

# Subject: Resilience – Staffing Proposal

Report to: GLA Oversight Committee

Report of: Head of Paid Service

Date: 16 October 2014

This report will be considered in public

## 1. Summary

- 1.1 The Mayor has proposed that the London Resilience Team be transferred from the Greater London Authority to the London Fire Brigade. This would involve four posts being deleted at the Greater London Authority and four posts being created at the London Fire Brigade. The Committee is being asked for its views on the deletion of the four Greater London Authority posts.

## 2. Recommendation

- 2.1 **That the Committee responds to the Head of Paid Service's consultation on the proposed deletion of four resilience posts at the Greater London Authority arising from the Mayor's proposal to transfer the London Resilience Team from the Greater London Authority to the London Fire Brigade.**

## 3. Background

- 3.1 On 4 September 2014, the Mayor's Chief of Staff wrote to the London Fire Commissioner setting out the Mayor's proposal to transfer the Greater London Authority's (GLA) London Resilience Team (LRT) to the London Fire Brigade (LFB).
- 3.2 The proposal would involve deleting four posts in the GLA's Governance & Resilience unit and creating four posts in the LFB. The structure chart for the Governance & Resilience unit is shown in **Appendix 1**. The four posts proposed for deletion are the London Resilience Manager (Grade 11) and the three Resilience Officer posts (Grade 7). No redundancies are expected as four equivalent posts will be created in LFB. There is also a fixed-term apprentice in LRT who would be co-located with the rest of LRT but whose employment status would not be affected by this proposal.
- 3.3 The proposal was considered, and endorsed, by the London Resilience Forum (LRF) at its 6 October 2014 meeting and will be considered by the London Fire and Emergency Planning Authority (LFEPA) at its 27 November 2014 meeting.
- 3.4 A consultation process has begun with the affected staff. One meeting has been held in City Hall for GLA officers involved and one in Union Street for both LFB and GLA officers. It is expected that the transfer, if approved, would proceed in early 2015.

## **4. Issues for Consideration**

- 4.1 The previous paper on the Committee's agenda sets out the issues arising from a policy perspective. The staffing issues flow directly from that policy proposal. As stated above, it is not expected that any redundancies would arise from this transfer. Both organisations are striving to ensure that the implementation of the proposal, if it proceeds, represents as positive an experience as possible for the affected staff.

## **5. Legal Implications**

- 5.1 Under section 67(2) of the GLA Act 1999 (as amended) the Head of Paid Service has the power, after consulting the Mayor and the Assembly, to appoint such staff as he considers necessary for the proper discharge of the functions of the Authority, having regard to the resources available and the priorities of the Authority.
- 5.2 Under section 70(2), the Head of Paid Service has the power to employ staff appointed under section 67(2) on such terms as he thinks fit, after consultation with the Mayor and the Assembly.
- 5.3 Under section 54 of the GLA Act 1999 (as amended) the Assembly has delegated its powers of consultation on staffing matters to the GLA Oversight Committee.
- 5.4 The Head of Paid Service Staffing Protocol, agreed by the Mayor and Assembly in November 2009, sets out the Authority's agreed approach as to how the Head of Paid Service will discharge his staffing powers contained in sections 67(2) and 70(2) above.
- 5.5 Paragraph 5.1 of that protocol states that "The Head of Paid Service will consult with the GLA Oversight Committee and the Mayor on any "major restructure", namely the creation or deletion of more than five posts within any one unit".
- 5.6 This restructure falls within the definition of a major restructure and therefore requires formal consultation with the Mayor and the Assembly. The HOPS seeks to consult with the Assembly by way of this paper.
- 5.7 The GLA must follow its Management of Change Policy in undertaking any restructuring and, if there are vacant posts at the end of the restructure, the GLA must recruit in line with its Recruitment Policy.

## **6. Financial Implications**

- 6.1 The proposal would be cost neutral for the GLA as the GLA would provide direct financial recompense to LFEPA for the cost of the four posts proposed for transfer.

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### **List of appendices to this report:**

Appendix 1 – Governance & Resilience unit structure chart

**Local Government (Access to Information) Act 1985**

List of Background Papers:

None

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