

# Leaders' Committee

## Summaries and Minutes

Item no: 8

**Report by:** Derek Gadd      **Job title:** Head of Governance  
**Date:** 21<sup>st</sup> March 2017  
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**Summary**      Summaries of the minutes of London Councils

**Recommendations**      Leader's Committee is recommended to note the attached minutes:

- Pensions – 8 February 2017
- TEC Executive – 9 February 2017
- GLEF – 9 February 2017
- Executive – 28 February 2017

## **Pensions CIV Sectoral Joint Committee (PSJC)**

### **8 February 2017**

Minutes of a meeting of the Pensions CIV Sectoral Joint Committee held on Wednesday 8 February 2017 at 10:30am in the Conference Suite, London Councils, 59½ Southwark Street, London SE1 0AL

#### **Present:**

City of London	Mark Boleat (Chair)
Barking and Dagenham	-
Barnet	-
Bexley	Cllr Louie French
Brent	Cllr Sharfique Choudhary
Bromley	-
Camden	Cllr Rishi Madlani
Croydon	-
Ealing	Cllr Yvonne Johnson
Enfield	Cllr Toby Simon
Greenwich	-
Hackney	-
Hammersmith and Fulham	Cllr Iain Cassidy
Haringey	-
Havering	-
Harrow	Cllr Nitin Parekh
Hillingdon	Cllr Michael Markham (Deputy)
Hounslow	Cllr Mukesh Malhotra
Islington	Cllr Richard Greening
Kensington and Chelsea	-
Kingston Upon Thames	Cllr Eric Humphrey
Lambeth	-
Lewisham	Cllr Mark Ingleby
Merton	Cllr Imran Uddin
Newham	-
Redbridge	-
Richmond Upon Thames	-
Southwark	Cllr Fiona Colley
Sutton	-
Tower Hamlets	Cllr Clare Harrisson
Waltham Forest	Cllr Simon Miller
Wandsworth	Cllr Maurice Heaster
City of Westminster	Cllr Suhail Rahuja

#### **Apologies:**

Barnet	Cllr Mark Shooter
Bromley	Cllr Teresa Te
Hackney	Cllr Robert Chapman
Haringey	Cllr Clare Bull
Havering	Cllr John Crowder
Hillingdon	Cllr Philip Corthorne
Kensington & Chelsea	Cllr Quentin Marshall
Newham	Cllr Forhad Hussain
Redbridge	Cllr Elaine Norman
Richmond-upon-Thames	Cllr Thomas O'Malley

Officers of London Councils were in attendance as were Lord Kerslake (Chair, London CIV), Hugh Grover (CEO, London CIV), Julian Pendock (CIO, London CIV), Brian Lee (COO, London CIV), Jill Davys (AD Client Management, London CIV), and Ian Williams (Chair, Investment Advisory Committee).

## **1. Announcement of Deputies**

1.1. Apologies for absence and deputies were as listed above.

## **2. Declarations of Interest**

2.1. There were no declarations of interest that were of relevance to this meeting.

## **3. Minutes of the PSJC meeting held on 13 December 2016**

3.1. The minutes of the PSJC meeting held on 13 December 2016 were agreed.

## **4. London CIV 2017/18 Budget and Medium Term Financial Strategy (MTFS)**

4.1. Lord Kerslake (Chair, London CIV) introduced the report, which provided members with the CIVs budget proposals for 2017/18 and the medium term financial strategy over the next 5 years. He noted that:

- £3.3 billion AUM had been placed into the fund, as at 31 December 2016, and around £1.5 million of net annualised fee savings were being delivered so far;
- LCIV had made good progress and had now reached a critical moment in its development which would require additional upfront funding and resources to ensure delivery of the plans; and
- The plans suggest a target AUM of £14.1 billion by March 2022; it was thought that this could be increased to around £19 billion with a 'fair wind', which would lead to the proposed development funding charge being eliminated 2 years earlier.

4.2. Councillor Heaster said that extra staff resources would be needed at least in the short term. He said that the budget did not include any additional income from charging a fee on the passive funds – this £¼ million could be used to help deliver this budget and potentially fund some of the additional resource. It was hoped that the CIV Board would come back to Pensions CIV Sectoral Joint Committee (PSJC) with details on this.

4.3. Councillor Heaster asked if the Board could look into the possibility of using the flexibility of investing with other pools, outside of the London pool. Lord Kerslake said that the Board could look into this. Mr Grover (CEO, London CIV) noted that there was regular contact with the other pools and conversations about collaboration, particularly with LPP, but most other pools were still being established and so didn't present immediate opportunities but all options would be considered going forward.

4.4. Councillor Heaster noted that experienced professional staff would be needed in order to achieve the plans and that there may be challenges in finding those staff at appropriate remuneration levels. He encouraged a degree of flexibility in

recruiting, including considering the possibility of employing part-time staff and using fixed term contracts. Lord Kerslake agreed that any and all options should be considered.

- 4.5. Councillor French said that Bexley supported the budget, although there was concern that the lack of staff was causing delays and this needed to be addressed. Any areas where there was the potential for duplication between London CIV and the local LGPS funds also needed to be avoided.
- 4.6. The Committee considered the report and agreed London CIV's 2017/18 budget.

## **5. London CIV 2016/17 Financial Report**

- 5.1. Brian Lee (Chief Operating Officer, London CIV) introduced the report noting that the financial report covered the nine months up to December 2016. He confirmed that everything was currently on target with no shortfalls and the forecast was on track to be achieved.
- 5.2. The COO highlighted that although the operating loss was lower than forecast this was largely due to a timing difference on expensing certain costs and would be on budget by the end of the financial year..
- 5.3. The Committee agreed to note:
  - i. the financial report for the nine months to December 2016;
  - ii. the updated forecast to March 2017; and
  - iii. the capital adequacy position of LCIV as at December 2016.

## **6. Investment Advisory Committee (IAC) Update**

- 6.1. Ian Williams (Chair of IAC) introduced the report and made the following comments:
  - IAC had met twice since the last CIV Joint Committee meeting (December and January)
  - Global Equities procurement successful and IW thanked all for contributions
  - Fixed income and stewardship outlined and discussed
  - MiFID2 consultation and response submitted by CIV but FCA not seeming to understand scale of problem this causes and how it compromises pooling agenda
  - Further working group on reporting and transparency established
  - Actuarial valuation – Borough Funds generally in a better position
  - The IAC treasurers were looking forward with the CIV with regards to the Governance Review
  - There would be an item on housing/infrastructure going to the next IAC meeting.

- 6.2. The CEO said that a further report on infrastructure could be brought to the next, or a subsequent CIV Sectoral Committee meeting, with a specialist being brought in to talk on the issue. Alternatively, a workshop on infrastructure could be convened for CIV Sectoral members to attend.
- 6.3. The Chair asked whether “infrastructure” referred specifically to taking on equity interests or investing in solid return investments. Julian Pendock (CIO) said that the issue of infrastructure had been discussed with Hermes, and a detailed definition of “infrastructure” could be sent around to members.
- 6.4. Members felt that a workshop on infrastructure investment would be a good way forward. The Chair said that a workshop on infrastructure should be convened, and a short paper outlining the outcome should be brought to the CIV Sectoral Committee.
- 6.5. Councillor Simon asked for a progress update on Black Rock. The CIO said that Jill Davys was co-ordinating with Black Rock and fee savings would be back dated to the 1st January 2017. The Chair said that fee savings should be made clearer in the financial report, as well as being highlighted in a footnote.
- 6.6. The Committee:
- (i) agreed that a workshop on infrastructure should be convened and a short paper of the discussions of this workshop would be brought back to the CIV Sectoral Committee;
  - (ii) agreed that fee savings would be made more specific in the financial reports brought before the CIV Sectoral Committee; and
  - (iii) noted the contents of the report.

## **7. Investment Report and Fund Update**

- 7.1. This item had been moved to the “exempt” part of the agenda.

## **8. London CIV Stewardship Update**

- 8.1. The CEO introduced the report noting that the substantive element covered London CIV’s draft Stewardship Code Statement of Compliance for the committee to consider and comment on ahead of it being presented to LCIV’s Board for adoption.
- 8.2. Members thanked the Board and London CIV staff (particularly Jill Davys, AD Client Management) for arranging the recent stewardship seminar, noting that it was a good event. Thanks were also noted to the City of London for hosting the event.
- 8.3. The Committee:
- i. Considered and noted the contents of this report; and
  - ii. Approved the LCIV draft Stewardship Code Statement of Compliance

## **9. Passive Funds Fee Proposal**

- 9.1. Mr Grover introduced the report noting that LCIV had been asked to consider options for charging a fee to the London Local Authorities (LLAs) on passive funds held outside of LCIV. This report presented those options and gave proposals for which option might be preferred. He further noted that the options had been discussed with officers in the IAC and the report represented the collective view of that committee.
- 9.2. It was also noted that Mr Grover would raise the proposals separately with LB Sutton as Councillor Gordon was not present at the meeting and had expressed some concerns over this issue.
- 9.3. Councillor Rahuja asked for an estimate of what the fee savings would be from Black Rock. Jill Davys said that this would amount to approximately £400,000. Councillor O'Malley voiced concern that there were not sufficient resources going into the CIV to progress with this proposal.
- 9.4. The Committee:
  - i. agreed to adopt an AUM based fee to be charged to the LLAs benefitting from reduced fees negotiated by LCIV on any passive funds managed outside of the LCIV;
  - ii. agreed that the preferred fee scale to be charged would be 0.5 bps from the options in Annex B of the report;
  - iii. agreed the date of 1st April 2017 for implementation of passive fee charges to commence and for a review of the fees to take place after five years; and
  - iv. agreed that LLAs investing in passive funds where reduced fees had been negotiated by LCIV were charged from the first full month after subscribing to the passive fund.

## **10. Markets in Financial Instruments Directive 2 (MiFID2)**

- 10.1. Mr Grover introduced the report and made the following comments:
  - the LCIV was actively engaged with the LGA and colleagues across the country to discuss MiFID2 implementation with the FCA;
  - the LGPS was the only scheme that appeared to be caught by MiFID2 as all other European local government pension schemes were believed to be structured as separate organisations and not embedded in local authorities;
  - the paper set out the FCA's proposals at the current point in time, but it was anticipated that changes would be made before full implementation in January 2018;
  - while LCIV might provide one mitigating option it would not be ready in time to take in all boroughs' assets by the implementation date;
  - officers of the IAC were involved with LCIV in considering the issue; and
  - there was confidence that a workable solution would be achieved.

10.2. The Chair asked if contact with the FCA beyond the current officer led group would be helpful. Mr Grover responded that it probably would.

10.3. The Committee discussed the contents of the report.

## **11. London CIV Governance Review**

11.1. Lord Kerslake introduced the report and made the following comments:

- It was right to commission a governance Review now as LCIV had been operating for just over a year and the environment had changed with the Government now imposing a more mandatory model of pooling;
- LCIV's Board was committed to the review and the company would fund it, although input from the CIV Sectoral Committee and borough treasurers would be beneficial and appreciated. The aim was to set up a panel to steer the review and to select the organisation or people to carry it out;
- a draft scope and ToR was in the report for consideration;
- the aim was to finish the review and have the final report before the summer recess; and
- it was the intention to get input from as many people as possible in the review (investment/borough experts, CIV Sectoral members etc.);

11.2. Councillor Malhotra said that he was happy to provide input into the Governance Review.

11.3. Mr Grover noted that the committee had received a governance report from London Councils at its previous meeting. However, in light of the proposed governance review no further action would be taken on that for the time being.

11.4. The Committee considered and discussed the contents of the report.

## **12. Any Other Business**

12.1. **London CIV Annual Conference:** Councillor Simon asked whether a programme had been produced for the annual conference. Mr Grover responded that the programme had not been published as the Local Government Minister had been invited to speak and his attendance had only just been confirmed. The programme would now be published.

12.2. Councillor Harrison requested that more notice be given for such events in future to enable members with work commitments to arrange the necessary time off to attend. Mr Grover confirmed that every effort would be made to give as much notice as possible.

**The meeting closed at 11.29am**

# Leaders' Committee

## Report from the TEC Executive Sub Committee – 9 February 2017

Item no:

**Report by:** Alan Edwards      **Job title:** Governance Manager  
**Date:** 21 March 2017  
**Contact Officer:** Alan Edwards  
**Telephone:** 020 7934 9911      **Email:** Alan.e@londoncouncils.gov.uk

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**Summary:** Summary of the minutes of the London Councils' TEC Executive Sub Committee held on 9 February 2017

**Recommendations:** For information.

**1. Attendance:** Cllr Julian Bell (LB Ealing – Chair), Cllr Daniel Anderson (LB Enfield), Cllr Feryal Demirci (LB Hackney), Cllr Tim Coleridge (RB Kensington & Chelsea), Cllr Claudia Webbe (LB Islington), Cllr Phil Doyle (RB Kingston-upon-Thames), Cllr Alan Smith (LB Lewisham), Cllr Jill Whitehead, Cllr Caroline Usher (LB Wandsworth), and Cllr Heather Acton (City of Westminster).

**2. Apologies for Absence**

An apology for absence was received from Christopher Hayward (City of London)

**3. Green Infrastructure Paper**

The TEC Executive Sub Committee received a paper that provided members with an update on progress on the recommendations for boroughs and London Councils made as part of the Green Infrastructure Taskforce, since July 2016, as well as an update on current work on green infrastructure.

The TEC Executive Sub Committee: **(i)** agreed that London Councils officers would report members' request that the map of central London's green roofs was outdated and should be removed from the GLA website; and **(ii)** discussed and noted the report.

**.4. Damage to Highways Update**

The TEC Executive Sub Committee considered a report that provided members with an update on work undertaken on damage to highways, since the TEC Main meeting in June 2015.

The TEC Executive Sub Committee: **(i)** agreed that further case studies would be placed on the London Councils' website (boroughs to let Jennifer Sibley know of any other case studies they had), **(ii)** agreed to lobby Government as opportunities arose, with a view to changing existing legislation with regards to claiming back costs for any damages to highways, and **(iii)** discussed and noted the report.

**5. Transport & Mobility Services Performance Information – Quarters 2 and 3 in 2016/17**

The TEC Executive Sub Committee received a report that detailed the London Councils' Transport and Mobility Services performance information in Q2 and Q3 in 2016/17.

The TEC Executive Sub Committee: **(i)** agreed to look at reviewing the performance indicator targets at the end of the financial year, especially the areas in "red" that consistently failed to meet the agreed



targets (ie Road User Charging - the “number of days to decide appeals – postal, personal and combined), and **(ii)** noted the report

#### **6. Month 9 TEC Revenue Forecast 2016/17**

The TEC Executive Sub Committee received a report that outlined actual income and expenditure against the approved budget to the end of December 2016 for TEC and provided a forecast of the outturn position for 2016/17. A surplus of £868,000 was forecast over the budget figure. In addition, total expenditure in respect of Taxicard trips taken by scheme members was forecast to underspend by a net figure of £621,000, if current trip volumes continued for the remainder of the year. The net borough proportion of this underspend was projected to be £424,000 with £197,000 accruing to TfL. However, as reported separately on the agenda, some boroughs were forecast to overspend their Taxicard budget and were required to action accordingly.

The TEC Executive Sub Committee: **(i)** noted that the variances against the TEC reserve benchmark of between 10 to 15% would be reported back to Committee on a quarterly basis, **(ii)** agreed to wait and see what the year-end outturn was for the current year before considering the impact of the underspends on the overall level of reserves, **(iii)** noted the projected surplus of £868,000 for the year, and the forecast net underspend of £621,000 for overall Taxicard trips, as detailed in the report, and **(iv)** noted the projected level of Committee reserves, as detailed in paragraph 5 of the report and the commentary on the financial position of the Committee included in paragraphs 6-8.

#### **7. Minutes of the TEC Executive Sub Committee held on 21 July 2016 (for agreeing)**

The TEC Executive Sub Committee agreed the minutes of the TEC Executive Sub Committee held on 21 July 2016.

#### **8. Minutes of the TEC Main Meeting held on 8 December 2016 (for noting)**

The TEC Executive Sub Committee noted the minutes of the TEC Main Meeting held on 8 December 2016.

The TEC Executive Sub Committee: **(i)** noted Councillor Clyde Loakes had agreed to represent London Councils on this litter steering group (an appropriate officer or Councillor Jennifer Brathwaite to provide back-up), and **(ii)** officers to look into the possibility of sharing and best practice

#### **9. Any Other Business**

The Chair gave thanks to Councillor Heather Acton (City of Westminster) for all her work on TEC. This was Councillor Acton's last TEC Executive meeting, owing to portfolio holder changes at Westminster.

It was noted that the costs to insure electric vehicles (EVs) was high, owing to the lack of qualified engineers available to repair them.

It was noted that the London Assembly Environment Committee had a list of the 8 most critical incidents that had been listed by Thames Water.

It was agreed to take the ongoing problems with Southern Rail and the problems and delays on the Gospel Oak/Barking line to the meeting with the Transport Commissioner on 16 February 2017, before any further action was taken by TEC on these issues.

The meeting finished at 10:44am.

# Leaders' Committee

## Report from the Greater London Employment Forum – 9 February 2017

Item no:

**Report by:** Steve Davies      **Job title:** Head of London Regional Employers Organisation  
**Date:** 21 March 2017  
**Contact Officer:** Steve Davies  
**Telephone:** 020 7934 9963      **Email:** Steve.davies@londoncouncils.gov.uk

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**Summary:** Summary of the minutes of the Greater London Employment Forum held on 9 February

**Recommendations:** For information.

**In Attendance:** Cllr Jane Jones (Barking & Dagenham), Cllr Colin Tandy (Bexley), Cllr Margaret McLennan (Brent), Cllr Tim Stevens (Bromley), Cllr Alison Kelly (Camden), Cllr Doug Taylor (Vice-Chair) (Enfield), Cllr Ali Demirci (Haringey), Cllr Philip Corthorne (Hillingdon), Cllr Gary Heather (Islington), Cllr Gerard Hargreaves (Kensington & Chelsea), Cllr Kevin Bonavia (Lewisham), Cllr Mark Allison (Merton), Cllr David Marlow (Richmond), Cllr Simon Wales (Sutton), Cllr Guy Senior (Wandsworth), Helen Reynolds (UNISON), Mary Lancaster (UNISON), Jackie Lewis (UNISON), Jon Rogers (UNISON), Sue Plain (Chair) (UNISON), Simon Steptoe (UNISON), Gary Cummins (Unite), Danny Hogan (Unite), Susan Matthews (Unite), Penny Robinson (GMB), Vaughan West (GMB) and Jonathan Cules (GMB).

**Also In Attendance:** Selena Lansley (London Councils), Debbie Williams (London Councils), Mehboob Khan (Political Advisor to the Labour Group, London Councils), Jade Appleton (Political Advisor to the Conservative Group, London Councils) and Julie Kelly (UNISON).

1. **Apologies for Absence:** Cllrs Bill Turner and Irma Freeborn (Barking & Dagenham), Cllr Yvonne Johnson (Ealing), Cllr Carole Williams (Hackney), Cllr Ben Coleman (Hammersmith & Fulham), Cllr Andy Hull (Islington), Cllr David Glasspool (Kingston), Cllr Paul McGlone (Lambeth), Cllr Fiona Colley (Southwark), Cllr David Edgar (Tower Hamlets), Cllr Angela Harvey (Westminster), April Ashley (UNISON), Sean Fox (UNISON), Maggie Griffin (UNISON), Gloria Hanson (UNISON), Danny Judge (UNISON), Neville McDermot (UNISON), Kim Silver (UNISON), Janet Walker (UNISON), Irene Stacey (UNISON), Dave Powell (GMB) and Wendy Whittington (GMB).

2. **Declarations of Interest:** Cllr Doug Taylor, Vice-Chair (Enfield) wished to record on behalf the Employers' Side that a number of Councillors are a member of UNISON which we do not have to declare at this meeting but we do declare on our declarations form.

**3. Minutes of the Meeting held on 29 June 2016:** The minutes of the meeting held on 29 June 2016 were agreed as a correct record.

**4. Matters Arising:** Item 6 – London Collective Investment Vehicle (CIV) Update (Page 6 of minutes)

- Mary Lancaster (UNISON) highlighted that the Union Side do not believe that the following sentence was in fact mentioned by Danny Judge (UNISON).

*Danny Judge (UNISON) reported that he sits on Lambeth's Pension Board and so understands the value of being involved in this board. He explained how positive the experience has been in jointly establishing boards through the LGPS. He went onto highlight his concerns as the Government's agenda now appeared to the unions to be at the deficit of membership representation at a CIV (London regional level). London Councils Joint Committee has been established which he understood comprises of one nominated councillor from each participating borough. The trade unions stated that they find it unsatisfactory that they currently do not have a voice at the CIV Board level. The unions requested that participating boroughs consider how best scheme members can participate at board level.*

- The Chair wished to record how informative and enjoyable the CIV Update was and would like to invite both Lord Kerslake (Non-Executive Chair, London CIV) and Hugh Grover (Chief Executive, London CIV) to attend a future meeting of GLEF for a further update.
- The Chair enquired whether any further consideration had been given by the London Councils Joint Committee for the unions to have a voice on the CIV Board.

Selena Lansley (Employers' Side Secretary) responded that CIV are currently undertaking a governance review which was agreed at Leaders on 7 February. Report due in the summer 2017.

Cllr Doug Taylor (Vice Chair) commented that in light of governance being a significant issue it may be better for CIV to return to GLEF after the report is published in the summer.

Apprenticeships – Page 8

Jackie Lewis (UNISON) raised in relation to apprenticeships the Greater London Authority (GLA) launched a report in January 2017 entitled 'Apprenticeships: an un-level playing field' which highlights that BAME and female apprentices tend to be clustered in low level, low pay apprenticeships. We should, as a whole, have a look at the outcomes of apprenticeships.

Link to GLA report: <https://www.london.gov.uk/about-us/london-assembly/london-assembly-publications/apprenticeships-un-level-playing-field>

Simon Steptoe (UNISON) sits on the London Councils Young People's Education and Skills Apprenticeship Sub-Group and would welcome someone from this group attend to report on the differences on what boroughs pay apprentices.

GLPC JE Refresh Update – Item 8 Page 9

Mary Lancaster (UNISON) asked for feedback to Vicky Easton's comment on the number of trained GLPC trade union side representatives which had significantly depleted and requested that this be explored further.

Selena Lansley (Employers' Side Secretary) responded that this was an outstanding discussion at Joint Secretaries due to the retirement of Vicky Easton in November 2016.

**5. Update – Memorandum of Cooperation (Moc)– Agency Children's Social Workers - Nick Hollier, Deputy Director HR and Corporate Support, LB Bexley:** Nick Hollier informed colleagues that he was invited to attend today to give an update on the work of the MoC as agreed at the GLEF Joint meeting held on 11 February 2016.

Nick highlighted the following from his presentation:

- The Chief Executives London Committee ("CELC") identified the children's social work professional workforce as one of the three top risks to boroughs and commissioned the Heads of HR Network, supported by London Councils, to develop proposals to address this risk.
- Following discussion at the Heads of HR Network and CELC, a Memorandum of Cooperation was drafted and the support of boroughs sought (specifically from the key stakeholders)
- The Memorandum is not a legally binding agreement but a statement of intent of the collaborating boroughs to address key workforce issues relating to children's social work professionals.
- Before the Memorandum was in place boroughs were competing with each other in terms of staff and pay rates.
- The first focus of the MoC was to look at agency rates which were putting massive pressure on borough budgets and workforce practice.
- Regular surveys of agency and permanent pay and the workforce are undertaken.
- Contract/engagement with agencies on working practices.
- Discussions taking place to extending the MoC to Adults Social Care. This group are not as critical quite yet as Children's Social Workers but heading that way.
- Boroughs reporting that the agency cap is being implemented but are mindful that where boroughs get an OFSTED visit that we recognise for some roles some steps had to be taken to sustain these roles.
- Standard reference template agreed with boroughs. The template meets safeguarding requirements and addresses capability and performance.
- Working with Heads of HR to make sure the practice is what it should be.
- Agency practice improved due to engagement. Not as much poaching going on so more stability.
- The MoC has started to encourage people to move back into the workforce. The added issue of IR35 is also making people think about permanent with IR35 coming in to force on 6 April 2017.
- Heads of HR discussing/agreeing that boroughs will not be uplifting the rates when IR35 comes in to force.
- Signs of further development around collaboration and training. Further work being done with other regions so we all stay on the stage page.

In summary:

- Market has cooled.
- Boroughs have more regard in terms of pay and recruitment practices.
- Constructive dialogue with agencies on key issues.
- Readiness to seek/discussion shared solutions.

**6. Brexit Workforce Implications for London Local Government – Dr Penny Tamkin, Institute of Employment Studies (IES):** Dr Tamkin mentioned that there will be nothing

controversial in her presentation. Today is an opportunity to showcase the work the IES has been doing on what Brexit might mean for the workforce.

The labour market and Brexit, whatever your personal view is, is a real issue in that uncertainty is the order of the day.

The IES has created a Brexit observatory tool which has been monitoring the analysis and thinking of experts, employers, trade unions and policy makers. Link:

<http://www.employment-studies.co.uk/brexit-observatory/>

Dr Tamkin presentation covered:

- Brexit themes
- Workforce implications
- The workplace

## **7. Mental Health in the Workplace – Dr Penny Tamkin, Institute of Employment**

**Studies (IES):** Dr Tamkin informed colleagues that the IES has done a lot work around mental health in the workplace with organisations such as MIND and the police service. The IES is also part of a ministerial advisory group on mental health at work.

Mental health of the UK workforce has come under increased scrutiny in recent years as it has become clear that at least 1 in every 6 employees will have a mental illness at some point in their working lives.

Employers clearly have a 'duty of care' towards their employees and a responsibility to make reasonable adjustments to support both job retention and return to work, but many find these duties more complex in the case of mental illness compared – for example – with musculoskeletal disorders (MSDs). All of this is happening against the background of increased concern over the psychosocial work environment within which many public sector employees find themselves, increased scrutiny of sickness absence levels and the re-launch (in March 2017) of the Health and Safety Executive's 'Stress Management Standards'.

Dr Tamkin's presentation covered:

- IES work on mental health at work
- Mental illness in the UK workforce
- Health of the UK working age population – 2030
- Improving mental health
- Resilience – two perspectives
- BT – Line Manager MH Education

The Chair thanked Dr Tamkin for her presentations and highlighted to colleagues that 1 in 4 employees have mental health issues so would urge boroughs to undertake work risk assessments. Work needs to be done to give people security and to provide help and support.

The Chair mentioned that ACAS have produced a guide on overcoming workplace stress.

For more information: <http://www.acas.org.uk/index.aspx?articleid=782>

Cllr Simon Wales (Sutton) mentioned that several mental health charities have challenged local councils to sign up to become mental health champions. For further details the link is:

<http://www.mentalhealthchallenge.org.uk/>

**8. Any Other Business:** Danny Hogan (Unite) - Danny asked if the Employers' Side had any comment to make regarding yesterday's event in Parliament in relation to Surrey County Council doing a council tax deal.

Doug Taylor (Vice Chair) responded that he was a co-signatory of a letter that has gone to the Prime Minister today requesting that if Surrey CC get a deal then all councils want one.

#### Farewells

The Chair wished to give thanks to Jon Rogers (UNISON) for all the support he has given GLEF over the years and to wish him all the happiness in his retirement.

Doug Taylor (Vice Chair) informed colleagues that this was Selena Lansley's last meeting of GLEF and would like to give thanks for all the support she has given to GLEF over the last five years and to wish her well in her new position as Head of Workforce at the LGA.

Selena will be making a guest appearance at GLPC on 9 March 2017.

**The meeting was concluded at 13.12pm**

**9. Date of Next Meeting: GLEF AGM - Tuesday 13 June 2017**  
Group Meeting: 10am and Joint Meeting: 11.30

#### **DATES FOR 2018**

##### **GLEF**

15 February 2018

Group Meeting: 10am

Joint Meeting: 11.30am

##### **GLEF AGM**

28 June 2018

Group Meeting: 10am

Joint Meeting: 11.30am

**Minutes of the Meeting of the Executive  
Tuesday 28 February 2017 9:30am**

**Cllr Claire Kober OBE was in the chair**

**Present**

<b>Member</b>	<b>Position</b>
Cllr Claire Kober OBE	Chair
Cllr Peter John OBE	Deputy chair
Cllr Teresa O'Neill OBE	Vice chair
Mr Mark Boleat	Vice chair
Cllr Ruth Dombey OBE	Vice chair
Mayor Sir Steve Bullock	
Cllr Ray Puddifoot MBE	
Cllr Julian Bell	
Cllr Kevin Davis	
Cllr Lib Peck	

London Councils officers were in attendance

**1. Apologies for absence and announcement of deputies**

Apologies for absence were received from Cllr Darren Rodwell.

**2. Declaration of interest**

Cllr Teresa O'Neill OBE declared a personal non-pecuniary interest in item 6 *Housing White Paper* as a member of the HCA board.

**3. Minutes of the Executive Meeting held on 17 January 2017**

The minutes of the Executive meeting held on 17 January 2017 were agreed.

**4. Devolution and Public Service Reform – verbal update**

The Chief Executive updated the Executive on progress made in further advancing previously agreed positioning on a number of devolution themes. Key points included:

- discussions with Government on some elements of the joint London proposition on business rate retention for possible inclusion in an expanded London pilot from 2018
- moving towards agreement on a further Health and Care Devolution Memorandum of Understanding
- establishing a platform for further discussions on securing greater local influence over employment and skills
- steps towards a potential Memorandum of Understanding on Criminal Justice Devolution
- further discussions on helping boroughs and TfL to reduce congestion on roads.

The Chief Executive said that it seemed likely that the Government, the Chair of London Councils and the Mayor would mark progress to date and commit to further discussions via some joint statement in the near future.

The Chair commented on the very fast pace of developments over the previous fortnight and Cllr Ray Puddifoot MBE expressed his concern that the Government might pass down responsibility but not funding.

On congestion, Mr Mark Boleat pointed out that the single biggest disincentive to businesses remaining in London was the difficulty of getting around in the city.

Cllr Peter John OBE said he had gained some impression that the Government may be less enthusiastic on Crossrail 2 and he was unsure what could be done to support the Mayor in pursuing the project.

Mayor Sir Steve Bullock argued that a narrative needed to be created that explained the inter-dependence of the UK economy and the importance of London to it.

The Chair concluded by pointing out that efforts needed to be made to frame a narrative on his point about inter-dependence between London and other parts of the country.



## **5. Transforming Health and Care through Devolution**

Cllr Kevin Davis introduced the item saying that the draft Health and Care Devolution Memorandum of Understanding was close to being finalised. He felt it would be helpful if this could be complemented by London Councils undertaking some of its own work about a more locally-lead system of health and care.

Cllr Ray Puddifoot MBE said that local leadership would be key to addressing the challenge that the wider system faced.

Cllr Ruth Dombey OBE saw the important strands of work on integration in the Memorandum of Understanding, but that the connection between that integration and devolution needed to be more strongly developed..

Cllr Peter John OBE was not clear where the models were working and suggested that it would be helpful if London Councils could pull this together.

Cllr Davis concluded by emphasising his view that collaboration could only come with local leadership..

The Executive agreed that a report consolidating the discussion at the Executive would go to Leaders' Committee in March.

## **6. Housing White Paper**

Mayor Sir Steve Bullock introduced the report saying:

- Discussions had been taking place with the new Housing minister Gavin Barwell MP
- The issue of right to buy for tenants of units built by local Housing Companies had been touched upon. The minister had indicated some greater flexibility and range of positions on these matters as some reports had suggested would be the case.

- The minister saw a clear role for boroughs in delivering on the White Paper aspirations in London. He was keen to work with London Councils and has agreed to address a London Councils event for Leaders, Housing Partnership leads and senior officers in April.
- He was happy to have a conversation about powers and potential resources coming to boroughs in exchange for a clear commitment to the construction of housing units
- There had been a welcome departure from the position of previous Housing minister's approach in that it was acknowledged that there was no solution in the short, medium or long term without an increase in rental supply

Cllr Puddifoot stressed again the importance of Housing Companies not being restricted by Right to Buy requirements.

The Chair said that she had seen a fair and pragmatic approach by the minister in her discussions with members of the Executive.

The Executive agreed to note the report.

## **7. London Councils Challenge – utilising the contribution of London Local Government more broadly**

The Chief Executive introduced the report saying it worked with the grain of discussions at Leaders' Committee, the Executive and more widely including with CELC (the Chief Executives London Committee) and tried to address the issues of accountability and transparency for the process of commissioning support for London Councils' work.

Cllr Puddifoot argued that the report needed to be clearer about the flow of accountability in cases where Chief Executives were supporting the work of London Councils.

Cllr Davis commented that it was important that issues did not emerge from CELC that ran ahead of political direction. There needed to be a relationship between Chief

Executives commissioned to support the work of London Councils and the London Councils portfolio-holders.

Cllr Lib Peck asked for more emphatic language around this paragraph:

Leading members at London Councils – both via an Executive Awayday discussion in November 2016 and a private discussion amongst Leaders in December 2016 – have affirmed their view that this conclusion needs to be progressed as part of the follow up to the Challenge process. There is a view that the arrangements need to be clear and transparent and that when CELC members are operating in support of London local government's collective political leadership via London Councils, there needs to be a flow of accountability back to the London Councils' Leaders' Committee.

The Chief Executive responded by saying that CELC was both a voluntary network designed to help Chief Executives to do their job effectively in their own places as well as a body that was keen for its members to be of service to the collective political leadership of London local government through London Councils.

There were different functions and Chief Executives owed different types of accountability to members – locally and across London – depending upon which of their roles they were operating in at any particular time . The primary intention of the papers and the proposition was to facilitate a means to commission Chief Executives to carry out particular pieces of work and make greater use of this resource.

The Chair concluded by saying that the report would be clarified to reflect the comments made but that the proposition was an important step towards harnessing an important resource in a transparent and accountable fashion for the benefit of London Local Government as a whole.

The Executive agreed to note the report.

## **8. Month 9 Revenue Forecast 2016/17**

The Director of Corporate Resources introduced the report saying that it was the last report of the financial year and showed a projected underspend of just under £2m. Parallel reports would be going to TEC and Grants Committee.

Cllr Puddifoot asked that a minor error in which a 'debit' was referred to as a 'credit' was corrected but apart from that saw the report as being reflective of a good budget position especially given the current overall state of local government finance.

The Executive agreed to note the overall forecast surplus as at 31 December 2016 (Month 9) of £1.995 million, compared to £1.758 million as at Month 6, and to note the position on reserves as detailed in the report.

## **9. Debtors Update Report**

The Director of Corporate Resources also introduced this report saying that the level of historic debt had been reduced to £5,000. In addition, for the first time, he was able to report that not a single borough had any significant debt dating back over 60 days old.

The Executive agreed to note the report and to approve the write-off of £18,750 in respect of three invoices to recover European Social Fund (ESF) community grant funding.

### **Action points**

<b>Item</b>	<b>Action</b>	<b>Progress</b>
<b>5. Transforming Health and Care through Devolution</b>	<b>PAPA Health</b>	Ongoing
<ul style="list-style-type: none"><li>A report to go to Leaders' Committee in March.</li></ul>		

The meeting ended at 10:15