

MINUTES

Meeting: GLA Oversight Committee
Date: Wednesday 30 January 2019
Time: 10.00 am
Place: Chamber, 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)
Jennette Arnold OBE AM
Sian Berry AM
Tom Copley AM
Susan Hall AM
Keith Prince AM
Navin Shah AM
Peter Whittle AM

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

- 1.1 Apologies for absence were received from Steve O'Connell AM for whom Susan Hall AM attended as a substitute Member.
- 1.2 The Chairman welcomed to the public gallery staff and students from Cranbrook Primary School, Redbridge.

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 11 December 2018 be signed by the Chairman as a correct record.

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 Question and Answer Session with Mayoral Directors (Item 5)

5.1 The Committee received the report of the Executive Director of Secretariat as background to putting questions to the following invited guests regarding their work as Mayoral Directors:

- Patrick Hennessy, Mayoral Director - Communications; and
- Nick Bowes, Mayoral Director – Policy.

5.2 A transcript of the discussion is set out at **Appendix 1**.

5.3 During the course of the discussion the Mayoral Director - Communications undertook to:

- Provide the most current estimate regarding public awareness of the new Ultra-Low Emissions Zone (ULEZ) charges;
- Take up issues regarding the provision of further information on Transport for London (TfL) signage regarding the ULEZ charges with TfL;

**Greater London Authority
GLA Oversight Committee
Wednesday 30 January 2019**

- Take up issues regarding the accuracy of the of the vehicle tracker function with TfL; and
- Provide information regarding expenditure on tracking the popularity of the Mayor.

5.4 During the course of the discussion the Mayoral Director, Policy, undertook to:

- Provide details regarding the amount of funding provided to the British Fashion Council;
- Provide information regarding Mayoral support for fashion designers of Black and Ethnic Minority (BAME) heritage;
- Provide examples of instances where London Assembly committee recommendations had been taken up by the Mayor; and
- Consider scheduling regular meetings with London Assembly committee Chairs.

5.5 **Resolved:**

That the report and subsequent discussion be noted.

6 Chief Officer's Transformation Programme (Item 6)

6.1 The Committee received the report of the Chief Officer.

6.2 The Chief Officer introduced the report and stated that the transformation fund involved an integrated programme of change with three work streams, including talent management and succession planning in the GLA, also focussing on ensuring the workforce was representative of London's population; the way the staffing body worked; and in the context of human resources, information technology and facilities management, whether opportunities existed to enter into further shared service arrangements.

6.3 The Chairman asked the Chief Officer about her strategies to ensure the support of staff, including the corporate management team, for the change programme.

The Chief Officer stated that much of this work had been identified prior to her taking up the position of Chief Officer in September 2018, including in the staff survey of autumn 2017, and the programme was designed to respond directly to those matters and to provide personal leadership and funding to ensure the programme was delivered.

6.4 Sian Berry AM highlighted the City Hall Greens' budget amendment that had proposed the use of part of the transformation fund to consider moving some parts of the GLA to a four-day working week with the same pay.

6.5 The Chief Officer stated that all options were being considered. However there were already a wide range of ways of working across the organisation.

6.6 **Resolved:**

That the report be noted.

7 Proposed Changes to the GLA Establishment - Human Resources and Organisational Development Unit (Item 7)

7.1 The Committee received the report of the Chief Officer.

7.2 The Assistant Director Human Resources and Organisational Development introduced the report.

7.3 The Assistant Director stated that the transformation programme would examine work that needed acceleration in Human Resources (HR), in the areas of developing line management capability and establishing more efficient processes in areas such as payroll.

7.4 The Chairman noted that in advance of the proposals outlined in this paper, three HR Officer posts at Grade 8 had been regraded to HR Adviser posts at Grade 10 and that, in addition, it was proposed to create three 'Senior HR Officer' posts at Grade 8. The Chairman and Deputy Chair expressed concern regarding the proposals and requested further clarification regarding the process that had been followed. The Assistant Director and the Chief Officer stated that the proposals before the Committee did not amount to a restructure and the Grade 8 positions were intended to add capacity.

7.5 The Committee deferred consideration of the report and requested that further information and examples be provided regarding the application of this practice across the GLA.

7.6 **Resolved:**

That consideration of the report be deferred until the next meeting of the Committee pending further information being provided to the Committee by the Chief Officer and the Assistant Director, Human Resources and Organisational Development, as outlined above.

8 Proposed Changes to the GLA Establishment - City Operations Unit (Item 8)

8.1 The Committee received the report of the Chief Officer.

8.2 The Chief Officer introduced the report regarding the establishment of the City Operations Unit.

8.3 Assembly Member Copley questioned the line of accountability from the City Operations and Major Events Lead to the Assistant Director, External Relations.

8.4 The Chief Officer explained that this was intended as a temporary arrangement and was subject to review.

8.5 **Resolved:**

That the report be noted subject to review of the reporting line for the City Operations and Major Events Lead.

9 Proposed Changes to the GLA Establishment - Housing and Land Directorate (Item 9)

9.1 The Committee received the report of the Chief Officer.

9.2 The Executive Director of Housing and Land introduced the report, stating that the proposed additional posts were intended to cover a range of programmes and that the addition of the posts to the GLA establishment was budget neutral.

9.3 The Chairman asked for clarification regarding how long the recruitment process was expected to take. The Executive Director stated that the recruitment process was expected to launch in May/June 2019 and that the first posts were expected to be recruited to by the end of the summer, with the first officers in post by early autumn 2019. It was anticipated that the recruitment process would be completed by the end of the 2019 calendar year.

9.4 **Resolved:**

That the report be noted.

10 Funding of 'Settled Status' Applications for Greater London Authority (GLA) Employees (Item 10)

10.1 The Committee received the report of the Chief Officer.

10.2 **Resolved:**

That the report be noted.

11 People's Question Time - March 2019 (Item 11)

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

11.2 **Resolved:**

- i) That the proposals for the next People's Question Time meeting to be held in the London Borough of Bexley on Thursday, 14 March 2019, be noted; and**
- ii) That the Chairman of the meeting be Gareth Bacon AM.**

12 Secretariat Quarterly Review, Quarter 3, 2018-19 (Item 12)

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

12.2 The Assistant Director, Scrutiny and Investigation, highlighted the scrutiny work that had been done on the delay to the opening of Crossrail, which had been covered by the Transport and the Budget and Performance Committees. She also mentioned the Black, Asian and Minority Ethnic (BAME) organ donation event hosted by the Health Committee and the Environment Committee report on aviation noise.

12.3 **Resolved:**

That the core Secretariat review for the third quarter, of 2018-19 (October-December 2018), be noted.

13 Work Programme for the GLA Oversight Committee (Item 13)

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

13.2 **Resolved:**

That the work programme for the remainder of 2018-19 be noted.

14 Date of Next Meeting (Item 14)

14.1 The next meeting of the Committee was scheduled to be held on 27 February 2019 at 10.00am in Committee Room 5.

15 Any Other Business the Chairman Considers Urgent (Item 15)

15.1 In accordance with Section 1.10 of the Assembly's Standing Orders and section 100b(4) of the Local Government Act 1972, the Chairman agreed to take an item of urgent business on the grounds that it be considered at the earliest opportunity.

15.2 **Resolved:**

That the Committee, under the provisions of Section 61(1)(b) of the Greater London Authority Act 1999 (as amended), require:

- **Mike Brown MVO, Commissioner for Transport for London;**
- **Andy Brown, Head of Corporate Affairs, Transport for London;**
- **Howard Carter, General Counsel, Transport for London;**
- **Charles Ritchie, Legal Manager, Transport for London; and**
- **Alex Williams, Director of City Planning, Transport for London**

Under Section 61(2)(a) of the Greater London Authority Act 1999 (as amended), to provide copies of:

- **Any notes, text messages and/or social media messages sent or received in the time period 1 March 2018 to 25 January 2019 between the Garden Bridge Trust and/or the Trust's professional advisors and the aforementioned officers of Transport for London;**
- **The July 2018 letter from Mervyn Davies, trustee of the Garden Bridge Trust, sent to Andy Brown, Head of Corporate Affairs and referenced in the 26 July 2018 e-mail to Andy Brown from Jane Hywood, Finance Manager, Garden Bridge Trust; and**
- **The letter dated 14 September 2018 from Mervyn Davies, initially sent to Andy Williams, and also attached in an e-mail from Paul Morrell to Andy Brown of 28 September 2018.**

The documents were to be provided no later than two weeks from the date of the notice requiring these documents.

16 Close of Meeting

16.1 The meeting ended at 12.04 pm.

Chairman

Date

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