

# **Greater London Provincial Council**

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Thursday 17 March 2016: 11.30am approx. (or on the rising of the sides)

Conference Suite, London Councils, 59½ Southwark Street,  
London SE1 0AL.

**Employers' Side:** Conference Suite, 1<sup>st</sup> Floor 10.45am  
**Union Side:** Room 3 10.45am  
**Contact Officer:** Debbie Williams  
**Telephone:** 020 794 9964 **Email:** debbie.williams@londoncouncils.gov.uk

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## Agenda item

<b>1</b>	<b>Apologies for Absence</b>	
<b>2</b>	<b>To receive the minutes of the meeting held on 22 October 2015</b>	Attached
<b>3</b>	<b>Matters Arising</b>	
<b>4</b>	<b>Update on NJC Pay</b>	
<b>5</b>	<b>London Living Wage Summary</b>	Attached
<b>6</b>	<b>GLPC Job Evaluation Update</b>	Attached
<b>7</b>	<b>Schedule of Outstanding Differences</b>	Attached
<b>8</b>	<b>Any Other Business</b>	
<b>9</b>	<b>Date of Next Meeting</b> – 12 October 2016 (Group meetings 2.15pm and Joint meeting 3pm)	

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Vicky Easton  
Union Side Secretary  
1<sup>st</sup> Floor, Congress House, Great Russell Street,  
LONDON WC1B 3LS  
Tel: 0845 3550845

Selena Lansley  
Employers' Side Secretary  
59 1/2 Southwark Street  
LONDON SE1 0AL  
Tel: 020-7934 9963

### **Declarations of Interest**

\* If you are present at a meeting of London Councils' or any of its associated joint committees or their sub-committees and you have a disclosable pecuniary interest\* relating to any business that is or will be considered at the meeting you must not:

- participate in any discussion of the business at the meeting, or if you become aware of your disclosable pecuniary interest during the meeting, participate further in any discussion of the business, or
- participate in any vote taken on the matter at the meeting.

These prohibitions apply to any form of participation, including speaking as a member of the public.

It is a matter for each member to decide whether they should leave the room while an item that they have an interest in is being discussed. In arriving at a decision as to whether to leave the room they may wish to have regard to their home authority's code of conduct and/or the Seven (Nolan) Principles of Public Life.

As defined by the Relevant Authorities (Disclosable Pecuniary Interests) Regulations 2012

## GREATER LONDON PROVINCIAL COUNCIL

The minutes of the Greater London Provincial Council Annual General Meeting held on 22 October 2015, at the offices of London Councils.

### PRESENT

#### Employers

Cllr Colin Tandy	London Borough of Bexley
Cllr Tim Stevens	London Borough of Bromley
Cllr Alison Wells (Sub)	London Borough of Camden
Cllr Toni Letts (Sub)	London Borough of Croydon
Cllr Doug Taylor (Chair)	London Borough of Enfield
Cllr Sophie Linden	London Borough of Hackney
Cllr Katherine Dunne	London Borough of Hounslow
Cllr Joanna Gardner	Royal Borough of Kensington & Chelsea
Cllr David Glasspool	Royal Borough of Kingston upon Thames
Cllr Jenny Braithwaite (Sub)	London Borough of Lambeth
Cllr Kevin Bonavia	London Borough of Lewisham
Cllr Richard Clifton	London Borough of Sutton
Cllr Angela Harvey	City of Westminster

#### Others in attendance

Selena Lansley	Head of London Regional Employers
Debbie Williams	Employment Services Officer
Mehboob Khan	Labour Political Advisor
Jade Appleton	Conservative Political Advisor

#### Unions

April Ashley	UNISON
Vicky Easton	UNISON
Sue Plain	UNISON
Kim Silver	UNISON
Helen Steel	UNISON
Mary Lancaster	UNISON
Simon Steptoe	UNISON
Julie Kelly	UNISON
Gary Carter	GMB
Wendy Whittington	GMB
Gary Cummins	Unite
Danny Hoggan	Unite
Susan Matthews	Unite

### 1. Apologies for Absence

Apologies for absence were received from Cllr Dominic Twomey (Barking & Dagenham), Cllr Theo Blackwell (Camden), Cllr Tony Newman (Croydon), Cllr Paul McGlone (Lambeth), Jackie Lewis (UNISON), Sean Fox (UNISON), Dave Powell (GMB), Vaughan West (GMB), Kath Smith (Unite) and Onay Kasab (Unite)

## **2. Election of Chair and Vice-Chair for 2015/16**

Danny Hoggan (Unite) was elected Chair and Cllr Doug Taylor (Enfield) was elected as Vice Chair for 2015/16.

## **3. Minutes of the meeting held on 12 March 2015**

The minutes of the meeting held on 12 March 2015 were agreed.

## **4. Matters Arising**

### **Item 4 - Matters Arising - UNISON Ethical Care Charter**

Sue Plain (UNISON), informed colleagues of a recent case which concerned a decision were workers who have no fixed workplace and spend each day travelling from home to their first customer and from their last customer to their homes. In this particular case it was ruled that this should be counted as working time and not a rest period under the Working Time Directive. Case reference: Federación de Servicios Privados del sindicato Comisiones obreras (CC.OO.) v Tyco Integrated Security SL, Tyco Integrated Fire & Security Corporation Servicios SA (ECJ) 5 CONTINUITY OF EMPLOYMENT: TUPE AND THE TIME

Further information on the case law can be found in the LGA bulletin attached which states 'the ECJ's finding only applies to mobile workers with no fixed place of work, and second, as the ECJ said, the Working Time Directive, save in relation to annual leave, does not apply to pay. Therefore, the method of remunerating workers in this situation is not covered by the Directive, meaning in practice that unless the contract provides otherwise, this case does not mean mobile workers have to be paid for the time they spend travelling from home to their first and last place of work.'



Adobe Acrobat  
Document

The union side reported that National Institute for Health and Care Excellence (NICE) has recommended that fifteen minute visits are too short and that these should be extended.

The union Side Joint Secretary, Vicky Easton (UNISON), informed colleagues that Southwark, Camden and Islington had now signed UNISON's Ethical Care Charter. The following boroughs will be signing up shortly Greenwich, Hounslow, Barking & Dagenham, Hammersmith & Fulham, Hackney, Croydon and Tower Hamlets.

Cllr Kevin Bonavia (Lewisham) requested that Vicky Easton contact him as Lewisham would also like to consider signing up to the Charter.

Cllr Jenny Braithwaite (Lambeth) informed colleagues that following this meeting she would enquire why Lambeth had not signed up to the Charter as yet.

The Chair informed colleagues that the Social Care Lead at the LGA also supported the work to ensure ethical care standards where maintained.

Cllr Angela Harvey (Westminster) informed the Union Side that a number of London boroughs brand their own standards which also support ethical practice.

## **5. To confirm the member of the GLPC and the Co-Secretaries of the GLPC**

The Employers' Side Joint Secretary, Selena Lansley, updated colleagues following the circulation of the GLPC papers, as two new members on the Employers Side had been confirmed as Cllr Dominic Twomey (Barking & Dagenham) and Cllr David Glasspool (Kingston).

The updated membership of the GLPC for 2015/16 is attached for information.



Microsoft Word 97 -  
2003 Document

## **6. Update on London Living Wage**

The Union Side asked the Employers Side whether any London boroughs had made a decision to increase the London Living Wage (LLW) in relation to the reduction in tax credits.

The Employers Side responded that this would be considered at a local level once the GLA announce the new LLW rate on 2 November 2015.

The Chair mentioned that some boroughs had been pro-active in giving advice to employees on the likely impact on their family income but more needed to be done to help families on low incomes who would be severely impacted by the welfare cuts.

Cllr Jenny Braithwaite (Lambeth) stated that advice drop-ins should be extended to residents not just staff.

Cllr Katherine Dunne (Hounslow) informed colleagues that Hounslow were already running programmes for local residents.

The summary list was noted.

## **7. National Pay Negotiations**

Sue Plain (UNISON) informed colleagues that it was the unions understanding that the National Employers Side was considering the claim and so the Union Side are waiting a response.

The Union Side wished to note that hopefully both sides can reach agreement well before the 1 April 2016 implementation date.

## **8. The Trade Union Bill and its Implications for Industrial Relations**

Vicky Easton (UNISON) highlighted that the principal for both facilities time and check-off is enshrined in the Green Book. Section 18.1 of Part 2 (Key National Provisions) states “Authorities shall provide the recognised trade unions with facilities necessary to carry out their functions, including paid leave of absence to attend meetings concerned with the work of the NJC and Provincial Councils and the operation of a check off system whereby, with the consent of the individual, trade union dues are deducted from pay.”

The Union Side are aware that these issues could have a significant and negative impact. Reducing facilities time would create problems for employers and trade unions as from experiences having the resources to sort out problems and issues quickly was often critical for the smooth running of services.

Well managed facilities time saves the employers money and generally speaking councils are fully reimbursed by the unions for any costs associated with the deduction of union subscriptions from payroll. The trade unions subscriptions is one of the many things deducted from an employee’s pay.

Sue Plain (UNISON) reminded colleagues that the Greater London Provincial Council Job Evaluation scheme, which London boroughs use extensively, was designed and agreed due to a lot of joint work on building the scheme. The risk is that if this Bill goes through then any future work is likely to cease and there are lots of areas of joint working e.g. equalities, pensions, ethical care charter.

Simon Steptoe (UNISON) stated that this was an appalling attack on local democracy and that councils from all political persuasions should reject this Bill.

The union suggested two options on how to progress this important matter:

- Agreement to jointly refer the NJC and ask them to consider; or
- Refer to the Joint Secretaries for them to look at how we can move forward.

The Vice Chair responded noting the logical points raised by the Union Side and acknowledging the benefits for the employer in relation to facilities time and Check-Off facilities. The Employers Side Chair and Vice Chairs agreed to consider what contribution could be made to this issue.

## **9. Schedule of Outstanding Differences**

Cllr Angela Harvey (Westminster) highlighted that compared to past years where disputes had remained unresolved for some time there were no current outstanding disputes and differences registered on the list and thanked the Joint Secretaries for their hard work at getting to this position.

**10. Any Other Business**

There was no further business.

**11. Date of next meeting**

The next meeting would be held on **Thursday 17 March 2016**

*Group meetings will take place at 10.45am and the main meeting at 11.30am (or on the rising of the sides).*

**Future Dates for 2016**

**GLPC AGM**

**Wednesday 12 October 2016**

Group meetings: 1.30pm

Joint Meeting: 3pm

**London Living Wage – summary of the position in London local authorities**

- The summary shows that overall 28 London boroughs are or have agreed to pay directly employed staff the minimum of the LLW (12 boroughs are accredited as Living Wage Employers).

**Implemented arrangements specifically to address this**

Barking & Dagenham  
Barnet  
Brent\*  
Camden\*  
Croydon  
Ealing\*  
Enfield\*  
Greenwich\*  
Hackney  
Hammersmith & Fulham\*  
Haringey  
Harrow  
Hillingdon  
Hounslow\*  
Islington\*  
Kingston (as of 1.4.16)  
Lambeth\*  
Lewisham\*  
Merton  
Newham  
Redbridge  
Richmond  
Southwark\*  
Sutton  
Tower Hamlets\*  
Waltham Forest  
Wandsworth  
Westminster

**Current position under review**

Kensington & Chelsea

**Considered and will not be taking any action at this stage**

Bexley  
Bromley  
Havering

\* Accredited London Living Wage employers



# Greater London Provincial Council

## GLPC Job Evaluation Refresh Update

Item: 6

**Report by:** Selena Lansley      **Job title:** Regional Employers' Secretary  
**Date:** 17 March 2016  
**Contact Officer:** Selena Lansley  
**Telephone:** 020 7934 9963      **Email:** [selena.lansley@londoncouncils.gov.uk](mailto:selena.lansley@londoncouncils.gov.uk)

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**Purpose:** To update GLPC members on the current refresh of the job evaluation scheme which is being managed by London Councils and used by the vast majority of London boroughs.

**Recommendation:** To note the report

### Introduction

1. In October 2015 the Greater London Provincial Council (GLPC) agreed that a “light touch” refresh of the GLPC Job Evaluation scheme should be undertaken in partnership with London Councils. The scheme is widely used in London and across the UK.

### Aim

2. The review aims to modernise the support materials used within the GLPC JE scheme and bring forward recommendations for minor amendments to the guidance within the scheme where appropriate. The review is being undertaken in consultation with regional trade union representatives with a view to issuing joint advice on JE.

### Minor Changes

3. The refresh aims to recognise changes in the ways of work since the scheme was introduced – for example project work, flatter management structures, mixed economy provision, flexible working, and commissioning such as Public Health. A revised set of job profiles have been agreed to support the training which will allow greater choice as they now include project management, facilities management, and housing/neighbourhood management roles. Some minor changes to the wording of the introductory pages of certain factors is also proposed e.g. removal of examples using ‘cash’ for payment in order to best reflect current payment methods that have developed since 2000.

### Implementation Stage

4. Following consultations the final draft of the revised scheme is at the stage for testing prior to launching to current and new GLPC JE licence holders. A small working party has been scheduled to test the revised documentation at an all-day event on the 10 March 2016. This will include the training material which will support consistency of application taking place after 1 April 2016.
5. The intention is that if no significant issues are identified on the 10 March 2016, the scheme materials will be launched following the notification of this GLPC meeting. The new materials will be launched on the London Councils’ website as well as writing individually to all existing GLPC licence holder clients.