

REQUEST FOR DEPUTY MAYOR FOR PLANNING, REGENERATION AND THE FIRE SERVICE DECISION – DMFD274

Contingent labour new call-off contract

Executive summary:

This report requests the approval of the Deputy Mayor for Planning, Regeneration and the Fire Service to authorise the London Fire Commissioner (LFC) to commit revenue expenditure, of up to the amount set out in the Part Two report, for the purposes of a short-term contract of one year, plus a one-year extension period, for a temporary contingent labour contract with Reed Talent Solutions.

The London Fire Commissioner Governance Direction 2018 sets out a requirement for the LFC to seek the prior approval of the Deputy Mayor before “[a] commitment to expenditure (capital or revenue) of £150,000 or above as identified in accordance with normal accounting practices”.

Decision:

That the Deputy Mayor for Planning, Regeneration and the Fire Service authorises the London Fire Commissioner to commit revenue expenditure for a short-term contract, for temporary contingent labour, with Reed Talent Solutions. This contract will last for one year, with a one-year extension period. This in accordance with the arrangements set out in Part Two of this report.

Deputy Mayor for Planning, Regeneration and the Fire Service

I confirm that I do not have any disclosable pecuniary interests in the proposed decision.

The above request has my approval.

Signature:



Date:

27/08/2025

PART I – NON-CONFIDENTIAL FACTS AND ADVICE TO THE DEPUTY MAYOR

Decision required – supporting report

1. Introduction and background

- 1.1. London Fire Brigade's (LFB's) current temporary contingent labour contract with Reed Talent Solutions is due to expire on 30 September 2025.
- 1.2. The procurement process is being led by TFL/GLA collaborative and has taken longer than anticipated. A new short-term contract to provide temporary contingency labour is being sought until the procurement exercise is completed. This contract – for one year, with a one-year extension period – would cover the period up to 30 September 2027, to align with the rest of the GLA Group. This would involve issuing a new call-off under the existing framework agreement with Reed Talent Solutions.
- 1.3. The aim of the short-term arrangement is to ensure LFB has a contingent labour staffing provision during the procurement process for a longer-term contract.
- 1.4. Should a decision be taken not to grant this contract, LFB would have no temporary staffing service provision. This would affect the current agency workers; and impact on service continuity in areas of LFB where agency workers have placements.
- 1.5. In addition, LFB does not possess any in-house temporary contingent labour supply expertise to manage the recruitment of agency workers. Thus, LFB would have no means to source contingent workers when needed.

2. Objectives and expected outcomes

- 2.1. This decision seeks approval for a short-term contract to provide temporary contingency labour until the procurement exercise for a new framework agreement is completed. This contract would cover the period from 1 October 2025 to 30 September 2027.
- 2.2. If it is decided not to grant a new short-term contract, the arrangements for temporary contingency labour supply within LFB will finish on 30 September 2025. This will have an impact on current agency workers and any future hires. From September 2025, the London Fire Commissioner (LFC) will need to make alternative arrangements to start a new procurement. This may present a delay in hiring new temporary staff.

3. Equality comments

- 3.1. The LFC and the Deputy Mayor for Planning, Regeneration and the Fire Service (the Deputy Mayor) are required to have due regard to the Public Sector Equality Duty (section 149 of the Equality Act 2010) when taking decisions. This, in broad terms, involves understanding the potential impact of policy and decisions on different people; taking this into account; and then evidencing how decisions were reached.
- 3.2. It is important to note that consideration of the Public Sector Equality Duty is not a one-off task. The duty must be fulfilled before taking a decision, at the time of taking a decision, and after the decision has been taken.
- 3.3. The protected characteristics are, age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership (but only in respect of the requirements to have due regard to the need to eliminate discrimination), race (ethnic or national origins, colour or nationality), religion or belief (including lack of belief), sex, and sexual orientation.

- 3.4. The Public Sector Equality Duty requires decision-takers in the exercise of all their functions, to have due regard to the need to:
- eliminate discrimination, harassment and victimisation and other prohibited conduct
 - advance equality of opportunity between people who share a relevant protected characteristic and persons who do not share it
 - foster good relations between people who share a relevant protected characteristic and persons who do not share it.
- 3.5. Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic where those disadvantages are connected to that characteristic
 - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it
 - encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- 3.6. The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.
- 3.7. Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
- tackle prejudice
 - promote understanding.
- 3.8. An equality impact assessment (EIA) is currently being reviewed by the EIA team. It has been found that there are negative impacts relating to caring responsibilities, pregnancy, maternity and disability. This is down to the discretion of the agency and the rights that workers have under the agency. We are currently assessing whether a mitigating action plan is necessary; and we are completing a full EIA to show due regard.

4. Other considerations

Workforce comments

- 4.1. Recommendations within the LFC report do not require prior union consultation. Staff were, however, given a copy of this report before the Deputy Mayor's Fire Board meeting on 29 July 2025.

Sustainability comments

- 4.2. TfL is a signatory to GLA Group Responsible Procurement Policy. It therefore will comply by adopting the same approach as the LFB would if it were the lead on this procurement.
- 4.3. The Good Work Standard sets the benchmark that the Mayor wants every London employer to work towards and achieve. Organisations able to meet or working towards the Good Work Standard criteria are encouraged to apply for accreditation and recognition as leading employers from the Mayor.

4.4. It is expected that the successful provider will:

- engage with micro, small and medium-sized businesses via the second-tier supply chain
- pay all temporary workers, and their own employees, the national minimum wage/the living wage, incorporating the London Living Wage where applicable
- comply with the GLA group anti-slavery policies, and not engage in any modern slavery or unlawful practices.

4.5. LFC expects all workers in its supply chain to be provided with fair employment conditions. The supplier shall ensure that exploitive zero-hours contracts are not used in the supply chain, or in any other employment practice that exploits people working in our supply chain.

4.6. The supplier is expected to adopt and demonstrate their commitment to equality, diversity and inclusion in line with the GLA Group Responsible Procurement Policy.

Procurement comments

4.7. The original framework was conducted by TfL under the Public Contracts Regulation 2015 using a competitive procedure with negotiation. The duration was three plus one year. Collaborative members may make individual call-off arrangements within the original scope of the framework.

4.8. The framework will expire on 30 September 2025. Therefore, any new call-off contracts need to be finalised and signed before this date. Any new call-offs will still be governed under the Public Contracts Regulation 2015. The framework still meets LFC needs, and no further amendments to the call-off are required.

4.9. The sourcing options are discussed in paragraph 1.3 of the LFC report. The LFC also considered the option to procure its own temporary labour supplier. This option was counterproductive, as it would require additional procurement resources; higher risk of system integration cost; and internal resource to manage.

4.10. Reed Talent Solutions has confirmed that it will retain the current framework pricing for the new call-off term. Internal benchmarking confirms these rates still offer value for money.

4.11. The LFC call-off contract term aims to align with the other GLA collaboration board members of one year, with an option to extend for up to one additional year. This will offer a final end date of 30 September 2027.

Conflicts of interest

4.12. There are no conflicts of interest to declare from those involved in the drafting or clearance of this decision.

5. Financial comments

5.1. The report seeks approval to create an interim contract with Reed Talent Solutions, to provide temporary contingency labour covering up to two years, when the current agreement expires in September 2025. The contract with Reed Talent Solutions will be a new call-off contract for one year with an option to extend for up to one additional year. This will enable a full procurement process to be conducted in the meantime.

5.2. All costs related to the interim contract will be solely funded by the LFC revenue budget. The amounts are set out in Part 2 of this report.

- 5.3. The interim contract will be funded through staff vacancies/turnover. Agency-staff spend will be monitored against funding available as part of regular financial position reporting, to ensure a sustainable position in year.
- 5.4. The level of agency staff will be managed through processes established by LFC, such as the vacancy control panel. This process is an additional step in monitoring the levels of agency hires that could lead to a decrease in LFB temporary labour over time, thus reducing expenditure.

6. Legal comments

The LFC's General Counsels Department has confirmed the following:

- 6.1. This report seeks approval to commit expenditure of money set out in the part 2 of the report for the purpose of entering into contract for the supply of temporary staff.
- 6.2. Under Section 9 of the Policing and Crime Act 2017, the LFC is established as a corporation sole with the Mayor appointing the occupant of that office.
- 6.3. Section 327D of the Greater London Authority Act 1999, as amended, the Mayor may issue to the LFC specific or general directions as to the manner in which the holder of that office is to exercise his or her functions.
- 6.4. By direction dated 1 April 2018, the Mayor set out those matters for which the LFC would require the prior approval of either the Mayor or the Deputy Mayor. In particular, paragraph (b) of Part 2 of the said direction requires the LFC to seek the prior approval of the Deputy Mayor before "[a] commitment to expenditure (capital or revenue) of £150,000 or above is identified in accordance with normal accounting practices". The proposed expenditure exceeds this financial threshold, accordingly, prior approval from the Deputy Mayor will be sought.
- 6.5. The report confirms the new contract with Reed Talent Solutions will be procured under the terms of existing and accessible framework agreement set up by the GLA collaborative members. This was procured following an open procurement exercise in accordance with the Public Contract Regulations 2015.
- 6.6. Ensuring the LFC has access to temporary staff, as and when needed, will enable LFB to operate both efficiently and effectively.

Appendices and supporting papers:

Appendix 1 – Report LFC-25-059y – Contingent Labour New Call Off Contract.

Public access to information

Information in this form (Part 1) is subject to the Freedom of Information Act 2000 (FOI Act) and will be made available on the GLA website within one working day of approval.

If immediate publication risks compromising the implementation of the decision (for example, to complete a procurement process), it can be deferred until a specific date. Deferral periods should be kept to the shortest length strictly necessary. **Note:** This form (Part 1) will be published either within one working day after approval or on the defer date.

Part 1 Deferral:

Is the publication of Part 1 of this approval to be deferred? NO

Part 2 Confidentiality: Only the facts or advice considered to be exempt from disclosure under the FOI Act should be in the separate Part 2 form, together with the legal rationale for non-publication.

Is there a part 2 form? YES

ORIGINATING OFFICER DECLARATION:

Drafting officer to
confirm the following
(✓)

Drafting officer

Soeli Dayus has drafted this report with input from the LFC and in accordance with GLA procedures and confirms the following:

✓

Assistant Director/Head of Service

Chandru Dissanayeke has reviewed the documentation and is satisfied for it to be referred to the Deputy Mayor for Planning, Regeneration and the Fire Service for approval.

✓

Advice

The Finance and Legal teams have commented on this proposal.

✓

Mayoral Delivery Board

A summary of this decision was reviewed by the Mayoral Delivery Board on 18 August 2025 .

✓

CHIEF FINANCE OFFICER:

I confirm that financial and legal implications have been appropriately considered in the preparation of this report.

Signature:



Date:

19/08/2025

pp. Peter Sebastian, Assistant Director - Financial Services on behalf of Fay Hammond.