

Greater London Employment Forum

Thursday 9 February 2017 at 11.30am approx (or on the rising of the sides)

London Councils 59½ Southwark Street London SE1 OAL

Employers' Side: Conference Suite, First Floor 10.45am

Union Side: Room 3, First Floor 10.45am

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Agenda item

1.	APOLOGIES FOR ABSENCE	
2.	DECLARATIONS OF INTEREST	
3.	MINUTES OF THE LAST MEETING To agree the minutes of the meeting held on 29 June 2016	Attached
4.	MATTERS ARISING To consider any matters arising from the minutes of the last meeting.	
5.	UPDATE - MEMORANDUM OF CO-OPERATION – AGENCY CHILDREN'S SOCIAL WORKERS – Nick Hollier, Deputy Directory HR and Corporate Support (Bexley)	
6.	BREXIT WORKFORCE IMPLICATIONS FOR LONDON LOCAL GOVERNMENT –Dr Penny Tamkin, Institute of Employment Studies (IES). http://www.employment-studies.co.uk/brexit-observatory	
7.	MENTAL HEALTH IN THE WORKPLACE –Dr Penny Tamkin, Institute of Employment Studies (IES)	
8.	ANY OTHER BUSINESS	
9.	DATE OF NEXT MEETING: Tuesday 13 June 2017 Party Group meetings: 10am Joint Meeting: 11.30am	

Helen Reynolds
Union Side Co-Secretary
1st Floor, Congress House, Great Russell Street,
LONDON WC1B 3LS

Selena Lansley
Employers' Secretary
59½ Southwark Street
LONDON SE 1 OAL

GREATER LONDON EMPLOYMENT FORUM ANNUAL GENERAL JOINT MEETING

Minutes of the Greater London Employment Forum Annual General Meeting held on 29 June 2016 at London Councils offices

ATTENDANCE

Employers

Cllr Laila Butt	London Borough of Barking & Dagenham
Cllr Colin Tandy	London Borough of Bexley
Cllr Alison Kelly	London Borough of Camden
Cllr Doug Taylor (Chair)	London Borough of Enfield
Cllr Ben Coleman	London Borough of Hammersmith & Fulham
Cllr Philip Corthorne	London Borough of Hillingdon
Cllr Andy Hull	London Borough of Islington
Cllr Adrian Garden	London Borough of Lambeth
Cllr David Michael	London Borough of Lewisham
Cllr David Marlow	London Borough of Richmond
Cllr Fiona Colley	London Borough of Southwark
Cllr Simon Wales	London Borough of Sutton
Cllr Guy Senior	London Borough of Wandsworth
Cllr Angela Harvey	City of Westminster

Union Side

Vicky Easton	UNISON
Sean Fox	UNISON
Maggie Griffin	UNISON
Gloria Hanson	UNISON
Danny Judge	UNISON
Mary Lancaster	UNISON
Jackie Lewis	UNISON
Sue Plain	UNISON
Jon Rogers	UNISON
Kim Silver	UNISON
Janet Walker	UNISON
Gary Cummins	Unite
Dave Powell	GMB
Wendy Whittington	GMB
Vaughan West	GMB

In Attendance

Selena Lansley	London Councils
Debbie Williams	London Councils
Mehboob Khan	Political Advisor to the Labour Group, London Councils
Jade Appleton	Political Advisor to the Conservative Group, London Councils
Julie Kelly	UNISON

1. Apologies for Absence

Apologies were received from Cllrs Bill Turner, Irma Freeborn and Laila Butt (Barking & Dagenham), Cllr Roxanne Mashari (Brent), Cllrs Tim Stevens and Diane Smith (Bromley), Cllr Theo Blackwell (Camden), Cllr Mark Watson (Croydon), Cllr Yvonne Johnson (Ealing), Cllr Kiran Ramchandani (Harrow), Cllr Paul Watson (Kensington & Chelsea), Cllr Paul McGlone (Lambeth), Cllr Kevin Bonavia (Lewisham) and Cllr Ken Clark (Newham), Simon Steptoe (UNISON), April Ashely (UNISON), Danny Hogan (Unite), Penny Robinson (GMB) and Peter Murphy (GMB).

2. Election of Chair and Vice-Chair for 2016-17

Sue Plain (UNISON) was elected Chair of GLEF for 2016-17. Cllr Doug Taylor (Enfield) was elected Vice Chair.

3. Confirmation of GLEF Membership 2016-17

GLEF membership for 2016-17 was agreed and noted.

Employers' Side

Borough	Rep	Party	Deputy
Barking & Dagenham	Bill Turner	Lab	Irma Freeborn
Barnet	Richard Cornelius	Con	Daniel Thomas
Bexley	Colin Tandy	Con	Linda Bailey
Brent	Roxanne Mashari	Lab	Margaret McLennan
Bromley	Tim Stevens J.P.	Con	Diane Smith
Camden	Theo Blackwell	Lab	Maeve McCormack
Croydon	Mark Watson	Lab	Simon Hall
Ealing	Yvonne Johnson	Lab	Steve Hynes
Enfield	Doug Taylor	Lab	Dino Lemonides
Greenwich	Chris Kirby	Lab	
Hackney	Philip Glanville	Lab	Carole Williams
Hammersmith & Fulham	Ben Coleman	Lab	
Haringey	Ali Demirci	Lab	Claire Kober
Harrow	Kiran Ramchandani	Lab	Graham Henson
Havering	Osman Dervish	Con	Melvin Wallace
Hillingdon	Philip Corthorne	Con	
Hounslow	Ajmer Gewal	Lab	
Islington	Andy Hull	Lab	
Kensington & Chelsea	Gerald Hargreaves	Con	
Kingston upon Thames	David Glasspool	Con	David Cunningham
Lambeth	Paul McGlone	Lab	Jack Hopkins
Lewisham	Kevin Bonavia	Lab	Joe Dromey
Merton	Mark Allison	Lab	Nick Draper
Newham	Ken Clark	Lab	Lester Hudson
Redbridge	Kam Rai	Lab	Jas Athwal

Richmond upon Thames	David Marlow	Con	
Southwark	Fiona Colley	Lab	Johnson Situ
Sutton	Simon Wales	LD	
Tower Hamlets	David Edgar	Lab	
Waltham Forest	Peter Barnett	Lab	Gerry Lyons
Wandsworth	Guy Senior	Con	
Westminster	Angela Harvey	Con	
City of London	Revd Stephen Decatur Haines MA Deputy		Edward Lord, OBE, JP

UNISON

Helen Reynolds
April Ashley
Sean Fox
Maggie Griffin
Gloria Hanson
Danny Judge
Mary Lancaster
Jackie Lewis
Neville McDermott
Sue Plain
Jon Rogers
Kim Silver
Simon Steptoe
Janet Walker
Irene Stacey
Julie Kelly (in attendance)

UNITE

Onay Kasab
Gary Cummins
Danny Hogan
Susan Matthews
Kath Smith
Jane Gosnell
Pam McGuffie
Mick Callanan

GMB

Dave Powell
Eileen Theaker
Wendy Whittington
Penny Robinson
Peter Murphy
Vaughan West

4. Minutes of the Meeting held on 11 February 2016

The minutes of the meeting held on 11 February 2016 were agreed as a correct record.

5. Matters Arising

Item 5 – Children’s Social Worker Memorandum of Understanding (MoU)

The Chair raised concern that there were reports that LB Barnet who have signed the MoU were not going to continue as they wish to do some things differently. The question was asked if London Councils had any knowledge of this.

Selena Lansley (Employers Side Secretary) responded that London Councils was not aware of this issue but would investigate.

The Chair enquired what the state of play is around the retention side and references to employers sharing good practice i.e. working with the LGA regarding employment standards. It was suggested that each borough undertake its own health checks.

Selena Lansley (Employers Side Secretary) responded that the MoU is where 31 of the London boroughs have signed up to an informal agreement. With regards to the LGA championed Social Worker Employers Standards the work is mostly being undertaken at local level.

Selena Lansley offered to invite the Head of HR lead for the MoU to attend the next GLEF meeting to give an update. Colleagues in attendance agreed this would be very useful.

6. London Collective Investment Vehicle (CIV) Update – Lord Kerslake (Non-Executive Chair, London CIV) and Hugh Grover (Chief Executive, London CIV)

Lord Kerslake reported the following headlines:

- He undertook the role of Chair of London CIV in September 2015 and the CIV has made really good progress over the past year.
- The Board had been recruited in the late summer / early autumn of 2015, the fund had received FCA authorisation in November 2015 and the core team had been recruited.
- Only one borough is currently not involved in CIV but discussions are currently taking place with the aim of them coming on board in the next few months.
- The first sub-fund had opened on 2 December 2015. Two more sub-funds opened in February and April 2016 taking total assets under management (AUM) to more than £1.7 billion with over £1 million per annum of fund manager fee savings for the 11 boroughs invested.
- Two more sub-funds will open by the end of June 2016, adding a further £500 million to the AUM, and the aim is to open a further 9 sub-funds by the end of this year. Once all of these sub-funds are open the total AUM will be around £8 billion with approximately £4 million per annum of fund manager fee savings.
- Important that this is a regulated fund with strong oversight from the boroughs themselves.

CIV was set up ahead of the government’s changes. The CIV wants to be the investment vehicle of choice for the London boroughs. There is a government ambition to have 6 or 7 pools across the country.

Danny Judge (UNISON) reported that he sits on Lambeth's Pension Board and so understands the value of being involved in this board. He explained how positive the experience has been in jointly establishing boards through the LGPS. He went on to highlight his concerns as the Government's agenda now appeared to the unions to be at the deficit of membership representation at a CIV (London regional level). London Councils Joint Committee has been established which he understood comprises of one nominated councillor from each participating borough. The trade unions stated that they find it unsatisfactory that they currently do not have a voice at the CIV Board level. The unions requested that participating boroughs consider how best scheme members can participate at board level.

Lord Kerslake responded that they are very much at the early stages and would see that input from the trade unions would come through at individual borough level. Representatives on the Joint Committee would be a matter for the London boroughs to consider. He reported that he would suggest this receives consideration.

Lord Kerslake offered to attend future meetings to keep the communication open whether at GLEF or at individual borough pension board meeting.

Hugh Grover informed colleagues that there are some constitutional issues at London Councils and it would not be possible for a member of the scheme to be part of the Joint Committee. Hugh agreed to raise the issue with the Chair and two Vice-Chairs.

The Chair raised concern that the government had referred to pension funds as a 'wealth fund' in relation to future infrastructure investment. The question was asked if the government had identified projects that might be funded nationally or in London.

Lord Kerslake responded that each fund is responsible for considering its liabilities and obligations. Any imposed decision on infrastructure could undermine the accountability and responsibility of the fund. Decisions would continue to be made on their own merit in the same way as investment decisions are made now. If the CIV agreed to make an infrastructure investment it would do so in collaboration with investing boroughs and only if there was a good deal. As yet, the CIV has not invested in any infrastructure. Any decision would need to look at what the benefits there would be for London.

Sean Fox (UNISON) commented on the uncertainty in the markets and concern that Brexit be taken into account when revaluations are undertaken this year.

Cllr Andy Hull (Islington) highlighted the size of boroughs investment in the CIV and asked if the CIV was going to implement the Local Authority Pension Fund Forum (LAPFF) guidance.

Lord Kerslake responded that CIV will certainly follow the guidance and look at how it can become more active and involved in the future.

Hugh Grover added that a sub-group of the member Joint Committee was being set up which will explore how best the CIV operates within the LAPFF and delivers its stewardship responsibilities overall. The member sub-group will report back to the Joint Committee and then it will be for the Joint Committee to decide on what option(s) to go with regarding future operating practices.

Mary Lancaster (UNISON) commended the joint report as it clearly set out how the CIV was structured, main purpose and benefits and went on to recommend that it is made available to all members.

The Chair gave whole hearted thanks to Lord Kerslake for his time and effort in updating GLEF.

7. Apprenticeships in London Authorities

Jo Clemente, Head of Organisational Development, LB Enfield presented the apprenticeship programme run in Enfield (attached for information).



Cllr Simon Wales (Sutton) enquired whether Enfield involved members in their programme as Sutton has a member shadowing programme.

Jo Clemente responded that members are involved in the scheme and the borough runs a political awareness training programme.

Cllr Angela Harvey (Westminster) enquired if there were any plans to offer apprenticeships for current employees who wanted to re-train and re-skill in areas that councils had current recruitment and retention difficulties, in light of the fact that people were living and working longer than in the past. Jo Clemente confirmed that the introduction of the levy provided an opportunity for Enfield to explore further work in this area.

Cllr Alison Kelly (Camden) congratulated Enfield on their apprenticeship programme whilst also highlighting the current challenge within Camden's very successful scheme and the difficulties experienced to recruit women whose first language is not English.

Jo Clemente confirmed that Enfield also find this a difficult group to recruit.

Jane Harrison (London Councils) agreed to research whether there is any support for boroughs that already exists for this group.

Cllr Adrian Garden (Lambeth) enquired about the total number of apprenticeships offered and requested further details of the characteristics of recruits compared with the demography of the borough.

Jo Clemente responded that the overall comparison was good due to the hard worked and focus they have had. The number of applicants is not as high as they would like, explaining that they market the programme regularly including visiting schools to promote the offer. Jo informed the meeting that, in the main, the young people already part of the programme help to recommend it to their peers and this is a very successful way to attract suitable candidates.

Cllr Colin Tandy (Bexley) enquired whether Enfield applies minimum selection criteria when accepting candidates.

Jo responded that this can vary on the framework, explaining that some programmes require candidates to have 3-5 GSE's to apply. Jo Clemente suggested that Enfield look at the pre-apprenticeship framework, where applications had less than this, which is an entry route of study.

Danny Judge (UNISON) asked if there were any financial implications involved for apprenticeships which might be an incentive/dis-incentive.

Jo Clemente responded highlighting the key points below:

- No cost to the young person.
- Join the organisation on a set salary.
- A year long programme apart from the parks framework which runs for 18 months.
- No cost to the council for the qualification although there are some areas where this is not the case. Where an individual is 24 years old there is a current cost as the Government currently does not provide funding for this group.

Vicky Easton (UNISON) asked whether Enfield paid the London Living Wage (LLW) to apprenticeships and if any work with apprenticeships had been undertaken in schools.

Jo Clemente responded that Enfield actively speak to schools who take on apprenticeships to do Teaching Assistant and administration roles. These can be harder to manage as in a school environment young apprentices could be compared or seen more like pupils.

Jo Clemente confirmed that Enfield pays the LLW and undertook a strong marketing campaign to promote this.

Jackie Lewis (UNISON) enquired whether any analysis had been undertaken in relation to gender. It was highlighted by younger UNISON members at a recent conference that some apprentices had been victims of bullying. Jackie asked if there had been any good practice produced on managing apprenticeships appropriately.

Jo Clemente responded that in terms of gender mix there had been no specific analysis undertaken. In terms of bullying, no incidents as yet have been reported within Enfield.

Jane Harrison (London Councils) highlighted the following from Item 7, Apprenticeships report:

- The paper focused on the government's manifesto.
- Apprenticeship targets for local authorities.
- Legal protection for the term 'apprenticeship'.
- Development of new apprenticeship standards led by groups of employees.

The target is likely to take affect from April 2017 for public bodies who have more than 250 employees. For local authorities the target is approximately 4,600 apprenticeships every year.

London Councils have lobbied the government to get them to recalculate targets on the basis that school staff should not be included as councils do not have control over recruitment. There should be a separate target for boroughs and schools. Boroughs should also be able to spend the levy within their supply chains.

London historically has quite low apprenticeship levels directly employed within the boroughs but is likely to have a concentration of contracted out businesses paying the levy. There is a risk therefore that any unspent levy funding could be lost across London.

The target currently set is so large that the recommended focus should be on what will be effective rather than how boroughs meet the target.

Cllr Andy Hull (Islington) confirmed his understanding was that the way the Government is looking at this is that schools will be included but not contractors.

Jane responded that as it is based on headcount data, contractors are not being included. The target is not connected to the levy. If we do not reach the targets then it is a slap on the wrists as there is currently no known sanction.

Sean Fox (UNISON) mentioned that most local authorities struggle to retain staff and asked if the levy could be used for those just aged up to 24 years old.

Jane Harrison responded that it is currently not clear if boroughs can do this.

The Chair thanked Jo and Jane for coming to speak to GLEF today and highlighting the importance of apprenticeships to London local government.

8. GLPC Job Evaluation Refresh Update

Selena Lansley (Employers Side Secretary) informed colleagues that the light touch refresh of the GLPC Job Evaluation scheme (agreed last year by all boroughs along with the 3 Union Side GLPC Joint Secretaries) has been approved and will be published shortly. The scheme is widely used in London and across the UK.

The revised scheme has been shared with boroughs (via Heads of HR Network). The next stage is to launch the new materials this month (July 2016) onto the London Councils website as well as contacting all existing GLPC licence holder clients individually to highlight the refreshed scheme.

Selena Lansley thanked union colleagues for their help and support on this piece of work.

Vicky Easton (UNISON) informed colleagues that the number of trained GLPC trade union side representatives has been significantly depleted and requested that this be explored further.

Selena Lansley confirmed that she is happy to discuss the issue outside of the meeting.

9. Any Other Business

Jackie Lewis (UNISON) informed colleagues that Amnesty International had issued a statement due to the surge in racial attacks following our withdrawal from Europe on 23 June. The unions' would like to raise as an urgent call that local authorities sign up to and issue a joint statement with unions condemning any form of racial abuse.

Cllr Angela Harvey (Westminster) stated that the situation is dreadful and horrible and that it is happening in London which is known to be a welcoming city. Highlighting that this Central Government issue needed to be supported by all boroughs like Westminster who will be reassuring residents.

Cllr Fiona Colley (Southwark) –reported that she had already received numerous emails from residents and Southwark are shocked and saddened that residents are experiencing racial abuse. She confirmed that Southwark Cabinet are currently agreeing a statement.

Cllr Alison Kelly (Camden) reported that their Leader is working with Cabinet members to give a unified response.

Cllr Ben Coleman (Hammersmith & Fulham) reported that following the attack on the Polish Centre (reported in the media), the borough was supporting residents.

Cllr Andy Hull (Islington) reported that an emergency motion meeting has been called and a statement was expected to follow.

Cllr Simon Wales (Sutton) reported the Leader issued a prompt statement on 28 July 2016.

Cllr David Michael (Lewisham) commented that the Brexit result had increased incidents of racism.

Gary Cummins (Unite) informed colleagues that Unite have made statements on behalf of the Union and the community. Commenting that racial attacks have never gone away but there seems to be more confidence in people with certain views taking inappropriate action.

A request was made by the union side to ask London Councils' Leaders to do a joint statement with the trade unions so that individual councils could publish this.

Cllr Andy Hull (Islington) requested that GLEF produce a joint statement stating that we do not tolerate any form of racial abuse.

Cllr Doug Taylor (Vice Chair) agreed that following this meeting the Leader of London Councils and Vice Chairs produce a statement.

Following the meeting the attached statement was produced.



Microsoft Word 97 -
2003 Document

The meeting was concluded at 13.19pm

8. Date of Next Meeting

Thursday 9 February 2017

Group Meeting: 10am

Joint Meeting: 11.30

GLEF AGM

Tuesday 13 June 2017

Group Meeting: 10am

Joint Meeting: 11.30

Greater London Employment Forum

Employment Implications of Brexit

Item: 6

Introduction

The result of the June 23rd Referendum has led to considerable speculation and debate about the likely short, medium and long-term employment impact of the UK leaving the EU. The Institute for Employment Studies (IES) is an independent, not-for-profit research organisation which provides informed commentary and analysis of trends in the UK labour market and in UK workplaces. It has established a [Brexit Observatory](#) as part of its website which collates data and analysis which it hopes will allow employers, trades unions, employees and policy-makers monitor developments and debate on this important topic.

Key workforce and workplace challenges of Brexit

Dr Penny Tamkin, Director of Employer Research and Consultancy at IES, will deliver a brief presentation to GLEF on what IES believes the key workforce and workplace challenges of Brexit may be.

Summary

While there are no definitive answers on these topics, the Brexit Observatory has been monitoring the analysis and thinking of experts, employers, trades unions and policy-makers in this area and Penny can highlight which aspects of Brexit might have most impact on London Boroughs as employers.

Greater London Employment Forum

Mental Health at Work

Item: 7

Introduction

The mental health of the UK workforce has come under increased scrutiny in recent years as it has become clear that at least 1 in every 6 employees will have a mental illness at some point in their working lives.

Practical Steps to Improve Wellbeing at Work

This session will focus on what employers are doing to improve mental health at work, including:

- Preventing and managing work-related stress
- The role of line managers, HR and Occupational Health
- Managing job retention and return to work
- Job re-design & vocational rehabilitation
- Resilience, Mindfulness and other current trends

Summary

It will also look at where mental wellbeing should sit in a workplace wellbeing strategy and what 'best in class' employers are doing in this arena and what results they are achieving.