

Greater London Provincial Council

Thursday 18 October 2018: 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 st Floor	10.45am
Union Side:	Room 1	10.45am
Contact Officer:	Debbie Williams	
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Agenda item

- | | | |
|-----------|--|----------|
| 1 | Apologies for Absence | |
| 2 | Election of Chair and Vice-Chair for 2018-19 (The Chair alternates between the two sides. This year it is the turn of the Employers' Side to Chair the GLPC). | Attached |
| 3 | To receive the minutes of the meeting held on 14 March 2018 | Attached |
| 4 | To confirm the membership of the GLPC and Co-Secretaries of the GLPC | Attached |
| 5 | Presentation: LGA Strategy for the Local Government Workforce –
Naomi Cooke, Head of Workforce, LGA | |
| 6 | GLPC London Pay Implementation 2019 – Update on borough plans to implement the new London pay spine in April 2019 | Attached |
| 7 | Regionalisation of Adoption Services – Update on officer and unions meetings to discuss new regional adoption service arrangements and implications for staff and service provision | Attached |
| 8 | London Living Wage – Summary of the Position in London | Attached |
| 9 | Schedule of Outstanding Differences | Attached |
| 10 | Any Other Business: | |

11 **Date of Next Meeting** – 21 March 2019 (Group meetings 10am and 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

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GREATER LONDON PROVINCIAL COUNCIL

The minutes of the Greater London Provincial Council Meeting held on 14 March 2018 at the offices of London Councils.

PRESENT

Employers

Cllr Cameron Geddes	London Borough of Barking & Dagenham
Cllr Colin Tandy	London Borough of Bexley
Cllr Alison Kelly	London Borough of Camden
Cllr Doug Taylor	London Borough of Enfield
Cllr Caroline Selman (Sub)	London Borough of Hackney
Cllr David Glasspool	Royal Borough of Kingston
Cllr Kevin Bonavia	London Borough of Lewisham
Cllr Simon Wales	London Borough of Sutton
Cllr Angela Harvey	City of Westminster

Unions

Helen Reynolds	UNISON
April Ashley	UNISON
Kim Silver	UNISON
Sue Plain	UNISON
Maggie Griffin	UNISON
Vaughan West	GMB
Jonathan Coles	GMB
Wendy Whittington	GMB
Peter Murphy	GMB
Danny Hoggan	Unite
Susan Matthews	Unite
Henry Mott	Unite

Others in attendance

Steve Davies	Employers' Side Secretary
Debbie Williams	Regional Services Officer
Mehboob Khan	Labour Political Advisor
Jade Appleton	Conservative Political Advisor
Julie Kelly	UNISON

1. Apologies for Absence

Apologies for absence were received from Cllr Simon Hall (Croydon), Cllr Carole Williams (Hackney), Cllr Clyde Loakes (Waltham Forest), Gloria Hanson (UNISON), Simon Steptoe (UNISON), Sean Fox (UNISON), Mary Lancaster (UNISON), Gary Cummins (Unite) and Kath Smith (Unite).

2. Minutes of the Meeting held on 19 October 2017

The minutes of the meeting held on 19 October 2017 were agreed.

3. Matters Arising

Regionalisation of Adoption Services – Page 5, Item 7

Sue Plain (UNISON) drew attention to this item and mentioned that those present at the Greater London Employment Forum (GLEF) meeting held on 15 February 2018 will recall that colleagues were informed by Ian Smith (London Adoption Board), that in relation to staff being TUPE'd no decision had been made as there are a number of different options around the country which were going to be looked at.

Sue has been informed by her Director of Children's Services that the intention is not to TUPE staff and that this is being challenged.

The Association of London Directors of Children's Services (ALDCS) have now commissioned its own HR/legal advice and are advising that employees are protected on a secondee or TUPE basis.

The Unions have still not been invited to sit at the table, this is now vital. There is a potential disruption to services.

The Unions would like to get ALDCS to invite the Trade Unions to the table and for them to be privy to any legal advice as a matter of urgency.

Cllr Angela Harvey (Westminster) responded that this news had not yet reached the Employers' Side.

Cllr Doug Taylor (Enfield) stated that this news is different from what we were led to believe a matter of weeks ago and that the Employers' Side Secretary will look into progressing the issues raised.

Sue Plain (UNISON) stated that it is urgent that we jointly ask for clarification. At the GLEF meeting only a few weeks ago all we were given was what was likely to be the intention.

Colleagues in attendance agreed.

There were no further matters arising from the minutes of the 19 October 2017.

4. NJC National Pay Offer and GLPC Employers London Pay Offer

The Chair informed colleagues that there was no comment from the Trade Unions Side on this matter.

Steve Davies, Employers' Side Joint Secretary mentioned that if the result of the ballots is that the pay offer is agreed then there needs to be a special meeting of the GLPC organised in mid/late April to formally agree the London offer.

This would be a single item on the agenda but both Sides would need to be quorate, eight from each Side in attendance.

The earliest date a meeting can be accommodated is 12 April as the GLPC Constitution states that at least 21 days' notice and confirmation of the agenda item(s) has to be given.

5. London Living Wage Summary

Cllr Doug Taylor (Enfield) stated that the Employers' Side had observed that boroughs may not have interpreted the questions consistently and that it would be better to get a more consistent approach to the information collected to help benchmark and identify differences in approaches. We do not believe that either Side can see comparability as the report stands.

Colleagues in attendance agreed.

April Ashley (UNISON) highlighted that a lot of boroughs are stating that they have not got the data to respond to the questions. Boroughs have a list of contractors they use and should be able to see if these pay the London Living Wage (LLW) or not. If it is available, it would also be useful to know the information in relation to protected characteristics like how many black, Asian and minority ethnics and women are affected.

Cllr Doug Taylor (Enfield) responded that we may not be able to get all this information but that if boroughs are looking for accreditation then they should know what their contractors are paying.

The Chair stated that there is an issue with some of the contracts and boroughs may not know exactly what they are paying employees.

Vaughan West (GMB) stated that this is a slightly false picture as we are aware some boroughs who say they are accredited but we know that their contractors are not paying staff the LLW. This is also the case for staff in schools.

Agreed that this information needs to be collected in a more consistent way, if possible, to enable comparisons and benchmarking of approach to be made across boroughs.

Cllr Angela Harvey (Westminster) stated that we need to have confidence in the information we are providing to the Unions.

6. 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.

7. Any Other Business

Sue Plain (UNISON) would like it noted that with the forthcoming election and renewals thanks be given to those who will not be standing again in May.

Special thanks to Cllr Colin Tandy (Bexley) who will be standing down after 44 years of service for his contribution to both the GLPC and GLEF committees.

The Chair wished everyone the best of luck in the elections.

There was no further business.

8. Date of next meeting

The next meeting would be held on **Thursday 18 October 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

21 March 2019

Group Meeting: 10am

Joint Meeting: 11.30

24 October 2019

Group Meeting: 10am

Joint Meeting: 11.30

GLPC Representatives – 2018-19

Borough	Rep	Party
Barking & Dagenham	Sade Bright	Lab
Camden	Richard Olszewski	Lab
Croydon	Simon Hall	Lab
Enfield	Nesil Caliskan	Lab
Greenwich	Christine Grice	Lab
Hackney	Carole Williams	Lab
Havering	Robert Benham	Con
Hounslow	Katherine Dunne	Lab
Hillingdon	Philip Corthorne	Con
Kingston	Malcolm Self	Lib Dem
Lewisham	Amanda De Ryk	Lab
Tower Hamlets	Mayor John Biggs	Lab
Waltham Forest	Clyde Loakes	Lab
Wandsworth	Guy Senior	Con
Westminster	Angela Harvey	Con

UNISON

Helen Reynolds
 April Ashley
 Kim Silver
 Sue Plain
 Gloria Hanson
 Maggie Griffin
 Simon Steptoe
 Sean Fox
 Mary Lancaster
 Julie Kelly (in attendance)

GMB

Vaughan West
 Donna Spicer
 Jonathon Coles
 Wendy Whittington
 Peter Murphy

UNITE

Gary Cummins
 Danny Hoggan
 Kath Smith
 Susan Matthews
 Jane Gosnell (Reserve)
 Onay Kasab

Co-Secretaries: Steve Davies, Employers' Side Secretary and Helen Reynolds, Union Side Secretary

Greater London Provincial Council

GLPC London Pay Implementation 2019

Item: 6

Report by: Steve Davies **Job title:** Regional Employers' Secretary
Date: 18 October 2018
Contact Officer: Steve Davies
Telephone: 020 7934 9964 **Email** Steve.davies@londoncouncils.gov.uk

Purpose: To provide a brief update on borough plans to implement the new London pay spine in April 2019.

Recommendations: To note the report.

Background

1. In April 2018 a two year pay deal was agreed by the GLPC for the Inner and Outer London pay spines.
2. The reasoning behind the 2 year offer was to link in with the national employers pay arrangements which were introducing a new national pay spine in 2019, to provide some 'headroom' against the National Living Wage (NLW) rate.
3. In order to retain reasonable pay structure differentials against the national pay spine and keep within the national NJC bargaining arrangements, the GLPC 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
4. Joint advice from the unions and regional employers' secretaries has been issued to London borough employers about how to manage and implement the new assimilation spines in 2019.
5. The unions are interested in whether local authorities plan to change their grade structures as a result of the new spines, and which of the two choices of assimilation increment will be adopted.
6. There are two potential approaches to be taken in terms of increment progression and assimilation chronology when moving to the new pay spine on 1 April 2019.
7. Either of the approaches below is acceptable but the guidance it is important to use the same approach for the entire workforce covered by the agreement.
8. At the lower end of the pay spine Approach 'B' produces a lower pay outcome for staff, but further up the pay spine it benefits people. Approach 'A' results in the opposite of 'B' for staff.

SCP at 31 March 2019	<u>Approach A</u> <i>New SCP if “assimilate first and then increment”</i> Both Outer & Inner London Spines	<u>Approach B</u> <i>New SCP if “increment first and then assimilate”</i> Both Outer & Inner London Spines
6	2	1
7	2	2
8	3	2
9	3	3
10	4	3
11	4	4
12	5	4
13	5	5
14	6	5
15	6	6
16	7	6
17	7	7
18	8	8
19	9	9
20	10	10
21	11	12
22	13	13
23	14	14
24	15	15
25	16	18
26	19	19
27	20	20
28	21	23

London borough approaches

9. London boroughs were asked to identify their proposed approaches to the above issues.
10. Most boroughs are in the process of gathering intelligence on the assimilation exercise and trying to understand what the potential impact could be on grading structures.
11. Some boroughs consider there is no need to amend their pay structures because the assimilation exercise is straightforward and will not impact on their existing grade structures.
12. No decisions have been made to date on which option to choose – A or B - for the assimilation and increment progression decision.

13. No London boroughs report making a firm proposals in how they plan assimilate to the new pay spines.

Greater London Provincial Council

Regionalisation of Adoption Services

Item: 7

Report by: Steve Davies **Job title:** Regional Employers' Secretary
Date: 18 October 2018
Contact Officer: Steve Davies
Telephone: 020 7934 9964 **Email** debbie.williams@londoncouncils.gov.uk

Purpose: To provide information on proposals to set up regional adoption services in London.

Recommendations: Note the report.

Summary

A legislative framework for the regionalisation of adoption services came into existence through the Education and Adoption Act 2016 (the Act) on 16 March 2016. A council is required to join a regional adoption agency or can be forced by the Secretary of State to do so.

Introduction/ Background

1. In March 2016, the government announced changes to the delivery of adoption services proposing that all local authorities' adoption services be delivered on a regionalised basis by 2020. This followed a range of national policy changes since 2012, including the 2015 Regionalising Adoption paper by the Department for Education (DfE) that sought improvements in adoption performance.

2. The government has reinforced their policy ambition through provisions in the Education and Adoption Act 2016. The Act also gives the Secretary of State a new power to direct one or more named local authorities to make arrangements for any, or all, of their adoption functions to be carried out on their behalf, by one of the local authorities named, or by another agency.
3. London local authorities have been considering various options and configurations to move to new regionalised arrangements.

The Proposed Delivery Model

4. The recommended model for London is to create four Regional Adoption Agency's (RAAs) to cover London, with programme coordination to deliver those functions most effectively carried out once.
5. Four project managers have been appointed to lead the development of each RAA. The project manager for the West has been appointed into a dual role of Adopt London Programme Manager to ensure, coordination, collaboration and partnership across London, maximizing the opportunities for pooling effort and resources and ensuring adherence to the core principles.
6. A DfE appointed coach supports the project management team.
7. The following has been agreed as the host boroughs for each of the RAAs
 - Adopt London North – Islington includes Barnet, Camden, Enfield, Hackney, Haringey
 - Adopt London South – Southwark includes SW – Kingston, Richmond on Thames, Merton, Sutton, Wandsworth SE – Croydon, Greenwich, Lambeth, Lewisham
 - Adopt London East – Havering includes Barking, Newham, Tower Hamlets, Waltham Forest
 - Adopt London West – Ealing includes Brent, Hillingdon, Hounslow, Hammersmith & Fulham, Kensington & Chelsea, Westminster
8. The Directors of Children's Services (DCS) from each of the four host Boroughs have formed the Executive Board. This is chaired by the Lead DCS for Adoption

and is accountable to the Association of London Directors of Children's Services (ALDCS).

9. The Executive Board will provide governance to each of the projects who will develop the business cases for designing and implementing each of the RAAs.
10. Engagement of the VAAs and the wider voluntary sector will be determined by each RAA.
11. The voice of adopters and children and young people will be developed through RAAs locally.
12. A fifth RAA is being developed by Harrow as lead local authority, along with Coram Capital Adoption as a strategic partner, with participating local authorities including the City of London, Redbridge, Bromley and Slough Children's Services Trust.
13. Bexley is planning to join a RAA with Medway Council and Kent County Council.

Progress, Timetable and Engagement with the Unions

14. Each of the 4 London projects has been focussed on completing analysis of the current position in terms of performance, future benefit measures, validating HR information and engaging with staff to inform the future model. Additionally, analysis of budget and spend and agreeing the combined financial position going forward.
15. The "hub" is likely to be a commissioning function that will support collaborative and joint commissioning going forward. Work is underway to scope out what this would like so ideally arrangements could be in place in April to support the RAAs and their providers in their commissioning arrangements.
16. The intention is that all projects will have business cases ready to take through the Cabinet process from October onwards, some cabinets are likely to be in January. The timeline for implementing is intended to be between April and June 2019.

17. Maggie McGrath, the West (Ealing Host) project manager and also the overall Programme manager for Adopt London met with the London regional unions on 11 September 2018.
18. The unions have been assured that no formal structures have been agreed, business cases are going to cabinet between October and January across all Boroughs.
19. Each RAA is assessing the variations and impacts on staff terms and conditions with HR colleagues.
20. TUPE, assuming it applies, is the intention for all RAAs.
21. Each RAA are engaging with staff groups via different routes - team engagement sessions/ staff conferences/ newsletters/ through management arrangements in team meetings.
22. Formal consultation with staff won't start till after the cabinet process.
23. Implementation is aimed for each RAA between April - June 2019.
24. Timescales and models may vary for each individual RAA.

Greater London Provincial Council

London Living Wage - Summary of the Position in London

Item: 8

Report by: Steve Davies **Job title:** Regional Employers' Secretary
Date: 18 October 2018
Contact Officer: Steve Davies
Telephone: 020 7934 9964 **Email** debbie.williams@londoncouncils.gov.uk

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

Recommendations: To note the report.

Summary

Following agreement of the new inner and outer London pay spines from April 2018 and April 2019 all London boroughs pay their directly employed staff the minimum of the London Living Wage (LLW).

Sixteen boroughs are accredited as Living Wage Employers. The table below lists those boroughs that are accredited.

Introduction/ Background

1. The London Living Wage (LLW) is an hourly rate of pay, currently set at **£10.20 (as at October 2017)**. 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 below is a listing of London boroughs that are accredited Living Wage employers committed to paying the London Living Wage to their supply chain contractors and sub contracted staff.
7. It should be noted that boroughs manage and monitor London Living Wage compliance through their procurement contract arrangements.

Brent
Camden
Croydon
Ealing
Enfield
Greenwich
Hackney
Hammersmith & Fulham
Hounslow
Islington
Lambeth
Lewisham
Southwark
Tower Hamlets
Waltham Forest
City of London



GREATER LONDON PROVINCIAL COUNCIL

ITEM 9

List of differences and disputes as at October 2018

Outstanding cases

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

There are currently no outstanding job evaluation appeals.