

Subject: Proposed Changes to the GLA Establishment

Report to: GLA Oversight Committee

Report of: Head of Paid Service

Date: 20 July 2016

This report will be considered in public

1. Summary

1.1 This report sets out proposed staffing changes to the following functions:

- Regeneration, Environment and Economic and Business Policy units, Development Enterprise and Environment Directorate.

2. Recommendation

2.1 **That the Committee responds to the Head of Paid Service consultation on the proposed changes to the establishment in the GLA.**

3. Background

3.1 The proposals in this report relate to three posts – two fixed-term posts where there is a proposal to extend the fixed-term beyond two years and one post which is proposed for deletion following a small restructure (where there has been a shift in the work objectives of the unit). In line with the HOPS protocol, there is a requirement to consult with the Oversight Committee and the Mayor on any “major restructure”, namely the creation or deletion of more than five posts within any one unit. There is also a requirement to inform the Mayor and the Chair and Deputy Chair of the Assembly on restructures involving five or less posts before taking a decision on them.

3.2 These posts arise from the budget round and there are no new changes proposed as yet to the core GLA to reflect the priorities of the new mayoralty. The separate paper on the reorganisation of the Mayor’s Office contains some of those changes.

4. Issues for Consideration

4.1 A summary of the proposed changes is below:

Unit	Post change	Job title	Grade
Regeneration	Deletion	Senior Projects and Programmes Monitoring Officer	11
Environment	Extension to beyond 2 years	Project Manager - London Smart Cities Programme	9
Economic & Business Policy	Extension to beyond 2 years	Senior Policy and Projects Officer - Food Flagships project	8

Regeneration Unit

4.2 The proposal is to delete the Senior Projects and Programmes Monitoring Officer role (grade 11) within the Regeneration Unit. The post is currently held as vacant (whilst the most recent incumbent is on extended sabbatical) and has been so since 31 July 2015. As a result of various changes and the ending of certain programmes and projects, there is no longer an identifiable resource need for this post at its current grade, as there are no more significant Capital projects in the pipeline requiring work at grade 11.

4.3 The most recent incumbent had been working primarily on a project known as the London Superconnected Cities Plan (SCCP) together with a small number of other capital grant projects which were in their later phases of delivery. In terms of the SCCP, this was extended during the period whilst the incumbent was away but it closed to applications in March 2016, with final closeout of processing of applications in September 2016.

Environment Unit

4.4 The proposal is to extend the fixed-term role of Project Manager – London Smart Cities Programme (grade 9) which is currently due to come to an end on **31 July 2016** to the end of March 2018 to continue the management of the Smart London Demonstrator (SLD) programme. This further extension is due to the extended delivery timeline for the programme to March 2018; the post is externally funded by Innovate UK and this is the date to which funding is currently available.

4.5 The SLD programme is designed to demonstrate the value of digital solutions, systems integration and collaborative business models in the evolution of London as a leading Smart City. The projects use GLA funding released following a grant award of £3m from the Technology Strategy Board (TSB) (now Innovate UK) under its Future Cities Demonstrator programme. There are no constraints on the types of activity the grant funding can support.

4.6 The proposal involves taking forward projects to use smart solutions to drive reductions in local air pollutant and carbon emissions; in doing so addressing market failures, improving productivity and creating opportunities in two sectors – Smart Cities and Low Carbon and Environmental Goods and Services. Funds and the associated project management expertise required will continue to be used to support the delivery of smart demonstrator projects and an innovation

fund to drive reduction in local air pollutant and carbon emissions or improve the resilience of the city to extreme events.

Economic and Business Policy Unit

- 4.7 The proposal is to extend the fixed-term role of Food Flagships Project Manager role (Senior Policy and Projects Officer, grade 8, which is currently due to come to an end on **15 August 2016**) due to:
- The complexity of the Food Flagship programme
 - The need for both boroughs (Lambeth and Croydon) to recruit Flagship Teams and work up full project plans
 - A change to the delivery model to a 'payment by outputs' model in December 2014 and subsequent resistance from and negotiation with the boroughs
- 4.8 The proposal is to extend this post to **15 March 2017**. This is the date to which funding for the post is currently available, as the project is time limited. The £1.2 million London Food Flagships Programme is the most innovative and potentially most impactful programme ever delivered by the GLA Food Programme. This programme is providing funding and support to the boroughs of Lambeth and Croydon to change the whole food environment at the borough level.
- 4.9 The Food Flagship programme is helping to deliver:
- London Food Strategy - improve Londoners' health and reduce health inequalities via the food they eat
 - Health Inequalities Strategy - Objective One: Empowering individuals and communities; Objective Three: Income inequality and health; and Objective Five: Healthy places
 - Economic Development Strategy - Objective 4: to give all Londoners the opportunity to take part in London's economic success, access sustainable employment and progress in their careers.

5. Consultation

- 5.1 Consultation with Unison and the member of staff has commenced in respect of the proposal to delete the post of Senior Projects and Programmes Monitoring Officer within the Regeneration Unit. The consultation will last for 30 days. There will be one to one meetings with the individual affected, and he will be offered the chance to submit comments in writing throughout the consultation period. He will have priority consideration for posts in the organisation and where possible will be redeployed to try and avoid his redundancy.
- 5.2 An equality impact assessment (EQIA) has been completed for the post which is proposed for deletion in this report. This has not been included as the individual whose post is proposed for deletion is identifiable from that data.
- 5.3 Formal consultation on the two other posts is not required as they are not proposed for deletion.

5.4 Job descriptions for all these posts are available on request

6. Legal Implications

- 6.1 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.
- 6.2 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.
- 6.3 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.
- 6.4 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 staff powers contained in sections 67(2) and 70(2) above.
- 6.5 Paragraph 5.1 of that Protocol states that there is a requirement to 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. Paragraph 5.2 states that there is a requirement to inform the Mayor and to consult the Chair and Deputy Chair of the Assembly on restructures involving five or less posts before taking a decision on them.
- 6.6 This proposal does not fall within the definition of a "major restructure" as set out above and therefore formal consultation with the Mayor and the GLA Oversight Committee is not required. However, there is still a requirement to inform the Mayor and consult the Chair and the Deputy Chair of the Assembly as set out above. The Head of Paid Service is informing the GLA Oversight Committee by way of this paper.
- 6.7 In respect of the post which it is proposed will be deleted, the GLA should follow its Management of Change Policy in respect of the deletion of this post.
- 6.8 In respect of the two fixed-term posts which it is proposed will be extended, fixed-term employees have the right to be treated no less favourably than permanent employees due to their fixed-term employee status. Once the post holder has been in post beyond two years, he/she will have the same statutory right as a permanent employee not to be unfairly dismissed. After two years service, the post holder may also be eligible to receive a redundancy payment should the post come to an end. Any fair dismissal of the employee at the end of the fixed-term will necessitate a fair reason and a fair procedure. This will involve considering suitable alternative employment before confirming that their employment is terminated. If the funding continues after the end of their fixed-term contract, it may be difficult to dismiss for redundancy

(one of the fair reasons) if in fact there is further work to be carried out after the end of the contract. If the employee has been employed on a series of successive fixed-term contracts, then he/she will be considered to be a permanent employee after four years of service.

7. Financial Implications

7.1 This report sets out proposed changes to the GLA establishment, with the financial implications for each change as follows.

Regeneration Unit

7.2 The proposed deletion of post GLA 2476 will result in ongoing savings totalling £67,000 (inclusive of on-costs and the corporate vacancy factor). The permanent savings from the deletion of this post will be incorporated into future year's base budgets and a pro-rata adjustment will be made for the 16/17 financial year.

7.3 The current post-holder has continuous service at the GLA and will be entitled to a redundancy settlement. These costs will be subject to further approval via the Authority's decision-making process and contained within the Regeneration Units Revenue budget.

Environment Unit

7.4 The proposed extension of post GLA 2534 on a fixed term contract to 31 March 2018 will be funded from the existing Smart London Demonstrator Programme at a cost of £40,000 in 2016/17 and £61,000 in 2017/18. MD1247 and MD1581 approved the Environment Unit's budget allocation of £2.250m from the total £3m fund from Innovate UK to resources this programme.

7.5 As this is a fixed term post, redundancy and pension costs may become payable by the GLA when the contract ends. At this stage, such costs cannot yet be quantified; however, if costs do become payable, they will be contained within the existing Environment Unit budget and will be subject to further approval via the Authority's decision-making process.

Economic and Business Policy Unit

7.6 The proposed extension of post STAF 500 to March 2017 on a fixed term contract to March 2017 will be funded from the 2016/17 DEE Minor Programme Budget, as a cost of £32,000.

7.7 As this is a fixed term post, redundancy and pension costs may become payable by the GLA when the contract ends. At this stage, such costs cannot yet be quantified; however, if costs do become payable, they will be contained within the existing EBPU budget and will be subject to further approval via the Authority's decision-making process.

7.8 All appropriate budget adjustments will be made.

List of appendices to this report:

None

Local Government (Access to Information) Act 1985

List of Background Papers: None

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