GREATER**LONDON**AUTHORITY

REQUEST FOR MAYORAL DECISION – MD1523

Title: Approval of OPDC Staff Terms and Conditions of Employment and Payscales

Executive Summary:

At its meeting on the 25 June 2015, the Board of the Old Oak and Park Royal Development Corporation ("Corporation" or "OPDC") agreed a proposal for establishing a staffing structure for the OPDC to deliver its immediate priorities, and put in place the foundations for the long-term regeneration of Old Oak and Park Royal. The Board also agreed to adopt the GLA's Terms and Conditions of Employment and GLA payscales for all OPDC permanent staff appointments until such time as the Corporation reviews them in the future. The Corporation now seeks Mayor's agreement to this as required under Schedule 21 of the Localism Act 2011.

Decision:

That the Mayor agrees to the Old Oak and Park Royal Development Corporation (OPDC) Board's decision on 25 June 2015 to approve the adoption of the GLA's Terms and Conditions of Employment and GLA payscales for all OPDC permanent staff appointments.

Mayor of London

I confirm that I do not have any disclosable pecuniary interests in the proposed decision, and take the decision in compliance with the Code of Conduct for elected Members of the Authority.

The above request has my approval.

Signature: **Date:**

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

Decision required – supporting report

1. Introduction and background

1.1 There are currently 10 staff employed to work on the establishment of the Old Oak and Park Royal Development Corporation. On 1 April 2015, the OPDC Board approved an interim staff structure and immediate recruitment of a permanent Chief Executive Officer, and agreed to delegate the preparation of a staff establishment plan to the Interim Chief Executive Officer.

1.2 At its meeting held on 25 June 2015, the OPDC Board noted the appointment by the Mayor of Victoria Hills as the OPDC's permanent Chief Executive Officer (CEO), following a competitive selection process. Under the Localism Act 2011, the Mayor has the power to appoint the OPDC's first Chief Executive officer and made the appointment by letter on 9 June 2015. The Board also noted a proposed indicative staffing establishment for OPDC during 2015/16 and 2016/17.

1.3 Further, the OPDC Board agreed the following:

1) The establishment of an Appointments and Remuneration Committee with terms of reference which delegates staff appointment and remuneration matters to the Committee (the Board also appointed the Committee's members);
2) To authorise the Chief Executive Officer to proceed with urgent appointments; and
3) For the OPDC to adopt the same terms and conditions of appointment and pay scales as the GLA for all its permanent staff appointments, as set out in Appendices 3 and 4, subject to Mayoral consent, and until such time as the OPDC chooses to review them.

1.4 All existing OPDC staff (including the CEO) are currently either seconded from, or contracted to the GLA, with contracts due to expire from the summer. The Corporation therefore needs to secure the permanent staff it needs to deliver its immediate priorities and lay the foundations for comprehensive regeneration of Old Oak and Park Royal as soon as possible. The indicative staff establishment plan proposes to move from the existing team of 10 staff to an establishment of 25 staff by the end of 2015/16, whilst recognising that the Corporation's staffing structure will continue to evolve as its work evolves.

1.5 Schedule 21, Paragraph 3(1) of the Localism Act 2011 stipulates that the Mayor must consent to the terms and conditions on which staff of a Mayoral development corporation (MDC) are appointed. Paragraph 4(5) and (6) state that a MDC may pay remuneration to its staff and may determine the rates and eligibility for such payments with the agreement of the Mayor. Therefore the Mayor's agreement is required to the Board's decision to adopt the GLA Terms and Conditions of Employment and GLA payscales for all OPDC permanent staff appointments.

1.6 As OPDC has adopted GLA's staff terms and conditions and payscales, any changes to the latter will automatically apply to OPDC staff. It is the intention that the Mayor's agreement under the above provisions of the Localism Act 2011 will cover any further changes provided they keep step with GLA terms and payscales. Only if changes depart from their GLA equivalent will further Mayoral agreement as required by the Act.

2. Objectives and expected outcomes

2.1 The proposals for which Mayoral agreement is required as above are consistent with the OPDC's objectives, which are to:

"Promote and deliver physical, social, economic and environmental regeneration at Old Oak and park Royal. The Corporation would work to secure maximum benefits from the newly planned transport interchanges of High Speed 2, Crossrail and London Overground stations. The Corporation would plan for significant future growth at Old oak; and for the protection and regeneration of the industrial areas of park Royal. A central objective of the Corporation would be to secure high-quality sustainable development and investment for the benefit of the area and the communities that surrounds it".

3. Equality comments

3.1 The decision to adopt the GLA's Terms and Conditions of Employment, payscales, and appointment process enables the OPDC to benefit from the many years of the GLA's experience in promoting equality and diversity. It is consistent with the Mayor's duties under section 149 of the Equality Act 2010.

4. Other considerations

a) key risks and issues
The OPDC has identified the following corporate risks:

- OPDC does not have the capacity to deliver on its work programme;
- OPDC is unable to deliver the long-term regeneration plans for Old Oak and Park Royal.

The appointment of a permanent staff team will help mitigate these risks.

b) links to Mayoral strategies and priorities
The London Plan 2015 identifies Old Oak and Park Royal as two distinct Opportunity Areas. It promotes an industrial focus around the Park Royal area, with a capacity for 10,000 additional jobs and 1,500 homes in non-residential areas, and a change of use at Old Oak to a more mixed use residential development with indicative capacity of 55,000 jobs and 24,000 homes. The Mayor has stated his intention to use the development of a new High Speed 2 and Crossrail interchange station at Old Oak Common as a catalyst to regenerate the area, and has established the OPDC to drive this regeneration.

Appointing a permanent staff team, and approving their terms and conditions and remuneration is critical to enable the Corporation to fully deliver its objectives, priorities and plans for the regeneration of Old Oak and Park Royal.

c) impact assessments and consultations.

- It is not considered that an impact assessment is required for this specific decision as the GLA's Terms and Conditions of Employment and payscales have been subject to prior assessments.
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- In developing the proposal to adopt GLA Terms and Conditions of Employment, and payscales, the Corporation consulted with the Deputy Mayor for Planning and Policy, the OPDC Board, GLA Head of Paid Service and Corporate Management Team, GLA Human Resources and Organisational Development Department, TfL Legal, OPDC Chief Finance Officer, and GLA Finance.

It is not considered that the Mayor need undertake any further impact assessments or consultation in respect of this specific decision.

5. Financial comments

5.1 There are no financial implications arising directly from this report.

5.2 All financial implications associated with the approval requested for in this report will be accommodated within the OPDC Budget.

5.3 Funding for 2017-18 and beyond will be discussed with the Greater London Authority as part of the annual GLA budget process.

6. Legal comments

6.1 The legal implications are set out above; no other requires reporting at this stage.

7. Investment & Performance Board

7.1 None relevant to the decisions the Mayor is asked to provide consent for.

8. Planned delivery approach and next steps

8.1 Recruitment of posts will commence on a phased basis at the earliest opportunity following receipt of Mayor consent.

Activity	**Timeline**
Appointment of Director and Heads of Planning	Autumn 2015
Appointment of Planning Officers	Autumn 2015
Appointment of permanent Heads of other Directorates	End 2015
Appointment of Officers to support other Directorates	Autumn 2015

Appendices and supporting papers:

- OPDC Board Paper, Agenda item 8, OPDC Staff Establishment and Appointments and supporting appendices, dated 25 June 2015.

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 either be published 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** If YES, for what reason: Until what date: -
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 – NO**

ORIGINATING OFFICER DECLARATION:	Drafting officer to confirm the following (✓)
Drafting officer: Michelle Reeves has drafted this report in accordance with GLA procedures and confirms the following have been consulted on the final decision.	✓
Assistant Director/Head of Service Tom Middleton has reviewed the documentation and is satisfied for it to be referred to the Sponsoring Director for approval.	✓
Sponsoring Director: Martin Clarke has reviewed the request and is satisfied it is correct and consistent with the Mayor's plans and priorities.	✓
Mayoral Adviser: Sir Edward Lister has been consulted about the proposal and agrees the recommendations.	✓
Advice: The Finance and Legal teams have commented on this proposal.	✓

EXECUTIVE DIRECTOR, RESOURCES:
I confirm that financial and legal implications have been appropriately considered in the preparation of this report.

Signature **Date**

CHIEF OF STAFF:
I am satisfied that this is an appropriate request to be submitted to the Mayor

Signature **Date**