

MDA No.: 1531

Title: GLA Oversight Committee response to the Consultation on Proposed Changes to the GLA's Facilities Management Unit

1. Executive Summary

1.1 At the GLA Oversight Committee meeting on 12 July 2023 the Committee resolved that:

That authority be delegated to the Chair of the GLA Oversight Committee, in consultation with the Deputy Chairman and party Group Lead Members to respond to the consultation on the proposed changes to the GLA's Facilities Management Unit.

1.2 Following consultation with party Group Lead Members, the Chair agreed the Committee's letter to The Chief Officer on proposed changes to the GLA's Facilities Management Unit, as attached at **Appendix 1**.

2. Decision

3.1 **That the Chair agrees the Committee's response to the Chief Officer's consultation on proposed changes to the GLA's Facilities Management Unit, as attached at Appendix 1.**

Assembly Member

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:



Printed Name: **Emma Best AM, Chairman of the GLA Oversight Committee**

Date: **2 August 2023**

3. Decision by an Assembly Member under Delegated Authority

Background and proposed next steps:

- 3.1 The standing orders of this Committee allows authority to be delegated to the Chair, in consultation with party Group Lead Members to agree the Committee response to agenda items where it is not possible to consider these items during the meeting.
- 3.2 The exercise of delegated authority approving the response to the Chief Officer's consultation on proposed changes to the GLA's Facilities Management Unit will be formally noted at the GLA Oversight Committee's next appropriate meeting.

Confirmation that appropriate delegated authority exists for this decision:

Signature (Committee Services): Paul Goodchild

Printed Name: Paul Goodchild

Date: 2 August 2023

Telephone Number: 07842 600832

Financial Implications: NOT REQUIRED

Note: Finance comments and signature are required only where there are financial implications arising or the potential for financial implications.

Signature (Finance): Not Required


Printed Name:

Date:

Telephone Number:

Legal Implications:

The Chairman of the GLA Oversight Committee has the power to make the decision set out in this report.

Signature (Legal): 

Printed Name: Rory McKenna, Monitoring Officer

Date: 2 August 2023

E-mail: rory.mckenna@london.gov.uk

Supporting Detail / List of Consultees:

- Len Duvall AM
- Caroline Russell AM
- Caroline Pidgeon MBE AM

4. Public Access to Information

- 4.1 Information in this form (Part 1) is subject to the FoIA, or the EIR and will be made available on the GLA Website, usually within one working day of approval.
- 4.2 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.
- 4.3 **Note:** this form (Part 1) will either be published within one working day after it has been approved or on the defer date.

Part 1 - Deferral:

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

Part 2 – Sensitive Information:

Only the facts or advice that would be exempt from disclosure under FoIA or EIR should be included in the separate Part 2 form, together with the legal rationale for non-publication.

Is there a part 2 form? NO

Lead Officer / Author

Signature: Simon Grinter


Printed Name: Simon Grinter

Job Title: Head of Facilities Management

Date: 2 August 2023

E-mail: simon.grinter@london.gov.uk

Countersigned by Executive Director:

Signature: 

Printed Name: Helen Ewen, Executive Director of Assembly Secretariat

Date: 2 August 2023



Emma Best AM
Chairman of the GLA Oversight Committee

Simon Grinter
Head of Facilities Management
Greater London Authority (GLA)

(Sent by email)

2 August 2023

Dear Simon,

Many thanks for attending the meeting of the GLA Oversight Committee on 12 July 2023 to discuss the Facilities Management Unit Restructure. The Committee agreed to discuss the issue outside of the meeting and respond in writing. Further to this I have set out our comments below:

The Committee had an overall concern that the proposals as set out would risk giving a sense that there was too great a focus on enhancements at managerial level, at the expense of staff at other levels. For example, while three new Grade 12 posts are proposed, the FM Helpdesk team of Facilities Assistants remain at Grade 2. This is despite an updated job description and reduction in the number of posts, and key restructure ambition of improving customer service. We note the welcome introduction of a new tiered structure designed to provide more development opportunities across teams but ask that officers (through staff consultation on the restructure) ensure that the weighting of managerial posts is at the correct level, including through job evaluations and that there is clarity about the development opportunities available to all parts of the team (and particularly those in roles at the most junior grades, or those in areas where no new development pipelines will be introduced).

The Committee has considered the timing of the proposed restructure – and how this aligns with the GLA's wider work on job families and grading. We recognise the need to ensure teams and individuals are not unduly affected by multiple stages of change in quick succession. We are also aware, however, of the long period that has elapsed since a review of this area was undertaken, and the importance of moving forward given the range of changes to the environments in which FM teams are operating. As such we consider this to be an exception and note the GLA's broader intention to limit grade reviews and restructures ahead of the completion of the job families process.

Officers must ensure that the proposals set out in this consultation are reflected in the wider work regarding job families and to limit the impact of further change as far as is possible.

The Committee had a particular concern regarding proposed changes to shift arrangements for security staff, including proposals to charge for events taking place at City Hall after 8.00pm as a result. We recognise and support the overall intent of the proposed change, noting the wellbeing implications for security staff and the ability to ensure security expertise is targeted at times of most need. We have been assured that the change of policy will not impact Assembly Member events which take place in City Hall, and this will be formally set out in a revised policy on Assembly Member events, and that charging arrangements for weekend events will continue to apply as now.

Finally, the Committee notes the intention to meet the additional costs associated with the proposed changes in 2023-24 from identified underspends and that any decision to proceed will be contingent on assurances about the availability of recurring funding from 2024-25 and beyond.

The Committee looks forward to seeing the final restructure proposal ahead of formal agreement.

Please contact Paul Goodchild, Principal Committee Manager, at paul.goodchild@london.gov.uk, if you have any queries.

Once again, thank you for your time.

Yours,

A handwritten signature in black ink, appearing to read 'Emma Best', written over a light blue horizontal line.

Emma Best AM
Chairman of the GLA Oversight Committee

Cc: Mary Harpley, Chief Officer, GLA

Helen Ewen, Executive Director of Assembly Secretariat, GLA

Chris Harris, Support Services Manager, GLA