

Subject: Staffing Update

Report Number: 08

Report to: Business Management and Administration Committee

Date: 4 June 2008

Report of: Head of Paid Service

1. Recommendation

- 1.1 That the Committee note the staffing changes in the Mayor's office. The report provides an update to the Committee on transitional arrangements in the Mayor's office.

2. Introduction

- 2.1 This report provides information on transitional staffing arrangements in the Mayor's office and the appointments made by the Mayor under section 67 1(b) of the Greater London (GLA) Act 1999 (as amended).

3. Background

- 3.1 Boris Johnson was elected as the new Mayor of London on 2 May 2008.
- 3.2 A transition team was established to support and lead the transition from the old mayoralty to the new.
- 3.3 There have also been a number of appointments to the Mayor's mayoral team under S67 of the GLA Act 1999 (as amended).
- 3.4 As the transition team starts to establish the staffing requirements for the new Mayorality there will be a number of changes to the establishment, initially in the Mayor's office. It is envisaged that these changes will impact structures throughout the organisation. I will consult with BMAC on any changes to the establishment, as soon as proposals are made apparent.

4. Issues

- 4.1 There have been five appointments made under section 67 (1) (b) of the GLA Act. These are as follows

Munira Mirza, Director, Arts and Culture Policy

Kulveer Ranger, Director, Transport Policy

Ian Clement, Deputy Mayor, Government Relations

Guto Harri, Director of Communications

Ray Lewis, Deputy Mayor, Young People and Opportunities (on consultancy arrangement until 1 June 2008)

- 4.2 The Assembly have been informed of the terms and conditions and salaries of these appointments.
- 4.3 The Mayor will now be writing to the Assembly to inform them of the appointment of the First Deputy Mayor/ Chief Executive of the GLA group.
- 4.4 These appointments were made in accordance with the merit requirements as set out under section 67 (6) of the GLA Act. There was a job description and person specification for each post. The applicants provided CVs, outlining experience and skills. Interviews were carried out with the person specification used as the basis for assessing competence. Each interview panel had an independent element, either Tony Travers or Claer Lloyd Jones, Chair of the Standards Committee.
- 4.5 Richard Barnes, Assembly Member has been appointed as statutory Deputy Mayor with responsibility for community cohesion, health and equalities.
- 4.6 Kit Malthouse, Assembly Member, is Deputy Mayor responsible for community safety, GLA Economics, and LASS.
- 4.7 There have been a number of consultants and special appointments made to act as advisors to the Mayor and these are set out in Appendix 1.
- 4.8 There have also been a number of internal interim secondments to support the transitional arrangements (Appendix 2).
- 4.9 A number of postholders in the Mayor's office have temporarily been reassigned duties. Any substantive changes to roles will be managed in accordance with the Management of Change Policy.

5 Equalities implications

- 5.1 The appropriate recruitment process has been applied to appointments of employees. The Mayor ensured that all due consideration is given to the equalities implications for the appointment of all staff under his mayoral powers to satisfy as far as is reasonably practicable S33 and S404 of the GLA Act 1999 (as amended).

6 Strategy Implications

- 6.1 The appointments will be crucial to the effective development of the GLA strategies and priorities. Further strategy implications will arise from the appointments and be communicated in due course.

7 Legal Implications

- 7.1 The Mayor has the power to appoint up to 12 staff as employees of the Authority further to the GLA Act 1999 (as amended). The staff set out in this report are appointed as employees of the Authority and must be appointed on merit. The GLA Act 1999 (as amended) also requires the Mayor to notify the Assembly of the name, post and terms and conditions of appointment.
- 7.2 The Mayor has the power to make these decisions, and must ensure that the merit test has been complied with.

8 Financial Implications

8.1 The salaries for appointments to the Mayor's Office are as follows:

Post title:	Salary:
Deputy Mayor – Government Relations	£124,364
Deputy Mayor – Youth and Opportunity	£124,364
Director of Communications	£124,364
Director of Policy, Arts, Culture and the Creative Industries	£ 80,000
Director for Transport Policy	£100,000

8.2 The budget requirement for the above posts, inclusive of on-costs, amounts to £686,000.

8.3 The cost to the GLA of the consultants set out in Appendix 1 will not exceed £425,000.

8.4 All costs will be covered from within the approved 2008-09 Mayors Office budget and the exact costs will be monitored throughout 2008-09 through the GLA's budget monitoring process and any budget adjustments resulting will be completed.

Background papers: none

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