

# MAYOR OF LONDON

**Len Duvall OBE AM**

Chair of the London Assembly  
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**Our ref:** MGLA280224-7676

**Date:** 5 June 2025

Dear Len,

## **London Assembly (Plenary) Meeting 8 February 2024 – Motion 3.2**

Thank you for the motions agreed at the London Assembly (Plenary) meeting on 8 February 2024. My reply to motion 3.2 is set out below and I am sorry for the delay in responding.

### **Motion 3.2**

I agree that properly protected workers' rights are of utmost importance to meet my goal of building a fairer city and economy that benefits all of London's communities.

The previous Government failed to introduce its pledged Employment Bill following the Taylor Review of Modern Working Practices in 2017. This review made clear recommendations around zero-hours contracts, temporary work, clarifying worker status, protections against unfair dismissal and proper two-way flexibility. I look forward to working with the new Government and trade unions to protect the rights of Londoners at work in law, backed by properly resourced enforcement measures to address bad practice.

Good work starts with fair pay. The independently calculated London Living Wage (currently £13.85 per hour, above the Government's statutory national living and minimum wages) is the only rate of pay that meets the true cost of living in London. Since becoming Mayor, the number of accredited Living Wage employers in London has increased sixfold to over 4,000. Over 140,000 Londoners receive a pay rise when the new rate is announced each year. However, when 13% of all jobs in London are still paid below the Living Wage, concentrated in many sectors with diverse and otherwise marginalised workforces, there is still more to do.

I am proud to co-chair the Making London a Living Wage City Programme, working closely with the Living Wage Foundation, employers, unions, workers and community groups to widen the reach of the Living Wage. Focus action groups are working to address low pay in sectors such as health and social care, cultural and creative industries, night-time work and hospitality.

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I am leading by example to embed good employment practice across London. The GLA (Greater London Authority) Group functional bodies are all Living Wage accredited. The GLA itself is now a Living Hours employer, joining the Foundation's latest programme to address insecure work and guarantee workers predictable hours and proper notice of shift changes. My Good Work Standard sets the benchmark for good practice around pay, conditions, wellbeing, diversity, recruitment, skills and progression in London's workplaces. Over 310,000 people work for the 170 employers in the Good Work Standard employer community, who are benefitting from shared learning, toolkits, workshops and events to help improve the standard of employment in the capital. Through programmes such as the London Anchor Institutions Network (LAIN) and London Ownership Hub (a partnership with Co-operatives UK & the Employee Ownership Association), I am bringing together the shared resources, spending power and expertise of major employers in London to build the wealth and prosperity held by all Londoners.

I share your concerns about the long NHS waiting times and understand the frustration felt by Londoners. This is the result of years of underinvestment, neglect and chaotic mismanagement by the previous Government. The scale of the challenges faced by the NHS are significant, and while the numbers are reducing, there are still nearly 1.18 million Londoners waiting for treatment. Every person trapped in poor health is a life unfulfilled and talent wasted.

We now have a Government working to put the NHS back on its feet. A Government that is not just focused on cutting waiting lists and stabilising social care but also investing in prevention and addressing the root causes of poor health that impact so many in our city. Progress will take time, but I am proud to be working with our Government, local authorities, and other health and care partners in London to rebuild and strengthen our NHS – so it is there for people when they need it most.

I will continue to discuss these challenges with the Government as it implements its plans, helping to ensure London secures its fair share of resources so that the NHS can deliver the high-quality services Londoners need. As you know, I also meet regularly with the NHS London Regional Director, who strongly advocates for our city.

I was pleased to see NHS England's latest figures (published 15 May 2025, covering data to March 2025) showing that, between July 2024 and March 2025, the NHS delivered 3.6 million additional elective care appointments compared to the same period in the previous year – advancing the Government's Plan for Change to fix the NHS. The NHS delivered over 100,000 more treatments in March 2025 compared to the same month last year, with a quarter of a million fewer waiting longer than 18 weeks for care. Despite increased demand, the NHS is continuing to make progress in reducing the longest waits, cutting the number of waits over 18, 52 and 65 weeks, respectively.

We have also seen progress in London, where there has been a reduction in the number of people waiting for elective treatment through the expansion of community diagnostic centres to improve access and waiting times. These centres will greatly impact waits, as six in seven patients on the list are waiting for outpatient appointments and diagnostic tests. It will reduce pressures on hospitals, and crucially, the centres can help tackle inequalities in access to care by bringing facilities directly into deprived or underserved communities. For example, places like the Mall Wood Green shopping centre, where 91% of patients are seen in less than six weeks and 77% of patients are from the most deprived groups.

Positive measures like this will enable more people, including those with long-term conditions or those waiting for treatment, to be supported in returning to work. We know good-quality jobs not

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only contribute positively to people's health but also help drive economic growth – a major focus of our work in London.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Sadiq Khan', with a small '2' written below the name.

**Sir Sadiq Khan**  
Mayor of London