

# MINUTES

**Meeting: GLA Oversight Committee**  
**Date: Wednesday 27 February 2019**  
**Time: 10.00 am**  
**Place: Committee Room 5, City Hall, The Queen's Walk, London, SE1 2AA**

Copies of the minutes may be found at <http://www.london.gov.uk/mayor-assembly/london-assembly/oversight>

**Present:**

Gareth Bacon AM (Chairman)  
Len Duvall AM (Deputy Chair)  
Sian Berry AM  
Leonie Cooper AM  
Tom Copley AM  
Susan Hall AM  
Keith Prince AM

## **1 Apologies for Absence and Chairman's Announcements (Item 1)**

- 1.1 Apologies for absence were received from Navin Shah AM, Peter Whittle AM, Steve O'Connell AM, for whom Susan Hall AM attended as a substitute Member, and Jennette Arnold OBE AM, for whom Leonie Cooper AM attended as a substitute Member.
- 1.2 The Chairman welcomed a delegation of officials from Uzbekistan to the public gallery.

## **2 Declarations of Interests (Item 2)**

**2.1 Resolved:**

**That the list of offices held by Assembly Members, as set out in the table at Agenda Item 2, be noted as disclosable pecuniary interests.**

### **3 Minutes (Item 3)**

#### **3.1 Resolved:**

**That the minutes of the meeting of the GLA Oversight Committee held on 30 January 2019 be signed by the Chairman as a correct record.**

3.2 With the approval of the Chairman, the Chief Officer made a statement regarding item 7 in the minutes 'Proposed Changes to the GLA Establishment - Human Resources and Organisational Development Unit.

3.3 The Chief Officer stated that subsequent to discussions with the Chairman and the Deputy Chair, a paper would be presented to the GLA Oversight Committee in April 2019 that would provide clarity regarding the human resources policy for regrading positions. The specific issue of the posts in the Human Resources and Organisational Development Unit will also be revisited at this time. The backfilling of the Grade 8 posts in the Human Resources and Organisational Development Unit posts have been put on hold until these deliberations are complete.

### **4 Summary List of Actions (Item 4)**

4.1 The Committee received the report of the Executive Director of Secretariat.

#### **4.2 Resolved:**

**That the completed and outstanding actions arising from previous meetings of the GLA Oversight Committee be noted.**

### **5 Conversion of Fixed Term Contracts (Item 5)**

5.1 The Chief Officer stated that, on the face of it, the GLA appeared to have a large number of fixed term posts; almost 20% of the establishment. She further stated that whilst fixed term posts had a role in flexible workplace planning, she has committed to ensuring that fixed term roles were being used appropriately.

5.2 The Chief Officer stated that the paper presented to the Committee set out the methodology for reviewing current fixed term posts and the criteria by which some may be considered for conversion to permanent posts.

- 5.3 In relation to budgetary implications, these would be detailed in the second paper that would be presented to the Committee. It is then proposed to present more detailed proposals that would include recommendations regarding which posts (if any) should be converted to permanent posts.
- 5.4 The Chairman asked whether the Committee would be sighted on the UNISON response to the consultation, which would have concluded by April 2019 when it is proposed to present the second paper to the Committee. He further stated that, whilst he is supportive of the review in principle, the UNISON response would be helpful in clarifying details.
- 5.5 Assembly Member Hall stated that, there had been growth in staffing over the past three years in City Hall. However, should there be changes in the priorities of the Mayoralty after the elections in 2020, it was important to maintain flexibility in resourcing arrangements, and that the review of fixed term contracts should be mindful of this.
- 5.6 The Chief Officer stated that in an organisation such as this one, there were a number of fixed term posts linked to the delivery of specific programmes, some of which attract external funding and that this flexibility would be maintained.
- 5.7 Assembly Member Copley stated that he was supportive of the review as having a fixed term post affected staff stability and limited financial options. Assembly Member Cooper also supported the review in the context of flexibility being maintained in resourcing arrangements, including in the event of changes in political priorities.

5.8 **Resolved:**

**To note the Chief Officer's first-stage consultation on the potential conversion of some fixed term contracts to permanent contracts.**

**6 Changes to the GLA Establishment - London Estates Delivery Unit (Item 6)**

- 6.1 The Programme Director, London Estates Delivery Unit, introduced the report.

6.2 **Resolved:**

**That the report be noted.**

## **7 State of London Debate (Item 7)**

7.1 The Committee received the report of the Assistant Director, External Relations.

7.2 **Resolved:**

**To note the proposals for the State of London Debate, at Indigo at The O2, on Thursday 27 June 2019 contained in the report.**

## **8 Appointment to Chief Officer Performance Review Panel (Item 8)**

8.1 The Committee received the report of the Executive Director of Secretariat.

8.2 **Resolved:**

**That Caroline Pidgeon MBE AM be appointed to the Chief Officer Performance Review Panel.**

## **9 Work Programme for the GLA Oversight Committee (Item 9)**

7.1 The Committee received the report of the Executive Director of Secretariat.

7.2 **Resolved:**

**That the work programme for the remainder of 2019-20 be noted.**

## **10 Date of Next Meeting (Item 10)**

10.1 The next meeting of the Committee was scheduled to be held on 19 March 2019 at 10.00am in Committee Room 5.

## **11 Any Other Business the Chairman Considers Urgent (Item 11)**

11.1 There were no items of urgent business.

## **12 Close of Meeting**

12.1 The meeting closed at 10.21am.

**Greater London Authority  
GLA Oversight Committee  
Wednesday 27 February 2019**

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Chairman

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Date

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