

# ***Greater London Provincial Council***

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Wednesday 14 March 2018: 11.30am approx. (or on the rising of the sides)

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

<b>Employers' Side:</b>	Conference Suite, 1 <sup>st</sup> Floor	11.00am
<b>Union Side:</b>	Room 1	10.45am
<b>Contact Officer:</b>	Debbie Williams	
<b>Telephone:</b>	020 794 9964	<b>Email:</b> debbie.williams@londoncouncils.gov.uk

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## **Agenda item**

**1 Apologies for Absence**

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**2 To receive the minutes of 19 October 2017** Attached

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**3 Matters Arising**

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**4 NJC National pay offer and GLPC Employers London pay offer** Attached

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**5 London Living Wage Summary** Attached

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**6 Schedule of Outstanding Differences** Attached

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**7 Any Other Business**

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**8 Date of Next Meeting – 18 October 2018 (Group meetings 10am and Joint meeting 11.30am)**

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

Steve Davies  
Employers' Side Secretary  
59 1/2 Southwark Street  
LONDON SE1 0AL  
Tel: 020-7934 9960

## **2019 Meeting Dates**

### **Thursday 21 March 2019**

Group meetings: 10am

Joint Meeting: 11.30am

### **Thursday 24 October 2019**

Group meetings: 10am

Joint Meeting: 11.30am

## **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 19 October 2017 at the offices of London Councils.

### PRESENT

#### Employers

Cllr Colin Tandy	London Borough of Bexley
Cllr Ian Payne	London Borough of Bromley
Cllr Simon Hall	London Borough of Croydon
Cllr Carole Williams	London Borough of Hackney
Cllr Kevin Bonavia	London Borough of Lewisham
Cllr Simon Wales	London Borough of Sutton
Cllr Clyde Loakes (Sub)	London Borough of Waltham Forest
Cllr Angela Harvey	City of Westminster

#### Unions

Helen Reynolds	UNISON
April Ashley	UNISON
Kim Silver	UNISON
Sue Plain	UNISON
Gloria Hanson	UNISON
Maggie Griffin	UNISON
Simon Steptoe	UNISON
Sean Fox	UNISON
Mary Lancaster	UNISON
Dave Powell	GMB
Jonathon Coles	GMB
Wendy Whittington	GMB
Wayne Osbwick (Sub)	GMB
Danny Hoggan	Unite
Susan Matthews	Unite

#### Others in attendance

Steve Davies	Head of London Regional Employers
Debbie Williams	Employment Services Officer
Mehboob Khan	Labour Political Advisor
Julie Kelly	UNISON

### 1. Apologies for Absence

Apologies for absence were received from Cllr Doug Taylor (Enfield), Cllr David Lindsay (Kensington & Chelsea), Cllr David Glasspool (Kingston), Cllr Asim Mahmood (Waltham Forest), Gary Cummins (Unite), Kath Smith (Unite), Jane Gosnell (Unite) and Onay Kasab (Unite).

### 2. Election of Chair and Vice-Chair for 2017-18

Danny Hoggan (Unite) was elected Chair and Cllr Doug Taylor (Enfield) was elected as Vice Chair for 2017-18.

### **3. Minutes of the Meeting held on 9 March 2017**

The minutes of the meeting held on 9 March 2017 were agreed.

### **4. Matters Arising**

There were no matters arising from the minutes of the 9 March 2017.

### **5. To Confirm the Membership of the GLPC and Co-Secretaries of the GLPC**

The attached membership of the GLPC and Co-Secretaries for 2017-18 was noted and agreed.

It was noted that Cllr David Lindsay replaces Cllr Gerard Hargreaves for RB Kensington & Chelsea.

Sue Plain (UNISON) announced that this will be last GLPC meeting for Dave Powell (GMB) who will be retiring on 30 April 2018.

The Employers' Side gave thanks to Dave for all the hard work and support he has given to the GLPC, GLEF and being part of the Joint Secretaries over the years and wished him well in his retirement.

It was noted that Vaughan West (GMB) would be replacing Dave Powell.



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### **6. NJC Pay and Implications for London**

Steve Davies, Employers' Side Joint Secretary informed colleagues of the following:

- The National Living Wage (NLW) is driving increases at the bottom of the pay scale.
- National Employers' are considering a review of the pay spine and a technical working group with the Trade Unions has been set up. From a London perspective we have had involvement in this working group.
- We appreciate the Trade Unions submitted their claim back in June for a 5% increase.
- Some of the pay modelling has identified that a 1% increase on the pay bill is not sufficient to deal with the increases of the NLW.
- Since the general election there has been a lot more information in the media and politically about public sector pay.
- The National Employers' Side are waiting to hear what the Chancellor's Statement will be before an offer is made to the Trade Unions.
- In London at this point of time we have not got the pressures as they have nationally due to the London Living Wage (LLW). Regardless we will need to take in to account what happens nationally at NJC level.

Cllr Angela Harvey (Westminster) reiterated that there is no clear picture at present so we will have to wait and see what the National Employers' Side are likely to come back to the Unions with post the budget announcement.

Cllr Kevin Bonavia (Lewisham) informed colleagues that Lewisham's position is it supports the pay claim in principle. The Leader of Lewisham has written to the government to ask for a fully funded supplement.

Danny Hogan (Chair, Unite) informed colleagues that at a meeting on 18 October Greenwich has agreed and supports the claim.

Sue Plain (UNISON) informed colleagues that when the last pay award was made we found ourselves in a difficult position in London and the Trade Unions would urge colleagues to carrying on working in parallel so we are ready when we consult. There are serious consequences for the outer London pay spine at the bottom levels.

## **7. Regionalisation of Adoption Services**

Helen Reynolds (Trade Union Side Joint Secretary) highlighted to colleagues that the Association of London Directors of Children's Services (ALDCS) are due to consider a report on the likely arrangements for the regionalisation of adoption services on 25 October 2017.

The Trade Unions are concerned that they have had no engagement from the ALDCS to date and are requesting involvement. We are concerned for our members in terms of who they will be employed by, location etc.

Cllr Angela Harvey (Westminster) responded that this is a critical service that councils provide to vulnerable children in London. The Employers' Side has been informed that boroughs have been bidding to run this service. The Employers' Side support the Trade Unions concerns regarding staff but at present have no further information. The way forward would be for the Joint Secretaries to have a discussion and if colleagues agree this item should be brought to the next GLEF meeting as it is a wider forum that GLPC.

Colleagues in attendance agreed this item be on the GLEF agenda on 15 February 2018.

## **8. London Living Wage Summary**

It was noted that that LB Havering had now confirmed they will be matching the London Living Wage (LLW).

Danny Hoggan (Chair, Unite) enquired whether those boroughs paying the LLW were ensuring that this was paid to all staff, including staff in contracted out services.

Cllr Angela Harvey (Westminster) asked if there was any information about boroughs paying less than the LLW.

Danny Hoggan (Chair, Unite) responded that yes, many are paying less for contracted out staff. He argued a moral responsibility to ensure people in our communities are helped to get out of poverty and would like to understand why Bexley and Bromley do not pay the LLW. Both of these boroughs have a moral responsibility.

Cllr Angela Harvey (Westminster) responded that the LLW summary is for direct employed staff.

Cllr Colin Tandy (Bexley) declined to comment.

Cllr Ian Payne (Bromley) responded that the borough runs a tight ship and it runs well.

Sue Plain (UNISON) stated that if the LB Havering were now compliant then the Trade Unions would like an update from RB Kensington & Chelsea on whether they were intending to move from 'currently reviewing' to 'implemented arrangements'. This is the only borough that has frontline staff still on spinal point 5.

Tax payers through the state benefits should not be supporting contractors not paying their employees the LLW. This is just not a moral argument but an economic one.

The Trade Unions enquired if boroughs when going through procurement expect a provider to pay the LLW?

Cllr Simon Hall (Croydon) responded that Croydon do make it a requirement in their procurement. This is a principle the borough has taken.

Cllr Angela Harvey (Westminster) responded that the Employers' Side were not aware that this information was to be provided at this meeting but we will bring back to the next meeting.

Sue Plain (UNISON) stated that it would give us great achievement and pride if we could say in London that everyone was paid the LLW.



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## **7. Schedule of Outstanding Differences**

Cllr Angela Harvey (Westminster) congratulated the Joint Secretaries for their hard work at getting to the position of no outstanding disputes and differences registered on the list.

## **8. Amendment to Paternity/Maternity Leave**

Sue Plain (UNISON) raised concern that this item is under AOB on the Joint agenda and not as an item for discussion and informed the Employers' Side that ACAS published guidance on 5 September 2017 <http://www.acas.org.uk/index.aspx?articleid=6050> for employers to help them support staff who have given birth to premature or ill babies.

Mothers of premature or ill babies are campaigning for statutory maternity leave to be extended where mothers give birth early.

The best way forward would be to refer this item to the Joint Secretaries for them to come up with proposals for boroughs.

Cllr Angela Harvey (Westminster) responded that the Employers' Side agree that this is a matter of compassion for us as employers. Our intention is to send the ACAS guidance to boroughs as soon as possible and ask them to report back what they intend to do.

As this is a very important issue the Employers' Side felt that instead of this being an item on the next GLPC agenda it should come back to GLEF as this forum is a wider audience.

The Joint Secretaries will need to discuss papers to take forward to GLEF.

The Trade Unions responded that they are happy with the Employers' Side offer.

## **9. Any Other Business**

There was no further business.

## **10. Date of next meeting**

The next meeting would be held on **Wednesday 14 March 2018**.

*Group meetings will take place at 10am and the main meeting at 11.30am (or on the rising of the sides).*

**The meeting was concluded at 12.33pm**

## **GLPC Future Meeting Date**

18 October 2018 – AGM

Group Meetings: 10am

Joint Meeting: 11.30am

## Greater London Provincial Council

NJC National pay offer and GLPC Employers  
London pay offer

Item: 4

<b>Report by:</b>	Steve Davies	<b>Job title:</b>	Regional Employers' Secretary
<b>Date:</b>	14 March 2018		
<b>Contact Officer:</b>	Steve Davies		
<b>Telephone:</b>	020 7934 9964	<b>Email</b>	<a href="mailto:debbie.williams@londoncouncils.gov.uk">debbie.williams@londoncouncils.gov.uk</a>

**Purpose:** To outline the GLPC Employers pay offer to the unions.

**Recommendations:** To note the report.

### Summary

On the 22 January the GLPC Employers side agreed to make a London pay offer covering the period 1 April 2018 to 31 March 2020. The London offer relates to the Outer and Inner London pay spines and comprises:

- A headline rate minimum 2% increase in 2018 and 2019
- Bottom loading with higher than 2% increases for the lowest grades in 2018 & 2019.
- A new pay spine in 2019 with even increment increases of 1.8% up to old spinal point 28 (currently increment differences are very small up to this point).
- Remains within the NJC national bargaining arrangements



## **Introduction/ Background**

1. On the 14 June 2017 the unions submitted a pay claim for 2018/19 of 5% on all pay points and deletion of the bottom of the NJC and London pay spines points 6-9.
2. The 2016 and 2017 two year pay deal included a commitment for the NJC to review the 'Green Book' pay spine, in order to meet the challenge of achieving the Government's target of a National Living Wage (NLW) equal to 60% of median earnings (forecast to be around £8.75 in 2020).
3. On the 5 December the National Employers for Local Government Services made a 2 year pay offer to the unions. The reasoning behind the 2 year offer from the national employers was to introduce a new national pay spine in 2019, which will provide some 'headroom' against the National Living Wage (NLW) rate, dilute the compacting of pay in the lowest grades and 'iron out' the small random gaps between pay points in the lowest grades by introducing even increments of 2% on new spinal column points 1–22 (old SCP 6-28).
4. In April 2018 (year one) the pay offer is fairly traditional with bottom loading consolidated cash amounts from SCP 6–19 and a flat rate increase of 2% on SCP 20 and above. This would increase the national paybill (excluding London) by 2.71%.
5. In April 2019 (year two) the Employers nationally have proposed the introduction of a new pay spine. They propose the bottom twelve pay points are paired off into 6 new pay points. Old pay points 18 and above have been allocated to an assimilation point on the new pay spine. The minimum increase is 2%.
6. The second year adds 2.80% to the national paybill (excluding London) and makes a total increase of 5.58% nationally over the two-year period. resulted in the

## **The London pay spines**

7. The outer and inner London pay spines were created in 2000 as part of 1997 national agreements to implement 'single status' (merging officer and manual worker conditions of service).
8. The Greater London Provincial Council Employers (GLPC) side has authority to act on behalf of all the authorities covered by the London Agreement. The purpose of the GLPC is to consult on, negotiate and determine regional agreements including the London pay spines.

9. Historically, the London pay spines have been amended each year in line with the pay awards agreed by the NJC for Local Government Services.
10. Given the proposed significant changes to the national pay spine it was acknowledged that London would need to adapt the national offer into a London context. The driver of staying ahead of the National Living Wage does not apply in London in the same way as many other areas, but in order to retain reasonable pay structure differentials against the national pay spine and keep within the national NJC bargaining arrangements, the GLPC has applied the following key principles from the national pay offer:
  - A headline rate minimum 2% increase in 2018 and 2019
  - Bottom loading with higher % increases for the lowest grades
  - A new pay spine in 2019 with even increment increases up to old spinal point 28

#### **The London pay offer**

11. On the 22 January the GLPC Employers side agreed to make a London pay offer covering the period 1 April 2018 to 31 March 2020. The London offer relates to the Outer and Inner London pay spines and comprises:
  - A headline rate minimum 2% increase in 2018 and 2019
  - Bottom loading with higher than 2% increases for the lowest grades in 2018 & 2019.
  - A new pay spine in 2019 with even increment increases of 1.8% up to old spinal point 28 (currently increment differences are very small up to this point).
  - Remains within the NJC national bargaining arrangements
  - Retains integrity of the London pay spines, although by adopting the assimilation principles of the national offer the number of pay points in grades will change.
  - Keeps within parameters on affordability by reference to the relationship with the national offer as set out above.

12. In 2018 it is estimated the outer London paybill will increase by 2.38% and the inner London paybill will increase 2.17%.
13. In 2019 it is estimated the outer London paybill will increase by 3.01% and the inner London paybill will increase 2.62%.
14. The overall two year estimated increase for outer London is 5.47% and inner London 4.85%. Nationally, the increase is estimated to be 5.58% over the two year period
15. Attached as Annex A is the detailed offer letter sent to the trade unions

### **Next Steps**

16. The national unions have timetabled consultation on the National Employers pay offer including London's with their regions/ members during late January and throughout February with a view to formally responding to the offer in mid-March.
17. Unite has already rejected the offer. UNISON and the GMB unions are consulting their members.
18. The National Employers and GLPC Employers are awaiting formal feedback from the unions on the proposed pay offer.

## Annex A

Helen Reynolds, Onay Kasab,  
Dave Powell  
London Trade Union Side Secretaries  
c/o Unison Greater London Region  
1<sup>st</sup> Floor, Congress House  
23-28 Great Russell St  
London WC1B 3LS

Contact: **Steve Davies**  
Direct line: 020 7934 9963  
Email: [Steve.davies@londoncouncils.gov.uk](mailto:Steve.davies@londoncouncils.gov.uk)  
Date: **22 January 2018**

Emailed to [h.reynolds@unison.co.uk](mailto:h.reynolds@unison.co.uk)

Dear Helen, Onay and Dave

### **Special Salary Arrangements for London 2018 -2019**

I am writing on behalf of the Employers' Side of the Greater London Provincial Council (GLPC) to formally outline the pay offer for London in response to the Trade Union Side's pay claim nationally and the National Employers for Local Government Services pay offer December 2017.

The GLPC Employers wish to make the following final offer.

From 1 April 2018 for the Outer London Pay Spine

Spine Point	Outer London 2018 Cash increase	Outer London 2018 equivalent % increase
6	£1,650	9.19%
7	£1,650	9.17%
8	£1,650	9.14%
9	£1,650	9.11%
10	£1,550	8.46%
11	£1,540	8.39%
12	£1,540	8.38%
13	£1,540	8.37%
14	£1,350	7.24%
15	£1,200	6.34%
16	£900	4.67%
17	£850	4.33%
18	£750	3.77%
19	£600	2.91%

On Outer London spinal points 20 and above a 2% increase

From 1 April 2018 for the Inner London Pay Spine

Spine Point	Inner London 2018 Cash increase	Inner London 2018 equivalent % increase
6	£1,780	9.77%
7	£1,720	9.36%
8	£1,490	7.95%
9	£1,320	6.93%
10	£1,160	6.01%
11	£1,270	6.56%
12	£1,120	5.70%
13	£950	4.75%
14	£880	4.33%
15	£850	4.13%
16	£820	3.92%
17	£830	3.91%
18	£830	3.85%
19	£640	2.88%

On Inner London spinal points 20 and above a 2% increase

In line with national offer the GLPC Employers' propose a revised number pay spine together with relevant assimilation arrangements for both Outer and Inner London. The GLPC Employers' detailed offer is outlined in Annex 1 for Outer London and Annex 2 for Inner London.

The proposed 2019 London spines are based on the following key principles.

- No one gets less than 2% in either year
- Bottom loading in both years with higher than 2% increases each year up to old spine point 20, and in 2019 better than 2% increases for old spine points 20–30 on the Outer London spine and better than 2% increases for old spine points 20–32 on the Inner London spine
- The new 2019 spines each have even increment increases of 1.8% up to old spine point 28
- Retains integrity of the London pay spines, although by adopting the assimilation principles of the national offer the number of pay points in grades will change. The GLPC Employers therefore suggest that the joint secretaries' work together to consider appropriate advice as such issues arise.
- Remains within the NJC national bargaining arrangements

Yours sincerely



Steve Davies  
Head of Regional Employers Organisation

Cc Heather Wakefield, Rehana Azam, Jim Kennedy, Trade Union Side Secretaries of NJC for Local Government Services

### Annex 1 - Outer London Pay Spines

Note - London convention of rounding up or down to nearest multiple of 3

London Spine	Outer London 2017 Current Rate	Outer London 2018 New Rate	Outer London 2019 New Assimilation Spine Point	2019 Outer Pay after Assim (no grade change)	Outer London 2019 New Spine	Outer London 2019 New Rate
6	£17,961	£19,611	1	£20,103	1	£20,103
7	£17,985	£19,635	1	£20,103	2	£20,466
8	£18,051	£19,701	2	£20,466	3	£20,835
9	£18,105	£19,755	2	£20,466	4	£21,210
10	£18,330	£19,881	3	£20,835	5	£21,591
11	£18,357	£19,896	3	£20,835	6	£21,981
12	£18,375	£19,914	4	£21,210	7	£22,377
13	£18,396	£19,935	4	£21,210	8	£22,779
14	£18,657	£20,007	5	£21,591	9	£23,187
15	£18,936	£20,136	5	£21,591	10	£23,607
16	£19,281	£20,181	6	£21,981	11	£24,030
17	£19,623	£20,472	6	£21,981	12	£24,462
18	£19,917	£20,667	7	£22,377	13	£24,903
19	£20,598	£21,198	8	£22,779	14	£25,353
20	£21,276	£21,702	9	£23,187	15	£25,809
21	£21,984	£22,425	10	£23,607	16	£26,274
22	£22,506	£22,956	12	£24,462	17	£26,745
23	£23,115	£23,577	13	£24,903	18	£27,228
24	£23,802	£24,279	14	£25,353	19	£27,717
25	£24,510	£24,999	15	£25,809	20	£28,215
26	£25,242	£25,746	18	£27,228	21	£28,725
27	£26,019	£26,538	19	£27,717	22	£29,241
28	£26,805	£27,342	20	£28,215	23	£29,766
29	£27,801	£28,356	23	£29,766	24	£30,213
30	£28,668	£29,241	24	£30,213	25	£30,708
31	£29,517	£30,108	25	£30,708	26	£31,548
32	£30,324	£30,930	26	£31,548	27	£32,430

33	£31,170	£31,794	27	£32,430	28	£33,291
34	£31,998	£32,637	28	£33,291	29	£33,945
35	£32,628	£33,282	29	£33,945	30	£34,794
36	£33,444	£34,113	30	£34,794	31	£35,724
37	£34,338	£35,025	31	£35,724	32	£36,711
38	£35,286	£35,991	32	£36,711	33	£37,842
39	£36,372	£37,098	33	£37,842	34	£38,799
40	£37,293	£38,040	34	£38,799	35	£39,774
41	£38,229	£38,994	35	£39,774	36	£40,728
42	£39,147	£39,930	36	£40,728	37	£41,706
43	£40,086	£40,887	37	£41,706	38	£42,681
44	£41,025	£41,847	38	£42,681	39	£43,590
45	£41,898	£42,735	39	£43,590	40	£44,607
46	£42,876	£43,734	40	£44,607	41	£45,585
47	£43,815	£44,691	41	£45,585	42	£46,560
48	£44,751	£45,645	42	£46,560	43	£47,511
49	£45,666	£46,578	43	£47,511	44	£48,492
50	£46,608	£47,541	44	£48,492	45	£49,464
51	£47,544	£48,495	45	£49,464	46	£50,448
52	£48,489	£49,458	46	£50,448	47	£51,450
53	£49,452	£50,442	47	£51,450	48	£52,482
54	£50,445	£51,453	48	£52,482	49	£53,544
55	£51,465	£52,494	49	£53,544	50	£54,597
56	£52,476	£53,526	50	£54,597	51	£55,638
57	£53,478	£54,549	51	£55,638	52	£56,682
58	£54,480	£55,569	52	£56,682	53	£57,735
59	£55,494	£56,604	53	£57,735	54	£58,779
60	£56,496	£57,627	54	£58,779	55	£59,823
61	£57,501	£58,650	55	£59,823	56	£60,879
62	£58,515	£59,685	56	£60,879	57	£61,929
63	£59,523	£60,714	57	£61,929	58	£62,970
64	£60,525	£61,737	58	£62,970	59	£64,023
65	£61,536	£62,766	59	£64,023	60	£65,367
66	£62,829	£64,086	60	£65,367	61	£66,732
67	£64,140	£65,424	61	£66,732	62	£68,127
68	£65,481	£66,792	62	£68,127	63	£69,561
69	£66,861	£68,199	63	£69,561	64	£71,016
70	£68,259	£69,624	64	£71,016	65	£72,438

## Annex 2 - Inner London Pay Spines

Note - London convention of rounding up or down to nearest multiple of 3

London Spine	Inner London 2017 Current Rate	Inner London 2018 New Rate	Inner London 2019 New Assimilation Spine Point	2019 Inner Pay after Assim (no grade change)	Inner London 2019 New Spine	Inner London 2019 New Rate
6	£18,222	£20,001	1	£21,231	1	£21,231
7	£18,384	£20,103	1	£21,231	2	£21,612
8	£18,747	£20,238	2	£21,612	3	£22,002
9	£19,050	£20,370	2	£21,612	4	£22,398
10	£19,311	£20,472	3	£22,002	5	£22,800
11	£19,347	£20,616	3	£22,002	6	£23,211
12	£19,665	£20,784	4	£22,398	7	£23,628
13	£20,001	£20,952	4	£22,398	8	£24,054
14	£20,310	£21,189	5	£22,800	9	£24,486
15	£20,580	£21,429	5	£22,800	10	£24,927
16	£20,907	£21,726	6	£23,211	11	£25,377
17	£21,252	£22,083	6	£23,211	12	£25,833
18	£21,546	£22,377	7	£23,628	13	£26,298
19	£22,218	£22,857	8	£24,054	14	£26,772
20	£22,902	£23,361	9	£24,486	15	£27,255
21	£23,610	£24,081	10	£24,927	16	£27,744
22	£24,135	£24,618	12	£25,833	17	£28,245
23	£24,738	£25,233	13	£26,298	18	£28,752
24	£25,437	£25,947	14	£26,772	19	£29,271
25	£26,136	£26,658	15	£27,255	20	£29,796
26	£26,865	£27,402	18	£28,752	21	£30,333
27	£27,654	£28,206	19	£29,271	22	£30,879
28	£28,440	£29,010	20	£29,796	23	£31,434
29	£29,424	£30,012	23	£31,434	24	£32,001
30	£30,294	£30,900	24	£32,001	25	£32,577
31	£31,140	£31,764	25	£32,577	26	£33,162
32	£31,953	£32,592	27	£33,759	27	£33,759
33	£32,802	£33,459	28	£34,128	28	£34,128
34	£33,627	£34,299	29	£34,986	29	£34,986
35	£34,254	£34,938	30	£35,637	30	£35,637
36	£35,070	£35,772	31	£36,486	31	£36,486
37	£35,961	£36,681	32	£37,413	32	£37,413
38	£36,912	£37,650	33	£38,403	33	£38,403
39	£38,007	£38,766	34	£39,543	34	£39,543
40	£38,919	£39,696	35	£40,491	35	£40,491
41	£39,855	£40,653	36	£41,466	36	£41,466
42	£40,785	£41,601	37	£42,432	37	£42,432
43	£41,718	£42,552	38	£43,404	38	£43,404
44	£42,651	£43,503	39	£44,373	39	£44,373
45	£43,530	£44,400	40	£45,288	40	£45,288



46	£44,496	£45,387	41	£46,293	41	£46,293
47	£45,438	£46,347	42	£47,274	42	£47,274
48	£46,377	£47,304	43	£48,252	43	£48,252
49	£47,292	£48,237	44	£49,203	44	£49,203
50	£48,234	£49,200	45	£50,184	45	£50,184
51	£49,176	£50,160	46	£51,162	46	£51,162
52	£50,115	£51,117	47	£52,140	47	£52,140
53	£51,069	£52,089	48	£53,133	48	£53,133
54	£52,071	£53,112	49	£54,174	49	£54,174
55	£53,088	£54,150	50	£55,233	50	£55,233
56	£54,102	£55,185	51	£56,289	51	£56,289
57	£55,107	£56,208	52	£57,333	52	£57,333
58	£56,112	£57,234	53	£58,380	53	£58,380
59	£57,114	£58,257	54	£59,421	54	£59,421
60	£58,131	£59,295	55	£60,480	55	£60,480
61	£59,127	£60,309	56	£61,515	56	£61,515
62	£60,135	£61,338	57	£62,565	57	£62,565
63	£61,158	£62,382	58	£63,630	58	£63,630
64	£62,145	£63,387	59	£64,656	59	£64,656
65	£63,159	£64,422	60	£65,712	60	£65,712
66	£64,449	£65,739	61	£67,053	61	£67,053
67	£65,769	£67,083	62	£68,427	62	£68,427
68	£67,101	£68,442	63	£69,813	63	£69,813
69	£68,490	£69,861	64	£71,256	64	£71,256
70	£69,882	£71,280	65	£72,705	65	£72,705

## Greater London Provincial Council

### London Living Wage Summary

Item: 5

<b>Report by:</b>	Steve Davies	<b>Job title:</b>	Regional Employers' Secretary
<b>Date:</b>	14 March 2018		
<b>Contact Officer:</b>	Steve Davies		
<b>Telephone:</b>	020 7934 9964	<b>Email</b>	<a href="mailto:debbie.williams@londoncouncils.gov.uk">debbie.williams@londoncouncils.gov.uk</a>

**Purpose:** To provide GLPC members with information on London Living Wage pay arrangements within London boroughs

**Recommendations:** To note the report.

#### Summary

Overall 31 London boroughs have agreed to pay directly employed staff the minimum of the London Living Wage (LLW). Sixteen boroughs are accredited as Living Wage Employers.

The table in Annex A provides more detail about London boroughs commitments to applying the London Living Wage principles to their contractors and supply chain.

## **Introduction/ Background**

1. The London Living Wage (LLW) is an hourly rate of pay, currently set at **£10.20**. The rates are calculated annually by the Resolution Foundation and overseen by the Living Wage Commission, based on the best available evidence about living standards in London and the UK. The calculation reflects the high cost of living in the capital, giving a worker in London and their family enough to afford the essentials and to save.
2. Organisations must choose to pay their employees the London Living Wage – which is a higher pay rate than that they're required to pay by law.
3. To become an accredited Living Wage employer an organisation must confirm that they pay all of their directly employed staff the real Living Wage and have a plan in place for contracted staff. This applies to all staff over the age of 18 that work regularly on the organisations premises, including directly employed staff, contracted staff and subcontracted staff. If an employer is mid contract they may not be able to break the contract and implement the Living Wage. For those employers who require a plan for contracted staff the Living Wage Foundation offer a Phased Implementation approach.
4. The accreditation is confirmed by a signed licence between the Living Wage Foundation and the Employer. By signing the licence the employer agrees to ensure all relevant staff earn the real Living Wage. The Living Wage Foundation licences the employer to use the Living Wage Employer Mark. The licence is a legally binding document.
5. Living Wage Employers are encouraged to send out a communication to everyone they do business with letting them know they have committed to ensure all staff earn a real Living Wage and encourage them to consider doing the same. Accreditation does not require the supply chain to pay the Living Wage, unless they are regularly delivering service on your premises.

## **London boroughs**

6. Outlined on the attached table – Annex A - is a listing of London boroughs and identification of those paying the London Living Wage to directly employed staff and those accredited Living Wage employers committed to paying the London Living Wage to their contracted and sub contracted staff.

7. Overall 31 London boroughs have committed to pay directly employed staff the minimum of the London Living Wage (LLW). Sixteen boroughs are accredited as Living Wage Employers.

Annex A - listing of London boroughs paying the London Living Wage to their staff and identification of arrangements in their contract/ supply chain to pay the London Living Wage

Borough	LLW Payer to directly employed staff	Accredited LLW Employer	1. Do you specify in Procurement contracts that providers must pay the London Living Wage?	2. Approximately how many contracts do you have that specify paying the London Living Wage?	3. Approximately how many contracts do not specify paying the London Living Wage?	4. Approximately how many contract staff are paid the London Living Wage?	5. Approximately how many contract staff are not paid the London Living Wage?	6(a) Will any contracts that do not currently specify the London Living Wage be changed in future procurement to specify LLW?	6(b) If so, how many?
Barking & Dagenham	Yes		This is managed on a case by case basis.	One contract for the supply of temporary/interim staff. High value contract c£12-£14m per annum.	Unknown	A snapshot of workers - Approx 410 active temporary workers including part-time-cleaning, catering – paid at LLW as per 2017-18 council pay policy.	Do not hold this information	It is possible	Unable to provide a specific figure.
Barnet	Yes								
Bexley	Considered and will not be taking any action at this stage.		No	None	All	We do not hold this information. Contract expectations are for many staff that pay levels will be in excess of LLW.	We do not hold this information but the areas where we might have staff paid below LLW are likely to be in the care sector.	No	
Brent	Yes	Yes							
Bromley	Considered and will not be taking any action at this stage.		We don't specify what they should pay.	None	Not relevant as we don't specify	Unknown	Unknown		

Borough	LLW Payer to directly employed staff	Accredited LLW Employer	1. Do you specify in Procurement contracts that providers must pay the London Living Wage?	2. Approximately how many contracts do you have that specify paying the London Living Wage?	3. Approximately how many contracts do not specify paying the London Living Wage?	4. Approximately how many contract staff are paid the London Living Wage?	5. Approximately how many contract staff are not paid the London Living Wage?	6(a) Will any contracts that do not currently specify the London Living Wage be changed in future procurement to specify LLW?	6(b) If so, how many?
Camden	Yes	Yes	Where the payment of the London Living Wage is considered as providing overall better value to the Council specific terms are included in the contract.	344 contracts have been awarded inclusive of the London Living Wage since the commencement of the council's policy in July 2012.	5 known contracts have not been awarded inclusive of the London Living Wage.	The council undertook a survey in July 2016. 141 responses (60%) were received from suppliers which identified 3,279 individual staff members were paid at or above the London Living Wage at the time.	Unknown	Yes	Two of the five contracts referred to in question 3 will be replaced by a single contract in 2018 which will require payment of London Living Wage
Croydon	Yes	Yes	Yes, all Contracts Awarded in/after 2014 specify that providers must pay the London Living Wage.	We have awarded over 200 contracts which specify paying the London Living Wage	FOI - DECLINED TO RESPOND TO QUESTION	FOI - DECLINED TO RESPOND TO QUESTION	FOI - DECLINED TO RESPOND TO QUESTION	All contracts awarded since 2014 specify London Living Wage	This will happen as old contracts come to an end
Ealing	Yes	Yes	Dependent on the procurement. All relevant procurements request how the contractor will adhere to the LLW standard	Unknown	As previous	As previous	As previous	As previous	

Borough	LLW Payer to directly employed staff	Accredited LLW Employer	1. Do you specify in Procurement contracts that providers must pay the London Living Wage?	2. Approximately how many contracts do you have that specify paying the London Living Wage?	3. Approximately how many contracts do not specify paying the London Living Wage?	4. Approximately how many contract staff are paid the London Living Wage?	5. Approximately how many contract staff are not paid the London Living Wage?	6(a) Will any contracts that do not currently specify the London Living Wage be changed in future procurement to specify LLW?	6(b) If so, how many?
Enfield	Yes	Yes	To date where appropriate. In the future new contracts will specify that all Supplier Personnel will pay at least the London Living Wage for the duration of their engagement in the delivery of the Services. Suppliers will update LLW on or before 1st April in the year following notification and ensure any Sub-Contracts apply the same rules.	This data is not available.	This data is not available.	This data is not available.	This data is not available.	Yes where appropriate see answer to question 3	No data available
Greenwich	Yes	Yes		We have 14 Childrens Services contracts where we pay LLW.	18 which don't pay LLW (but 6 of these are grant funded)	We have 2 large care contracts which pay LLW. No centrally held fig on contracts which don't		Intention to join a framework agreement for elements of communications and intention is to require LLW is paid	
Hackney	Yes	Yes	Yes					All new contracts	
Hammersmith & Fulham	Yes	Yes							

Borough	LLW Payer to directly employed staff	Accredited LLW Employer	1. Do you specify in Procurement contracts that providers must pay the London Living Wage?	2. Approximately how many contracts do you have that specify paying the London Living Wage?	3. Approximately how many contracts do not specify paying the London Living Wage?	4. Approximately how many contract staff are paid the London Living Wage?	5. Approximately how many contract staff are not paid the London Living Wage?	6(a) Will any contracts that do not currently specify the London Living Wage be changed in future procurement to specify LLW?	6(b) If so, how many?
Haringey	Yes		We do not specify in contracts that suppliers must pay London Living Wage.					Procurement believe it is in potential contravention of procurement regulations, i.e. that it prejudices suppliers who operate in markets who do not have concepts of minimum wage. We do, however, reiterate our commitment to LLW in most of our service contracts and strongly encourage the Service Providers to pay LLW.	
Harrow	Yes								
Havering	Yes		No	Only aware of one – managed service provider - Adecco contract	Unknown – see previous	unknown	unknown	This will be a Member decision.	This will be a Member decision.
Hillingdon	Yes								
Hounslow	Yes	Yes	Yes, where the contract will employ staff to utilise the majority of their time for the London Borough of Hounslow	Most contracts do not meet the requirement to specify it. At least 6 contain this clause.	298	All staff (excluding apprentices) are paid LLW.		Yes, where the criteria are met	Unknown



Borough	LLW Payer to directly employed staff	Accredited LLW Employer	1. Do you specify in Procurement contracts that providers must pay the London Living Wage?	2. Approximately how many contracts do you have that specify paying the London Living Wage?	3. Approximately how many contracts do not specify paying the London Living Wage?	4. Approximately how many contract staff are paid the London Living Wage?	5. Approximately how many contract staff are not paid the London Living Wage?	6(a) Will any contracts that do not currently specify the London Living Wage be changed in future procurement to specify LLW?	6(b) If so, how many?
Islington	Yes	Yes	As a matter of policy, the London Living Wage must be considered on all contracts where the Citizen's UK accreditation apply. LLW is encouraged on all contracts, regardless of value. It is mandatory that LLW apply on all contracts with a spend of £5,000 or more whole life value.	LLW is adopted on all relevant contracts insofar as this is permitted by law – this was approximately 98% upon last audit.	Around 2%. In some cases services procured are being delivered outside of London, in which case the national voluntary living wage is generally applied.	All agency workers are paid the London Living Wage.	None	It is a matter of policy that the London Living Wage must be considered on all contracts where the Citizen's UK accreditation criteria apply. LLW consideration is encouraged on all contracts, regardless of value.	N/A
Kensington & Chelsea	Yes		The Council does pay the LLW to staff. We are not accredited for LLW.	It does not require contractors to pay LLW.	We don't collect information on how many contractors pay the LLW or how many contract staff are paid the LLW.	As previous			
Kingston/Sutton	Yes								
Lambeth	Yes	Yes	Tender method statements identify that Lambeth are a Living Wage accredited organisation and that tenderers are encouraged to pay their staff the Living Wage.	Currently have 303 contracts where LLW is required.	4 contracts subject to LLW parameters but not paying LLW as yet.	Unknown	Unknown	This is what we wish to achieve	Aspirational that all suppliers with contracts in excess of £100,000 will pay the Living Wage

<b>Borough</b>	<b>LLW Payer to directly employed staff</b>	<b>Accredited LLW Employer</b>	<b>1. Do you specify in Procurement contracts that providers must pay the London Living Wage?</b>	<b>2. Approximately how many contracts do you have that specify paying the London Living Wage?</b>	<b>3. Approximately how many contracts do not specify paying the London Living Wage?</b>	<b>4. Approximately how many contract staff are paid the London Living Wage?</b>	<b>5. Approximately how many contract staff are not paid the London Living Wage?</b>	<b>6(a) Will any contracts that do not currently specify the London Living Wage be changed in future procurement to specify LLW?</b>	<b>6(b) If so, how many?</b>
Lewisham	Yes	Yes	The Council is in the process of updating its contracts register to include LLW payment information. The Council requests, in all its procurements, that bidders price the contract including and excluding the LLW. Since the Council has become a LLW employer, the Council has awarded contracts on the basis of LLW.						
Merton	Yes		As a general rule, the London Borough of Merton does not specify that contractors must pay the LLW, only the statutory NLW and NMW.						
Newham	Yes		No	Only aware of one – managed service provider - Adecco contract	Unknown – see previous	Unknown	Unknown	This will be a Member decision.	This will be a Member decision.
Redbridge	Yes		LBR are committed to paying the London Living Wage. This is reviewed on an annual basis in line with the Pay Policy statement.						

Borough	LLW Payer to directly employed staff	Accredited LLW Employer	1. Do you specify in Procurement contracts that providers must pay the London Living Wage?	2. Approximately how many contracts do you have that specify paying the London Living Wage?	3. Approximately how many contracts do not specify paying the London Living Wage?	4. Approximately how many contract staff are paid the London Living Wage?	5. Approximately how many contract staff are not paid the London Living Wage?	6(a) Will any contracts that do not currently specify the London Living Wage be changed in future procurement to specify LLW?	6(b) If so, how many?
Richmond/Wandsworth	Yes		No	Nil	All - exact numbers unknown	Unknown	Unknown	There are no plans to review.	
Southwark	Yes	Yes	Since 2012 there is a presumption that the London Living Wage will apply to all new contracts for the provision of services or works, which are to be performed either on council premises, or in the Greater London area subject to Best Value considerations	We do not currently hold the data in a format that would allow us to report on this	We do not currently hold the data in a format that would allow us to report on this.	We do not hold this data on this	We do not hold this data on this	There is a presumption that the London Living Wage will apply to all new contracts	We do not currently hold the data in a format that would allow us to report on this.
Sutton	Yes								
Tower Hamlets	Yes	Yes	Since 2013 all contracts have a clause in the T&C that require the payment of the LLW	Currently 96% of our contracts include LLW 423 contracts	4%- 18 contract. Most of these are legacy contracts. Once they are re-procured they will include LLW	Unknown	Unknown	See (3) response	
Waltham Forest	Yes	Yes	Yes, when a contract is retendered it is a requirement that we specify London Living Wage where it meets the criteria set out by the Living Wage Foundation.	It is not possible to give an accurate answer as this is a relatively new requirement for the council	As previous	All agency staff are paid the London Living Wage	No agency staff contracted by the council are paid below the London Living Wage	Yes, where it meets the criteria as set out by the London Living wage Foundation	Unable to determine how many but each one will be assessed upon retendering.
Westminster	Yes		Not at present.	None, as far as we are aware.	As far as we are aware, none of our contracts currently specify such requirement.	As this is not a requirement, we currently do not have such information	As previous	This is yet to be determined	N/A

<b>Borough</b>	<b>LLW Payer to directly employed staff</b>	<b>Accredited LLW Employer</b>	<b>1. Do you specify in Procurement contracts that providers must pay the London Living Wage?</b>	<b>2. Approximately how many contracts do you have that specify paying the London Living Wage?</b>	<b>3. Approximately how many contracts do not specify paying the London Living Wage?</b>	<b>4. Approximately how many contract staff are paid the London Living Wage?</b>	<b>5. Approximately how many contract staff are not paid the London Living Wage?</b>	<b>6(a) Will any contracts that do not currently specify the London Living Wage be changed in future procurement to specify LLW?</b>	<b>6(b) If so, how many?</b>
City of London	Yes	Yes	Yes for those contracts which are relevant for payment of Living Wage in accordance with our Living Wage Accreditation license. That is, those contracts where contractor's staff will be a providing a service to the City on our premises for 2 or more hours per week, for eight or more consecutive weeks. Bidders for contracts will be disqualified if they cannot meet this requirement.	Approximately 36 contracts plus all non-residential care/supported living contracts are compliant with the City's Living Wage policy.	There are 27 providers of residential care within London, out of which ten pay London Living Wage rates (and are included in the figure of 36). The 17 remaining contractors do not pay the London Living Wage rates due to the difficulties of implementing Living Wage because care staff often provide services to clients from a range of Boroughs, not all of whom require the payment of Living Wage.	This information is not held centrally by City Procurement	This information is not held centrally by City Procurement.	We believe we have all our required contracts updated to include the need to Pay London Living wage. We will also include payment of London Living Wage as a mandatory requirement new contracts.	In relation to residential care contracts, we cannot restrict the choice of care homes for clients as this would contravene the Care Act as the supported person/nominated person has that choice. However, the Corporation is continuing to support the promotion of Living Wage within the care sector.

## **GREATER LONDON PROVINCIAL COUNCIL**

### **List of differences and disputes as at March 2018**

#### **Outstanding cases**

There are currently no outstanding differences and/or dispute cases.

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There are currently no outstanding job evaluation appeals.