## London Assembly (Mayor's Question Time) – 19 December 2012 Transcript: Agenda item 4 – Mayor's Report

**Jennette Arnold (Chair):** Can I ask you to provide an oral update of up to five minutes in length on matters that you wish to report that have occurred since the publication of your report.

**Boris Johnson (Mayor of London):** Yes. Thank you very much, Jennette. The Labour Group has asked for oral updates on Gerard Lyons [Economic Advisor to the Mayor], on a Crossrail accident and on an alleged incident involving the Deputy Mayor for Policing and Crime.

Just quickly on those three first, we have an economy in London that is considerably bigger than Belgium, Austria or Portugal. It is a vast part of the United Kingdom (UK) economy. We in this body are statutorily charged with strategically framing economic policy for the motor of the UK economy. It is only right that we should have an economist advising us of the calibre of Gerard Lyons and I warmly welcome him to City Hall.

A worker suffered severe burns on Wednesday, 12 December in the course of the Crossrail operation, I think, in the Holborn area. He is currently being treated in hospital. Obviously, our sympathies are with him and his family. What I would say is that Crossrail is the largest construction operation and largest engineering project underway in Europe. It is a massive undertaking. Eight million hours have been worked already so far. The casualty rate, the safety-at-work record of Crossrail, is exactly equivalent at the moment to the very successful Olympic Delivery Authority at the comparable stage in the programme. Of course, we cannot be complacent and our thoughts are with the worker concerned; but I have confidence in Crossrail's methods and in their care for health and safety.

I have received reports by the Greater London Authority (GLA) Monitoring Officer into an allegation made by a member of staff who did not want publicity, did not want her name in the papers or anything like that, and did not want any complaint to be made at all. It was only because of the very widespread media coverage of the alleged incident that it was necessary to ask the Monitoring Officer to investigate because obviously her feelings, I think Members will agree, have to be paramount in this. We now have the report by the Monitoring Officer. I am very grateful to him for his work. He has not interviewed the Deputy Mayor for Policing and Crime, but the takeout I get from him is that no hard and fast conclusions about what, if anything, took place can be drawn. However, it is certainly right - and I know Members would expect this - for us to remind everybody in this place that there can be no inappropriate conduct of any kind in the GLA. That is the very firm advice I have given to the Deputy Mayor for Policing and Crime and indeed to everybody else who works for me and in this building.

I just want to round up by saying that this is our last session before Christmas. I think it has been an incredible year for our city, and the GLA in one way or another played a part, large or small, in a lot of it. We helped to frame and to deliver the Diamond Jubilee celebrations.

Obviously, the city played a big role in delivering the most successful and most wonderful Olympic and Paralympic Games that have ever been held.

All I would say to people as they look back on 2012 is do not just remember the good bits. Do not just remember all the rosy glow of the triumphs of the athletes and that feeling of euphoria that gripped us all during the summer. Remember the gloom and the pessimism that came first because there will be all sorts of gloom and there will be all sorts of pessimism in the months to come. My yuletide message, folks, is that once again London will overcome the doubters and the pessimists. We will get on and deliver the great things that Londoners expect of us in the years ahead. We will get on with building the homes and the transport infrastructure and making their streets safer in the way that they deserve.

I just have a bit of final good news. We have been granted, Jennette, the right and privilege of hosting the 2017 International Paralympic Games [IPC Athletics World Championship] in London, so people will be pleased by that as well. Thank you very much.

**Jennette Arnold (Chair):** That is excellent. We welcome all of that good news and it is clearly a matter of celebration that we have won that accolade of holding those Games in 2017.

Mr Mayor, can I just say to you that I have had hard copies of the letter that was written by the Monitoring Officer to the Chair of the Police and Crime Committee (PCC) because, in a way, all Members are members of the PCC by virtue of either sitting on it or subbing for it. I do not know if you have had a copy of this letter.

**Boris Johnson (Mayor of London):** I did see it last night.

**Jennette Arnold (Chair):** Before I just open the floor, can I just ask you to go back to this letter? On the third paragraph from the end, it is saying there that the matter rests for you and it is for the Mayor's Office for Policing and Crime (MOPAC) to consider and ultimately a matter for the Mayor who appointed the appointee to the office of Deputy Mayor for Policing and Crime. Are you in a position today to make any comment? Have you had any deliberations or thought about your actions because that is what this letter refers to?

**Boris Johnson (Mayor of London):** Yes. I think that Members of the Assembly will take it that I have considered that. What I said this morning, given shall I say the lack of clarity about what has happened or what is alleged to have happened, I think that my general remarks both to the Deputy Mayor for Policing and Crime and indeed to everybody else involved in working in this place should stand as my actions as Chair of MOPAC.

**Jennette Arnold (Chair):** For clarity, there will be no further action taken by either yourself or MOPAC on this matter? Is that what you are saying?

**Boris Johnson (Mayor of London):** No, I do not propose to take any further action.

**Jennette Arnold (Chair):** OK. Have I got any Members who want to come in on anything about the appointment of Gerard Lyons?

**Len Duvall (AM):** Good morning, Mr Mayor. Why did you employ this individual and what steps did you take about looking at the salary of the individual as well?

**Boris Johnson (Mayor of London):** Well, I think with respect, Len, I have just given a pretty good reason for employing Gerry Lyons. We are running the greatest metropolitan economy in the whole of Europe and we need to be able to frame convincing arguments to Government about the needs of London in all sorts of ways, not just in terms of funding for London but also the regulatory framework that the Government creates for London. It is very important that we are able to lobby the Government about all the aspects of the London economy that need to be protected and improved.

Gerry has an incredible record. This is a guy who is one of the few economists to forecast the 2008 downturn. He has an international reputation and I think that he will add greatly to our proceedings here in City Hall.

**Len Duvall (AM):** Why the level of pay for a part-time post?

**Boris Johnson (Mayor of London):** The level of pay? I humbly point out to you, Len, that the previous Economic Advisor, Bridget Rosewell, who also did excellent work by the way for this place, was I think on a per diem of about £1,000 or £1,300. That is a lot of money to pay someone per day. I think this is a reasonable rate for a very considerable talent.

**Len Duvall (AM):** She was not a political appointee. She was a consultant working for the GLA, an officer of the GLA. Do you know what your wage bill is for your 10 or 11 closest advisors for next year?

**Boris Johnson (Mayor of London):** I do not, but what I can tell you is that under this mayoralty the total cost of the GLA's personnel has come down by £30 million.

**Len Duvall (AM):** Mr Mayor, your ten closest advisors --

**Boris Johnson (Mayor of London):** The salary bill is down by £30 million and we have had a massive economy in the number of public sector workers here in this place, which is, I think, what Londoners would expect to see in tough times.

**Len Duvall (AM):** The answer to the question then is, no, you do not know what the cost of your closest advisors is?

**Boris Johnson (Mayor of London):** No, I am not going to tell you. I do not have the figure off the top of my head. You plainly have it there.

**Len Duvall (AM):** Mr Mayor, you are not going to tell me. You do not want to share that with us. I will share it with us, then, because it is over £1 million. That equals one of the 30 fire stations. One fire station is roughly about £1 million for the fire fighters that you are going to cut in the forthcoming budget. Do you think --

**Boris Johnson (Mayor of London):** Therefore, I hope you will congratulate me on saving enough for 30 fire stations.

**Len Duvall (AM):** Do you think you have your priorities right --

**Boris Johnson (Mayor of London):** Yes.

**Len Duvall (AM):** -- in the sense that you do not exercise restraint on yourself but you have called on others to exercise financial restraint on other services.

**Boris Johnson (Mayor of London):** On the contrary. As I think I have just demonstrated, I have saved enough --

**Len Duvall (AM):** You have not. Over £1 million on ten people.

**Boris Johnson (Mayor of London):** -- in economies in this place in personnel already to save 30 fire stations, my dear Len.

Jennette Arnold (Chair): OK, OK. No, we are not going to have --

**Boris Johnson (Mayor of London):** So I think you should put that in your pipe and smoke it before the Fire Brigade comes and extinguishes it.

**Jennette Arnold (Chair):** Mr Mayor, I know it is the last meeting, but let us not have a row unless we have to. It is too early in the meeting. The meeting has just started.

**Roger Evans (AM):** I was just going to remind the Mayor of the controversy that we had in previous years over the very large amounts of money paid to the people who we employed to build the Olympic site and to run the Olympic Games. I just ask you, Mr Mayor, does that not prove that if you pay people who are good, good money you actually get good results for it?

**Boris Johnson (Mayor of London):** Yes. You have to make sure that you pay good people. There were plenty of investments that I think I might have criticised. I think under the previous regime I said I saw no particular need to go off on a very expensive taxpayer-funded junket to Caracas or wherever it was.

**Roger Evans (AM):** Did they do that?

**Boris Johnson (Mayor of London):** I think they did and Cuba. I did not see the economic advantage to London of that investment. However, I do see roughly pulling together probably the equivalent of an annual salary for a senior economic advisor such as Gerry Lyons, I do see the advantage of investing in talent and people who can deliver for the city.

**Jennette Arnold (Chair):** OK, fine. Any Members with a follow-up question? I am looking to the Labour group because it was your question, I think, about the health and safety accident. Yes, Assembly Member Biggs?

**John Biggs (AM):** Thank you and happy Christmas and all that.

**Roger Evans (AM):** That was said with feeling, was it not?

**John Biggs (AM):** I think you will agree with me that one of the great achievements of the Olympic Games was the very good health and safety record during the construction of that enormous enterprise. You will share with me concern about the problem that has happened at Crossrail and I am sure we will both agree that this should be an isolated incident and we must learn from it.

One of the characteristics of the Olympics was that there was a collective agreement on health and safety and, whatever ones other views about trade unions and collective rights are, the unions are first and foremost there about the safety and security of workers and the wider public. That collective agreement was negotiated under your predecessor and I would note that on your watch there has not been a collective agreement for Crossrail. This is an omission. Are you prepared to undertake to give the leadership to ensure that a collective agreement on health and safety is entered into for the Crossrail enterprise?

**Boris Johnson (Mayor of London):** Well, it goes without saying, John, that we will do everything to minimise --

**John Biggs (AM):** But this is a very specific question.

**Boris Johnson (Mayor of London):** -- the risk to workers, to all the staff that are working on Crossrail and --

**John Biggs (AM):** It is industry good practice to have a collective agreement on health and safety.

**Boris Johnson (Mayor of London):** If you will let me answer your question rather than continually interrupting --

**John Biggs (AM):** You are not answering it.

**Boris Johnson (Mayor of London):** I will not answer it in the way I choose, then. But if you let me not answer your question first, then you can accuse me of not answering it. That is how it works, OK? Let me not answer it first.

I will certainly look at ways of improving -- if we can find a way of improving safety at Crossrail, if there is more that needs to be done, I am sure that Andrew Wolstenholme [Chief Executive, Crossrail] and Terry Morgan [Chairman, Crossrail] will be all over it and will be doing their level best.

What I would repeat to you and to the Members of the Assembly is that the Crossrail health and safety record is good. This is the largest engineering and construction project in the whole of Europe with huge numbers of people. As you know, huge numbers of jobs have been created by this. It is a massive, massive thing. Any injury or accident is one too many. But so far their health and safety performance is comparable to that which was achieved on the Olympics at a similar stage and I think they should be supported. I am sure that your interesting point about a new health and safety agreement to be negotiated with the union is one that they will bear in mind and I will certainly take it up with them to explore what the thinking may be.

**John Biggs (AM):** OK. I am grateful for that. It is not with one union. It is with several unions. There is a range of trades involved there. This is, as I say, their most important role. It is more important than wages and conditions.

Just to quickly follow this up, there is a question about alleged victimisation and you may be aware in your briefing that a man by the name of Ron Barron [former Industrial Relations Manager, Crossrail] was recently dismissed by Bechtel<sup>1</sup>. I think dismissed is the right word. His employment was terminated because he was very clearly implicated in this process of blacklisting. I would like you to take the opportunity to publicly disassociate yourself from any such practice of blacklisting of employees.

Boris Johnson (Mayor of London): Blacklisting? You are going to have to forgive me --

**John Biggs (AM):** Again, I would make the point that although some people may flippantly say it is about getting political activists out of the workplace, quite often blacklisting has been used to mark people's names who have raised health and safety concerns. It is well established in the construction industry that it has happened and it needs to be stamped out.

**Boris Johnson (Mayor of London):** I hear what you say, John. I am not aware of the particular case of the gentleman in question who you say has been blacklisted or the grounds for which he has been allegedly blacklisted. I am afraid I am not really in a position to comment with authority on that.

**John Biggs (AM):** OK. The final question, then, is: there is a particular subcontractor at the western portal of Crossrail. Again, this may sound a rather obscure question. It is very important. They are alleging that their subcontract was terminated because they had raised health and safety concerns. I would ask you again to look into that. It may be that there are very good commercial reasons for the contract being terminated, but I would ask you to look into that very urgently and ensure that you perhaps write to the Assembly and clarify what we have learned from this and whether there are any issues of bad practice or of corporate misunderstanding of ones obligations as regards health and safety.

<sup>&</sup>lt;sup>1</sup> Subsequent to the meeting it was clarified that Mr Barron had not been employed by Crossrail but was an employee of Bechtel Corporation, and that Bechtel Corporation have publicly confirmed that Mr Barron was "no longer engaged" on the Crossrail project.

**Boris Johnson (Mayor of London):** Yes, absolutely. Health and safety has got to be paramount in an operation like Crossrail. That is the conviction of everybody on the Crossrail board. I know that Terry Morgan, Andrew Wolstenholme and all the team there will be wanting to reassure Members of the Assembly about that. If there is anything that I can do to speed that up, then I will certainly do that.

**John Biggs (AM):** I would not normally ask this, Chair, but I think it would be very helpful if you were able to write to the Chair of the Assembly on these matters because they are --

**Boris Johnson (Mayor of London):** I certainly would be more than happy to write to you, Jennette, about health and safety on Crossrail. It is obviously a matter of concern for the Assembly. It is a matter of concern for all of us. So far, the record is good but clearly you cannot be complacent.

John Biggs (AM): Thank you.

**Jennette Arnold (Chair):** Absolutely. Thank you very much for that. Now, the third item was about the report regarding an allegation of a serious incident.

**Len Duvall (AM):** Chair, I have not had the benefit of receiving a copy of this [letter to the Chair of the PCC] last night and nor do I understand why the Chair of the Police and Crime Committee did not receive it last night when you received it. So can I begin by saying some issues?

When you had a meeting with the Deputy Mayor for Policing and Crime, it was reported in the press that you were angry. Why was that?

**Boris Johnson (Mayor of London):** Well, I do not necessarily want to go into meetings I had with colleagues, as you will understand. I do not necessarily wish to validate or authenticate all accounts of meetings I have that appear in the media. But what you can certainly take, Len, is that I take a very strong line against inappropriate behaviour, sexual discrimination or harassment. I hope that goes without saying.

**Len Duvall (AM):** I am very pleased to hear that, Mr Mayor, because I think in an opening statement by the Chair she did say that there are some issues that you need to think very carefully about. You have answered that, saying that you think there is no further action. You said in your opening statement about doubts and clarity on the issue that still needed resolving. What are those doubts and what is the clarity?

Can I just raise with you that there is a point in the letter that I have referred to: "The member of staff has however stated that she considers the core elements of those reports [that is the reports in the press] to be true." Where are the doubts and clarity on the issues that you think are unresolved but you are not going to take action on?

**Boris Johnson (Mayor of London):** Well, as I have said, there remains the doubt -- I am just looking at the text of the report here now. There is no conclusive evidence here about what has

or has not happened. I think it is also pointed out that the Deputy Mayor for Policing and Crime was not part of the interview process. The appropriate step, I think, for me and for MOPAC and for everybody involved in this kind of thing is to make sure that when you have a situation like this, everybody understands that no such conceivable incident or misunderstanding or whatever it was can happen again or happen at all. That is why I reiterated my strong view about the kind of conduct that is appropriate in this place and I think colleagues will understand that.

**Len Duvall (AM):** So there are still doubts over the alleged incident concerning the Deputy Mayor for Policing and Crime. Would you agree with that?

**Boris Johnson (Mayor of London):** It certainly seems to me from what Ed Williams [Monitoring Officer, GLA] has said that he is using the conditional mood. He is saying his conduct may inadvertently or otherwise have been inappropriate or fallen short of expectations. He does not give me enough, I am afraid, here, Len, to come down firmly on one side or the other in deciding what may or may not have happened.

**Len Duvall (AM):** Mr Mayor, I have only had the benefit of reading this as it was handed out at the beginning of this meeting. You have had a night to do it. He does. He says -- basically the gist is, "If it is a GLA employee or appointment, then actually there is a different outcome. Because it is a MOPAC appointment, I have stopped at such a level". He then says it is a matter for you, Mr Mayor, to reflect on and to take it further and there are still some issues. You have the alleged victim saying she believes it is true what happened and what was reported.

**Boris Johnson (Mayor of London):** That is right.

**Len Duvall (AM):** We have not heard the view of the Deputy Mayor for Policing and Crime. We have a position where one of your most senior appointments overseeing the Metropolitan Police Service, where we tell the police that you do not need a formal complaint to carry out an investigation or to bring prosecutions in certain circumstances, and here we are having one rule for some and another rule for others.

Mr Mayor, this is a judgement call for you. You are telling us you take the matter seriously. You then come before this Assembly and say there are doubts in clarity of the issue when the victim says, "No, something took place". What she thinks has been reported is a correct version of what took place. Then you are intending to take no action at all, no follow-up action to get to the bottom of it.

**Boris Johnson (Mayor of London):** No, that is not right.

**Len Duvall (AM):** That is what you said to the Chair of the Assembly. What did you say to the Chair of the Assembly, Mr Mayor? I will give you a chance to change your mind.

**Boris Johnson (Mayor of London):** No, what I said to the Chair of the Assembly was that the action I had taken in making the point about conduct in this place and in MOPAC, the point I made to the Deputy Mayor for Policing and Crime and to everybody else was in my view what

the occasion demanded, what the report by the Monitoring Officer called for. That was the action I was taking and that is what I said at the outset. I was asked whether I intended to take any further action and I said that, no, I was not.

Jennette Arnold (Chair): OK. Thank you.

**Len Duvall (AM):** Sorry. Mr Mayor, you were angry at the beginning of this episode when you were first told that the reports were true. You get to a situation where you are generally putting out that message and it is a message that we would all agree with around the table and think --

**Boris Johnson (Mayor of London):** I think you should row in behind me and support it, Len.

**Len Duvall (AM):** You have now got a specific issue to deal with, of an appointment of one of your senior positions --

**Boris Johnson (Mayor of London):** Come on, Len. You can do better than that.

**Len Duvall (AM):** -- and you are in the position to do something and you are not doing it.

Jennette Arnold (Chair): Assembly Member Duvall, I think we have heard the --

**Boris Johnson (Mayor of London):** Len, you can do better. Len, with great respect to you, I admire you as a politician. You can do better than this, Len. You can do better than this.

**Jennette Arnold (Chair):** Mr Mayor, I think we have heard and it is quite clear on record. The Mayor intends to take no further action. Can I now move on? Assembly Member Jones, I hope it is a new line of inquiry, different to what we have heard from Mr Duvall on this matter.

**Jenny Jones (AM):** I certainly think it is a point worth making. As Assembly Member Duvall has said, in the letter it says that the core element of those reports is true, namely that there was contact. This is the latest in a long line of slip-ups from your Deputy Mayor for Policing and Crime. His first appearance in front of the Police and Crime Committee has become a national joke. He has alienated many of us around this table. He has alienated many in the police. He has not mastered his brief to actually do the things that you brought him in to do. I am just asking if you still have full confidence in him.

**Boris Johnson (Mayor of London):** Of course I do, Jenny. Of course I do. Thank you for giving me the opportunity to say something about the Deputy Mayor for Police and Crime, who in my view is doing a first-rate job. We have been in a difficult position nationally in the sense that the budget for policing is being cut across the country. We are going to have a conversation later on about the economies we are being forced to make and actually would probably make anyway in the Metropolitan Police Service.

**Jenny Jones (AM):** I think this is off-topic, Mr Mayor.

**Boris Johnson (Mayor of London):** In my view, he has built on the great work done by Kit Malthouse [former Deputy Mayor for Policing and Crime]. He is gripping the situation extremely well --

Jennette Arnold (Chair): No, Mr Mayor. Can I stop you?

**Boris Johnson (Mayor of London):** -- and is producing results which are allowing us not just to make important savings but to get more officers out on the beat and to keep crime coming down.

**Jenny Jones (AM):** How many more slip-ups can we afford?

**Boris Johnson (Mayor of London):** I think he is doing a first-rate job and I think it is very, very sad and reprehensible that you choose to drag in lots of extraneous matters in an important discussion about this conduct thing as part of some general attack on him. He is doing a first-rate job.

**Jennette Arnold (Chair):** OK. No further questions. Mr Mayor, can I just ask you? I did not intervene in that because clearly you were put in a position where you had to say something in defence of your comment about having confidence in your appointment. Can we leave all matters about MOPAC to January because there is a meeting [of the Assembly] scheduled there? All of that can be debated.

**Andrew Boff (AM):** Mr Mayor, does the press have a duty of care to protect the confidences and interests of GLA employees?

**Boris Johnson (Mayor of London):** I think that is a very good philosophical question. It is a question of press ethics there. I think probably the tragic answer is, if I am being totally frank with you, I would say that probably the press does not have any such duty because the press is there to act in a way to bring the truth to public attention insofar as they see fit. I am afraid they probably do not have such a duty.

**Andrew Boff (AM):** That is obviously a well thought out response there, sir. Do you think the Members of the London Assembly as employers have a duty to protect the confidentiality of members of staff who make a complaint?

**Boris Johnson (Mayor of London):** Well, I have certainly no knowledge of any leaking or misbehaviour by Members of the London Assembly or indeed anybody. However, I would just go back to the point I made at the beginning about this whole affair, this whole business. This was not even a complaint. But it was not a matter that the victim or alleged victim wished to be brought into the public domain. Clearly, that drove the thinking. Everybody's first thought was for her and for her feelings. That was why it was unfortunate that it should have become publicised in the way that it did and that necessitated the Monitoring Officer's excellent work which would normally not take place because normally this kind of inquiry or this kind of work only follows upon a complaint and there was no complaint.

**Andrew Boff (AM):** How willing, Mr Mayor, do you think staff will be in future to come forward to report cases of harassment --

Boris Johnson (Mayor of London): I hope they will be very willing and --

**Andrew Boff (AM):** In an environment where they know that their employers will be happy to publicise this to the world through the press at the drop of a hat?

**Boris Johnson (Mayor of London):** Look, I cannot comment on who publicised it or for what ends they publicised it. The fact is there it was. It was all over the front page of the paper. We had to deal with it. To get to the substantive point, what I do hope is that nobody feels remotely unwilling to report any incident at all and I am sure that they will not.

**Andrew Boff (AM):** Do you think it is right, Mr Mayor, that Members of this Assembly should assume that everyone is innocent until proven guilty, whether or not it be Assembly Members, a member of staff or indeed Assembly Members' families?

**Boris Johnson (Mayor of London):** Yes, of course I do. My friend on my right [John Biggs AM] says that this rule should apply to everybody except me. It is his view that I should be -- but anyway, yes, I do. I certainly subscribe to that.

**Andrew Boff (AM):** Thank you, Mr Mayor.

Boris Johnson (Mayor of London): Christmas greetings.

**Jennette Arnold (Chair):** OK. Thank you for that. Can I just put on record in response to what we have just heard, just so that the public is clear, that Members of this Assembly have got a code of conduct by which they are expected to abide. I am sure Assembly Member Boff knows that and that really, if anyone believes that a Member is in breach of that code, then really there are ways that we need to take to deal with that. There is no complaint at the moment. I need to make this clear. There is absolutely no complaint that any Member of this Assembly has leaked any information or acted in any way inappropriately regarding the circumstances we have just talked about. There is absolutely no record of any Assembly Member leaking to the press any of this matter that we have discussed.

**Andrew Boff (AM):** On a point of personal explanation, I did not at any point, Chair, accuse Members of leaking stuff to the press. Sometimes a press story is only a press story when somebody comments on it. In commenting on it, I believe Members made this a press story and actually put at risk future complaints about possible harassment. That is what concerns me about this issue. Everything else that has been talked about is a sideshow compared to that fundamental issue that members of staff now will know that their employers in any future case of harassment or alleged harassment will be only too willing to get onto the telly to get their 15 minutes.

**Jennette Arnold (Chair):** I will finish by saying that clearly is not the case and let us move on. It may well be -- no, I am not taking any more. I am finishing this and I am saying this may well

be an issue that maybe we are going to have to find a way of looking at the ethics and issues around dealing with the press for the Assembly Member. Now I am going to move on.

Mr Duvall?

**Len Duvall (AM):** I would like to seek a point of clarification from you, Chair, on matters. Is it also right that as employers we have a duty to protect our staff in issues such as the allegations that are present? Is that true from that point of view?

Secondly, Chair, just as you move off, can I also ask you to investigate why the Mayor had a letter addressed to Joanne McCartney, the Chair of the London Police and Crime Committee, beforehand, not at the same time? I would ask you to investigate and come to some conclusion why this was appropriate.

**Jennette Arnold (Chair):** OK. I will pick up all those points and I absolutely will get an explanation to Assembly Member McCartney as soon as possible.

**Boris Johnson (Mayor of London):** I asked for the investigation.

**Jennette Arnold (Chair):** That is it. Now, before I move on to the start of the question, can I just say to Assembly Member Biggs? I was at People's Question Time and I noted his style of chairing.

**Boris Johnson (Mayor of London):** Excellent, I thought.

**Jennette Arnold (Chair):** Let me say it was excellent. He set a standard there and said that if anyone were disruptive they would be told to shut up. If they still carried on being disruptive, the next step the Chair would take would be to ask that person to leave the room. I just think that is fabulous. That is exactly what I am going to do here today and I am just warning you, Mr Biggs. I am following your example.

**John Biggs (AM):** I think you could only warn me if I had done anything disruptive and I have done nothing whatsoever disruptive.

**Jennette Arnold (Chair):** And for the purpose of this meeting, grumbling and muttering to the Mayor when it is not your turn to grumble and mutter is seen as a matter of disruption.

**John Biggs (AM):** I do not think so. I disagree fundamentally with you.

**Jennette Arnold (Chair):** We do. The Assembly does.