

Request for Head of Paid Service Decision CO385

CO number to be allocated via the 'Decisions' inbox (Decisions@london.gov.uk)

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Decision Required

That the Head of Paid Service:

Agrees the 2022/23 pay award of

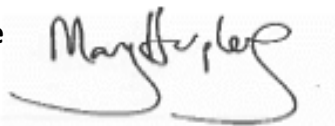
- 3.2% for grades 1 – 12; and,
- 2% for grades 13 and above

for all GLA staff in accordance with talks at the Joint Pay Working Group.

Head of Paid Service

The above proposal has my approval.

Signature



Date 06/05/22

1. Pay proposals

- 1.1 A joint pay working group was established in Autumn 2021.
- 1.2 Provision was made in the current 2022/23 GLA budget for a 3% pay award to all staff.
- 1.3 The Chief Officer has confirmed the pay award will be implemented in the May payroll and back dated to 1 April 2022.
- 1.4 The pay awards for the Statutory Officers are due to be approved via a Mayoral Decision and by the Assembly at the Assembly Plenary meeting on 9 June 2022. This will be taken forward in the usual way as will the decisions with respect to Mayoral appointees and Mayor in accordance with s67(1)(a) and (b) of the GLA Act; i.e. the “11+2”.

2. Consultation

- 2.1 In accordance with the GLA Head of Paid Service Staffing Protocol and Scheme of Delegation (the “Staffing Protocol”), formal consultation with Unison was required for this proposal as it relates to changing the terms and conditions of employment of existing employees.
- 2.2 Regular talks took place with Unison in Q4 of 2021/22 and Q1 of 2022/23 which resulted in a decision by Unison to accept the pay offer 2022/23.
- 2.3 The Chief Officer consulted the Assembly via the GLA Oversight Committee in April 2022. The GLA Oversight Committee received a comprehensive paper from the Chief Officer on the considerations, proposals and rationale for the pay award 2022/23 which are detailed in the attached paper and supporting Appendices.
- 2.4 As part of the consultation and in accordance with paragraph 5.6 of the Staffing Protocol, a report was sent to the Chief of Staff (on behalf of the Mayor) and to the Assembly’s staffing committee, currently the GLA Oversight Committee, (on behalf of the Assembly) containing the proposed changes and appropriate background information. As set out in paragraph 2.3 above the Chief Officer updated the GLA Oversight Committee and also informed the Mayor of this position through the Chief of Staff.

3. Table of changes

2022/23 pay award	Affected grades	Notes
3.2%	Grades 1- 12 inclusive	
2%	Grades 13 and above.	

4. Financial comments

What is expected start date?	1 April 2022	Expected end date?	31 March 2023
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- 4.1 £2.17m has been provided for in the GLA's 2022/23 budget for a potential pay award, which equates to a 3% increase for all staff and office holders. The proposals recommended in this and accompanying papers are contained within this financial envelope.
- 4.2 The provision for the pay award 2022/23 has been budgeted centrally. Once a pay award is agreed, the detailed GLA budget will be updated accordingly, and this will include a transfer of the relevant sum into the Assembly budget.
- 4.3 The pay award will be processed in the May 2022 payroll and backdated to 1 April 2022.

5. Legal comments

- 5.1 Under the Greater London Authority Act 1999 (as amended), the Head of Paid Service (the "HoPS") may, after consultation with the Mayor and the Assembly and having regard to the resources available and priorities of the Authority:
- appoint such staff as the HoPS considers necessary for the proper discharge of the functions of the Authority (section 67(2)); and
 - make such appointments on such terms and conditions as the HoPS thinks fit (section 70(2)).
- 5.2 The Assembly has delegated its powers of consultation on staffing matters to the Assembly's staffing committee, currently the GLA Oversight Committee.
- 5.3 After consultation with the Mayor and the Assembly, the Staffing Protocol was adopted by the HoPS in November 2009 and revised in July 2018. The Staffing Protocol sets out the Authority's agreed approach as to how the HoPS will discharge the staffing powers contained in sections 67(2) and 70(2) of the Greater London Authority Act 1999 (as amended).
- 5.4 Paragraph 7.2 of the Staffing Protocol says that, "*The HOPS is responsible for determining terms and conditions for GLA staff (outside of the statutory officers and the Mayoral appointees) with the exclusion of staff transferred under a statutory transfer.*" Paragraph 7.1 of the Staffing Protocol says that "*Terms and conditions for the purposes of this Protocol means terms and conditions of employment that apply to all GLA staff appointed by the HoPS and includes all employment policies and procedures (whether contractual or not).*"
- 5.5 The proposals set out in this Chief Officer Form fall within the definition of 'determining terms and conditions' contained within the Staffing Protocol so require approval from the HoPS. Paragraph 2 confirms that Unison has been consulted and the HoPS has taken its views into consideration when making this decision. Paragraph 2 also confirms that consultation with the Mayor and the

Assembly took place and as part of that, a report was sent to the Chief of Staff (on behalf of the Mayor) and to the Assembly's staffing committee, currently the GLA Oversight Committee, (on behalf of the Assembly) containing the proposed changes and appropriate background information.

5.6 The HoPS has considered all the information in this Chief Officer Form and is satisfied that the proposals are appropriate, taking into account the:

- i. Priorities of the Authority;
- ii. Need for the Authority to properly discharge its functions;
- iii. Available resources of the Authority; and
- iv. Need to comply with legislative changes/ statutory requirements.

5.7 The HoPS has the power to make this decision.

6. Appendices

Appendix 1: GLA Oversight Committee paper

7. Approval

	<i>Tick to indicate approval</i> ✓
Executive Director <u>Click and insert name</u> has reviewed and commented on this proposal.	
Assistant Director <u>Raj Bhamber</u> has reviewed and commented on this proposal.	✓
HR & OD Lead Officer <u>Patrick Alleyne</u> has reviewed and commented on this proposal.	✓
Finance and Legal Finance and Legal have reviewed and commented on this proposal.	
Corporate Management Team (CMT) N/A	

