

Meeting of Greater London Provincial Council

Tuesday 18 May 2021: 2.15pm approx. (or on the rising of the sides)

Online via MS Teams

Employers' Side: Via MS Teams 1.30pm

Union Side: Via MS Teams 1.30pm

Contact Officer: Debbie Williams

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Agenda item

1.	Apologies for Absence	
2.	Local Government Pay Claim 2021 update Harry Honnor, LGA Senior Adviser	Attached
3.	London Local Government Finance Update Ian Williams, Group Director Finance & Corporate Resources, Hackney and Chair of Society of London Treasurers	Attached
4.	London Living Wage – Summary of the Position in London	Attached
5.	London Mayor's Good Work Standard – Summary on position across London	Attached
6.	London Healthy Workplace Award – Summary of position across London	Attached
7.	Schedule of Outstanding Differences	Attached
8.	Date of Next Meeting – Thursday 14th October 2021	

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Greater London Provincial Council

Local Government Pay Claim 2021

Item: 2

Report by: Steve Davies **Job title:** Regional Employers' Secretary
Date: 18 May 2021
Contact Officer: Steve Davies
Telephone: 020 7934 9964 **Email** Steve.davies@londoncouncils.gov.uk

Purpose: To report on the local government pay claims for 2021. Note Harry Honnor, Senior Advisor (Workforce & Negotiations), Local Government Association will be available to answer questions.

1. Introduction

1.1 The Trade Union Side lodged its pay claim on 15 February. The claim seeks:

- *A substantial increase with a minimum of 10% on all spinal column points*
- *Introduction of a homeworking allowance for all staff who are working from home*
- *A national minimum agreement on homeworking policies for all councils*
- *A reduction of the working week to 35 hours with no loss of pay, and a reduction to 34 hours a week in London. Part-time staff to be given a choice of a pro rata reduction, or retaining the same hours and being paid a higher percentage of FTE*
- *A minimum of 25 days annual leave, plus public holidays and statutory days, for all starting employees, plus an extra day holiday on all other holiday rates that depend on service*
- *An agreement on a best practice national programme of mental health support for all local authorities and school staff*
- *A joint review of job descriptions, routes for career developments and pay banding for school support staff, and completion of the outstanding work of the joint term-time only review group*
- *A joint review of the provisions in the Green Book for maternity / paternity / shared parental / adoption leave*

2. Summary of each element of the Unions' claim

2.1 Pay – The union's make the following statements

2.2 The unions' state that Local government workers have worked over and above the cause of duty, putting themselves and their families at risk to support the national effort against Covid-19. They argue that the government promised to do "whatever is necessary to support these efforts" and local authorities and their staff expect them to be true to their word.

- 2.3 Since 2010, NJC staff have lost almost a quarter of the value of their pay versus the cost of living unions' claim is for, "A substantial increase with a minimum of 10% on all spinal column points".
- 2.4 In 2019, NJC pay briefly caught up with the Foundation Living Wage of £9.50 per hour (outside London). As of April 2020, NJC SCP 1 and 2 have dropped below the Foundation Living Wage.
- 2.5 Union members have reported cuts to overtime, standby payments, annual leave, sick pay, exit payments and more. Loss of allowances has a real impact on part-time employees. Sickness absence levels are rising in local authority settings. The most common cause of sickness absence are stress, depression, anxiety, workloads and mental health.
- 2.6 Local government staff feel undervalued and unable to deliver the best service possible to the public. This is due to cuts, redundancies and impossible workloads.
- 2.7 Cuts to pay, terms and conditions have a greater impact on workers with protected characteristics.

2.8 Homeworking

- 2.9 The unions' claim is for, "Introduction of a homeworking allowance for all staff who are working from home" and "A national minimum agreement on homeworking policies for all councils"
- 2.10 The claim seeks an allowance that, "...minimises tax implications while also being a meaningful amount to cover the various expenses incurred through working from home – such as internet and heating costs" and that such an allowance (and policy) should be, "...devised in such a way that does not penalise groups of workers who are unable to work from home and who bear additional costs associated with having to go out to work (bus / train fares, parking, food)"

2.11 Working week

- 2.12 The unions' claim is for, "A reduction of the working week to 35 hours with no loss of pay, and a reduction to 34 hours a week in London. Part-time staff to be given a choice of a pro rata reduction or retaining the same hours and being paid a higher percentage of FTE"
- 2.13 The 'Green Book' since 1 April 1999 has provided: "The standard working week for full time employees is 37 hours (36 in London)"

2.14 Annual leave

- 2.15 The unions' claim is for, "A minimum of 25 days annual leave, plus public holidays and statutory days, for all starting employees, plus an extra day holiday on all other holiday rates that depend on service"

- 2.16 The Green Book since 1 April 2020 has provided: “22 days (plus 2 extra statutory days) with a further 3 days after five years’ of continuous service”
- 2.17 The increase to 22 days was agreed as part of the 2020 pay deal and applied only to employees with less than five years’ service in those authorities that did not already enhance the national minimum. There was no change in the national minimum entitlement for employees with five or more years’ service which is 25 days.
- 2.18 In London, there are only a handful of councils that do not already provide 25 days as the minimum leave provision.

2.19 Mental Health

- 2.20 The unions’ claim is for, “An agreement on a best practice national programme of mental health support for all local authorities and school staff”

2.21 School support staff

- 2.22 The unions’ claim is for, “A joint review of job descriptions, routes for career developments and pay banding for school support staff, and completion of the outstanding work of the joint term-time only review group”

2.23 Maternity etc leave

- 2.24 The unions’ claim is for, “A joint review of the provisions in the Green Book for maternity / paternity / shared parental / adoption leave”

3. Other Negotiating Groups

3.1 Chief Executives

- 3.2 The Officers’ Side lodged its pay claim for 2021 on 8 March. The claim seeks: “...a pay increase for all chief executives in April 2021 and subsequent years that is the same as the generality of local government staff. We have noted that the employers do not intend to make an offer in respect of staff covered by the National Joint Council for Local Government Services until after the elections on 6 May... We look forward to receiving the Employers’ offer. If it is consistent with the claim set out above, it will not be necessary to convene a meeting of the Joint Negotiating Committee”

3.3 Chief Officers

- 3.4 The JNC for Chief Officers lodged a claim on 31 March for 2021. They noted the claim for a substantial increase with a minimum of 10% on all spinal column points made by the Staff Side of the NJC for Local Government Services and expect parity of treatment for all local government employees.

3.5 The National Employers' initial response

3.6 The National Employers' have agreed that a formal response to the unions' claim will not be provided until after the local elections on 6 May.

Greater London Provincial Council

London Local Government Finance Update

Item: 3

Report by: Steve Davies **Job title:** Regional Employers' Secretary
Date: 18 May 2021
Contact Officer: Steve Davies
Telephone: 020 7934 9964 **Email** Steve.davies@londoncouncils.gov.uk

Purpose: To report on the latest financial impact of COVID-19 on London local government.

The information below was reported to Leaders Committee in February 2021 and has been updated with the latest data available.

1. Introduction/ Background

1.1 London boroughs have played a central role in the response to both the public health and economic crises caused by COVID-19. Both have resulted in additional expenditure and significant income losses for local authorities, while presenting challenges and opportunities for the future economic and social role of London Government.

2. 2021-22 Provisional Local Government Finance Settlement

2.1 On the 17 December the Secretary of State delivered the Provisional Local Government Finance Settlement for 2021-22. The published figures set out details for all local authorities across England. London Councils officers produced an on the day briefing officer briefing, followed by a detailed [member briefing](#) highlighting key information from the settlement. The key headlines were as follows:

- Core Spending Power (CSP) will increase by £2.2 billion (4.5%) nationally and £311 million (4.3%) across London boroughs.
- Settlement Funding Assessment will increase by £13 million (0.1%) nationally and £3 million for London boroughs
- The main tax referendum principle remains at 2%.
- The flexibility to raise the Social Care Precept will be increased to 3% for relevant authorities, with the option to split this over 2 years.

- The Improved Better Care Fund will remain at 2020-21 levels (the England total will be nearly £2.1 billion, of which London boroughs will receive £336 million).
- The Social Care Grant will increase by £300 million to £1.71 billion. London boroughs will receive £223 million of this (an increase of 24%).
- Funding for New Home Bonus will decrease by over £285 million (31%%) nationally from £907 million to £622 million. London boroughs will receive £185 million of this, a decrease of £60 million (32%).
- Business Rates Multiplier Compensation will increase by 30% from £500 million to £650 million nationally. London boroughs will receive £115 million in 2021/22.
- There is a new Lower Tier Services Grant of £111 million within CSP (£24 million for London boroughs).
- Allocations have not yet been published for the Public Health Grant, Flexible Homelessness Support Grant, Homelessness Reduction Grant, Rough Sleeping Initiative Fund and the Independent Living Fund.
- £125 million was announced to implement the Domestic Abuse Bill.

2.2 The Secretary of State confirmed that the Government will work with the sector and Members across the House to seek a new consensus for broader reforms to local government finance, including the Fair Funding Review and the business rates reset, but could not confirm these will definitely go head in time for the 2022-23 financial year.

3. London business rates pool 2021-22

3.1 In January it was agreed by the 34 London business rates pool members to revoke the pool in 2021-22. A letter was subsequently sent to the Secretary of State for HCLG stressing that, while there is continued commitment to the principles of pooling, the financial case was not strong enough to make the pool viable in 2021-22, as:

- the security provided by the 75% compensation scheme in 2020-21 will be removed;
- there was no certainty over the continuation of business rates reliefs for retail hospitality and leisure sectors; and
- there were significant risks that London's office sector (which represents around half of London business rates tax base) could see large reductions in valuations as a result of Material Change of Circumstances (MCC) appeals. This risk has abated with the Government announcement in April of its intention to legislate to prevent ratepayers making MCC appeals relating to the pandemic.

4. COVID-19 financial impact on London local government

- 4.1 The April MHCLG financial impact survey showed the overall impact across London boroughs in 2020-21 was estimated to be to **£2.1 billion**, with an **estimated £1.1 billion in additional spending and £1 billion in lost income** (see Table below).
- 4.2 Taking into account £1.9bn of funding and compensation received by London boroughs London Councils estimated the London-wide funding gap to be around £165m. However, much of this won't hit budgets until later years as it relates to tax losses.

Table 1 – C19 financial impact on London boroughs 2020-21 – April 2021 summary

	2020-21 (Round 12)
Additional expenditure - ASC	409
Additional expenditure - Unachieved savings	126
Additional expenditure - All other	602
TOTAL ESTIMATED ADDITIONAL SPENDING	1,137
Reduced income - Sales, fees and charges	474
Reduced income - Council Tax (local share)	177
Reduced income - NNDR losses other (local share)	153
Reduced income - HRA	53
Reduced income - Commercial Income	51
Reduced income - Other	44
TOTAL ESTIMATED INCOME LOSS	951
TOTAL ESTIMATED FINANCIAL IMPACT	2,089
Emergency funding received so far	-805
Relevant ringfenced specific grants received so far	-545
Estimated SFC Compensation Scheme*	-284
Estimated CT/NNDR compensation scheme*	-125
ASC spending to be covered by CCGs	-164
TOTAL ESTIMATED FUNDING	-1,924
FUNDING GAP	165

* NB – these figures should be treated with caution as these are broad estimates based on the latest available data and information, rather than outturn figures which won't be available until later in the year.

- 4.3 Outlined below is a summary of the highest, lowest and average financial impacts per London borough, to give an indication of the impact at individual borough level.

April 2021 MHCLG survey – estimated financial impact of C19 in 2020-21 (£m)

	Additional expenditure	Lost income	Total impact
Min	6	8	35
Average (Mean)	38	29	67
Max	81	82	118

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ITEM 4

London Living Wage – summary of the position in London local authorities

The summary shows that 32 London boroughs are paying or have agreed to pay directly employed staff the minimum of the London Living Wage. Note that the new GLPC pay spines agreed for the years 2018 and 2019 and increased by the national agreed rate of 2.75% maintained the minimum pay rate being above the London Living Wage rate.

* denotes 23 boroughs including the City of London who are accredited as Living Wage Employers

Barking & Dagenham
Barnet
Bexley
Brent*
Camden*
Croydon*
Ealing*
Enfield*
Greenwich*
Hackney*
Hammersmith & Fulham*
Haringey*
Harrow
Havering
Hillingdon
Hounslow*
Islington*
Kensington & Chelsea*
Kingston*
Lambeth*
Lewisham*
Merton
Newham*
Redbridge*
Richmond*
Southwark*
Sutton
Tower Hamlets*
Waltham Forest*
Wandsworth
Westminster*

Note

Bromley and City of London* have their own pay arrangements outside of the GLPC pay spine agreements

Greater London Provincial Council Mayor of London – Good Work Standard

Item: 5

Report by:	Steve Davies	Job title:	Head of London Regional Employers' Organisation
Date:	18 May 2021		
Contact:	Steve Davies		
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Summary: The Mayor's Good Work Standard brings together best employment practice and links to resources and support from across London to help employers improve their organisations. It sets the benchmark the Mayor wants every London employer to work towards and achieve.

This report summarises the standard and outlines what London boroughs are doing toward achieving the standard.

1. The Standard

- 1.1 The Good Work Standard provides employers with a set of best employment practices alongside information and resources to help achieve them. They are organised into four key areas, known as pillars, that are relevant and important to any organisation and employer.
- 1.2 To achieve the Good Work Standard, employers must first complete the self-assessment for the Foundation criteria. These are the legal requirements and basics of employment practice that every employer should have in place. Once employers have completed this stage, they will be invited to register for the Good Work Standard. There are two levels;
 - Achievement - the standard for good employment practice
 - Excellence - for employers that demonstrate how they embed excellent practices into their organisation.
- 1.3 The four pillars are: Fair pay and conditions; Workplace wellbeing; Skills and progression; Diversity and recruitment.

1.4 Outlined below is a table with some examples for each of the four pillars, laid out in the **Achievement** and **Excellence** levels. Employers will need to complete and demonstrate a number of requirements in order to achieve the Good Work Standard.

Achievement	Excellence
<u>Fair pay and conditions</u>	
<ul style="list-style-type: none"> The organisation is accredited as a Living Wage employer A written statement of employment particulars is provided on the first day of employment and includes clear information on pay, conditions, employment status, rights and entitlements. 	<ul style="list-style-type: none"> Organisations in the supply chain are encouraged to pay and become accredited London Living Wage employers. There are guidelines and/or limits set on how zero-hour contracts are used within the organisation Offer further support for living costs including working with credit union membership, payroll savings schemes, support with housing costs.
<u>Workplace wellbeing</u>	
<ul style="list-style-type: none"> Sign up and adhere to the London Healthy Workplace Charter and Women's Night Safety Charter. Produce a Health and Wellbeing plan for your workforce Implement collective mechanisms, trade unions and/or staff surveys to obtain workforce feedback on important issues in your organisation Make flexible and agile working available for your entire workforce 	<ul style="list-style-type: none"> Encourage active commuting and provide healthy food options Develop a Mental Health strategy and make training accessible to all people in your workforce Establish arrangements including workers in senior decision making or company boards Develop and publish a Violence Against Women and Girls (VAWG) policy
<u>Skills and progression</u>	
<ul style="list-style-type: none"> A performance management framework or approach has been developed and all people in your workforce have the opportunity for 1:1 conversation with their managers People management and development practices in your organisation are enhanced through workforce feedback. The organisation supports the progression of underrepresented or disadvantaged groups, including women, through positive programmes. 	<ul style="list-style-type: none"> Offer accredited and recognised training that encourages lifelong learning beyond job requirements Provide volunteering leave and promote skills-based Employer Supported Volunteering (ESV) to your workforce Provide accredited management training including 360-degree feedback as part of development Consult your workforce in the process of job design and workforce planning
<u>Diversity and recruitment</u>	
<ul style="list-style-type: none"> Offer Diversity and Inclusion training for everyone in your workforce Put in place a zero-tolerance approach to all forms of discrimination, 	<ul style="list-style-type: none"> Develop and actively participate in school and community outreach programmes Collect and monitor workforce data to

Achievement	Excellence
<p>harassment and bullying</p> <ul style="list-style-type: none"> • Broaden recruitment channels and encourage applications from diverse and under-represented groups • Collect and analyse data to identify ethnicity/BAME and disability pay gaps and publish your gender pay gap, even if not legally required 	<p>benchmark the diversity of your workforce to the local area of the organisation</p> <ul style="list-style-type: none"> • Provide feedback for both successful and unsuccessful candidates • Report and publish your ethnicity and disability pay gaps even when not legally required

The Good Work Standard accreditation

2. Survey of London boroughs

2.1 Outlined below is the results of a survey of London boroughs and their current status in relation to attaining accreditation to the Good Work Standard.

Excellence Level – 11 London boroughs

Brent
 Camden
 Croydon
 Enfield
 Greenwich
 Hackney
 Haringey
 Islington
 Lewisham
 Southwark
 Tower Hamlets

Applying for/Not yet got – 3 London boroughs

Barking and Dagenham
 Bexley
 Waltham Forest

Did not respond or is not pursuing the Standard at this point – 19 London boroughs

Barnet	Lambeth
Bromley	Merton
Ealing	Newham
Hammersmith & Fulham	Redbridge
Harrow	Richmond & Wandsworth
Havering	Sutton
Hillingdon	Westminster
Hounslow	City of London
Kensington & Chelsea	
Kingston	



Greater London Provincial Council

The London Healthy Workplace Award

Item: 6

Report by:	Steve Davies	Job title:	Head of London Regional Employers' Organisation
Date:	18 May 2021		
Contact:	Steve Davies		
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Summary:

The London Healthy Workplace Award (LHWA) is an accreditation scheme led by the Mayor of London's Office and supported by Public Health England. It acts as a template for good practice and recognises London employers who invest in their employee's health and wellbeing. The scheme supports organisations of all sizes across public, private and voluntary sectors.

This report summarises the Healthy Workplace model and outlines what London boroughs are doing toward achieving accreditation.

1. The London Healthy Workplace Award

- 1.1 The London Healthy Workplace Award is structured around an evidenced-based model of workplace health and wellbeing made up of three 'pillars' and nine standards. These are summarised in the diagram and table below.



Corporate Support for Wellbeing	Mental Health & Wellbeing	Healthy Lifestyle Promotion
How the organisation uses its policies and management practices to create a working environment that supports health and wellbeing	How the organisation promotes resilience, protects the mental wellbeing of workers and enables people to grow and succeed at work.	How the organisation encourages and enables staff to make healthy lifestyle choices related to diet and exercise, alcohol consumption and substance misuse
1. Leadership, policies and planning – The engagement and ownership senior managers show and how the health needs of workers are assessed and supported. This covers other aspects of human resources management including workforce dialogue, equality, flexible working and communication.	4. Organisational policies and culture – How the organisation protects and enhances the mental wellbeing of workers through policies and procedures and by creating a positive culture	7. Physical activity – How the organisation promotes the importance and benefits of regular physical activity and creates opportunities for workers to become more active
2. Health, safety and environment – The systems the organisation uses to monitor and improve health and safety and promote a healthy environment by design.	5. Management knowledge and behaviours – The role managers play in promoting and protecting the mental wellbeing of employees and allowing people to develop and succeed at work.	8. Healthy eating – How the organisation encourages and enables staff to eat healthily
3. Attendance management – How information is used by the organisation to help managers support attendance, reduce sickness absence and inform management practice.	6. Employee knowledge and resilience – How the organisation supports staff to manage life's normal stresses, work in a productive and fulfilling manner and manage mental distress.	9. Alcohol, smoking and substance misuse – How the organisation goes beyond minimum legal requirements to encourage employees to stop smoking. How it promotes the safe and sensible use of alcohol and responds to problematic use of alcohol and other substances

2. Survey of London boroughs

2.1 Outlined below is the results of a survey of London boroughs and their current status in relation to attaining accreditation to the London Healthy Workplace Award.

Accredited – Foundation

Barking and Dagenham
Bexley
Hillingdon

Accredited – Achievement

Croydon
Islington
Kensington & Chelsea
Richmond/Wandsworth
Lambeth
Lewisham
Southwark

Accreditation – Excellence

Greenwich
Hackney
Haringey
Westminster

Applying For

Hounslow
Waltham Forest

No response/ No Accreditation/Not Currently Pursuing

Barnet
Brent
Bromley
Camden
Ealing
Enfield
Hammersmith & Fulham
Harrow
Havering
Kingston
Merton
Newham
Redbridge
Sutton
Tower Hamlets

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ITEM 7

List of differences and disputes as at May 2021

Outstanding cases

There are currently no outstanding differences and/or dispute cases.

There are currently no outstanding job evaluation appeals.