.org.uk/>

**SKILLS FOR LOCAL GOVERNMENT**

Skills for Local Government is the sector skills council who works closely with employer organisations, local authorities and trade unions to help them identify and obtain the skills and training their people need in order to deliver first class local services.

Link to website: <http://www.sfjuk.com/sectors/local-government/>

**HR METRICS SERVICE**

All 33 London authorities via the London Heads of HR network provide the raw data and commission a benchmarking service covering pay & benefits and other HR related data.  The service produces a Human Capital Metrics scorecard for London – 2013/14 scorecard attached for information.



**Key Facts**

Size of London local government workforce

In 2013 London authorities

* employed a Full Time Equivalent (FTE) of 86,176 people
* With an average: population of 249,000, budget of £224 million, and employing an average FTE of 2611 people (33 authorities) on an average basic salary of £ £32,500 (27 authorities provided pay data). London authorities are big employers and influential community leaders.
* Estimated figures show that overall London authorities made 11,178 employees redundant between 2010 and 2013 with a peak in 2011/12 of 5,577 redundancies (50% of the total redundancies over the three years).
* Of the above total for London over the three years (2010/13), Inner London boroughs made 4,994 employees redundant 2,372 (47.5%) in 2011/12; while Outer London boroughs made 6,184 employees redundant 3,205 (51.8%) in 2011/12.
* This equates to 10% of the 2011 London boroughs’ total headcount (10.5% for Inner London boroughs and 9.7% for Outer London).

Broad expectations leading to future reform of London local government workforce

* It is anticipated that the next 2 years will see further significant reductions in staff across the board due to marked financial constraint. Scale is unknown but it is envisaged that it will be at least on the scale of what the sector has faced in the last 3 years.
* It is likely that the reductions will hit the same job families across all LAs (clerical and other back office, low skilled staff)
* Conversely it is envisaged that the sector will continue to face difficulties recruiting higher skilled posts; especially true if the London wide employment market continues to be buoyant as predicted. Attracting quality applicants in sufficient numbers for some areas remains a challenge. In 2013 data from the London HR metrics service showed that Children’s Team Managers and Specialist Advanced Social Workers were difficult to recruit and retain posts. Extreme difficulties were also reported in Adults Team Manager, Senior Social Workers, Occupational Therapists, Building Control, Trading Standards and legal posts across a number of London authorities.
* Public Sector workforce is getting older.
* There are community and equality impacts both considering the existing profiles (predominantly female, good relativity to BME communities) and many successful programmes to appease unemployment, especially youth targets. Many local authority staff live in their host borough.
* Future expected demands in some statutory service areas have major workforce implications e.g. implementing the Social Care Act will have significant implications on the social care workforce from 2015.