

Minutes of the Meeting of the London Legacy Development Corporation Chairman's Committee

Date: Thursday 9 June 2016
Time: 1.00 pm
Venue: LLDC meeting rooms 1 and 2, Level 10, 1 Stratford Place,
Montfichet Road, London, E20 1EJ

Present: David Edmonds CBE (Chairman)
Keith Edelman
David Gregson
Philip Lewis
Lord Mawson OBE

In Attendance: David Goldstone, CBE, Chief Executive Officer
Sally Hopper, Head of Human Resources
Tim Somerville, Mayor's Observer
Rachel Massey, Board Secretary
David Burgh, Secretariat

1 Apologies for absence

1.1 An apology for absence was received on behalf of Nicky Dunn.

2 Declarations of interest

2.1 The Chairman noted that Members had declared registrable interests in line with the relevant Standing Orders and asked Members to confirm if they had any interests or additional interests to be declared related to matters listed on the agenda other than those already made and included in the register.

2.2 There were no additional declarations of interest.

3 Minutes of the previous meeting held on 2 March 2016

3.1 It was agreed that the minutes of the meeting of the Chairman's Committee held on 2 March 2016 be signed by the Chairman as a correct record.

4 Matters arising and action list

4.1 The Committee noted the Actions List.

5 Investors in People update

- 5.1 The Head of Human Resources (HR) updated the Committee on the Investors in People (IiP) Bronze award achieved by the Legacy Corporation.
- 5.2 The IiP Bronze award was only attained by 25 per cent of organisations at the first assessment stage, and it was a great credit to staff and the work of the Leadership Team. The HR Advisor had played a major role. The Committee were keen to see how the Legacy Corporation compared with other public sector bodies.
- 5.3 The Committee considered the executive summary of the findings of the IiP assessors. The strengths included staff views that the Legacy Corporation was a good place to work, while internal communications had improved recently. Proposed improvements included better performance management, and the pay and reward system, both of which were under review. The Committee also noted that work-life balance was an issue, and proposals might be brought forward to address this. Also there needed to be a new focus on the values of the organisation, and it was agreed that a report on values and behaviours would be submitted to the Board in September 2016.

[Action: Chief Executive Officer]

- 5.3 The Committee noted that the Head of HR would be leaving the Legacy Corporation for a new role, and thanked her for her invaluable contribution to the development of the organisation. A successor had been appointed and would be in place later in the summer.

5.4 The Committee noted the report.

6 Pensions update

- 6.1 The Head of HR updated the Committee on the implications of recent changes in pension legislation, and the possible response of the Legacy Corporation.
- 6.2 The changes adversely affected employees' pensions, but the Committee noted that soundings of 15 London boroughs had concluded that none were making or considering any compensating payments, and that there might be legal difficulties in doing so.
- 6.3 **The Committee agreed, in the circumstances outlined in paragraph 6.2 above, that LLDC should not introduce a discretionary payment in response to changes in pension legislation which had been introduced in April 2016.**

7 Executive Management Team update

- 7.1 The Chief Executive Officer reported on possible changes to the Executive Management Team, which had previously been considered by the Committee in March 2016. A report containing exempt information on the matter was to be considered in the closed part of the meeting.

7.2 The Committee noted the report.

8 Member suggestions for future agenda discussions

8.1 The Committee proposed two actions as follows:

1. Programme of Board Member visits to the QEOP. Given the fast changing face of the Park, it was suggested that all Board Members should be given the opportunity for a guided tour of the recent developments. As an example, Here East was a major new attraction which had seen major changes in recent months; and
2. Conference on 27 July 2016. This was to celebrate four years since the opening ceremony of the 2012 Olympics, and the opportunity should be taken to invite the property industry, to demonstrate both the recent developments with growing communities, and the scope for new initiatives of more substance than housing alone.

9 Any other business the Chairman considers urgent

9.1 There was no urgent business.

10 Date of next meeting

10.1 The Committee noted that the next meeting will be held on a date to be confirmed.

11 Exclusion of the press and public

11.1 It was agreed that the public and press be excluded from the meeting, in accordance with Part 1, paragraph 3 of Schedule 12A to the Local Government Act 1972 (as amended), in order to consider the exempt papers. Each of these papers contained information relating to the financial or business affairs of a person or authority.

12 Minutes of the previous meeting held on 2 March 2016 containing exempt information

12.1 It was agreed that the minutes of the meeting of the Chairman's Committee held on 2 March 2016 containing exempt information be signed by the Chairman as a correct record.

13 Executive Management Team update - exempt information relating to the item on Part 1

13.1 The Chief Executive Officer introduced a report containing exempt information on possible changes to the Executive Management Team.

13.2 The Committee agreed the recommendations set out in the report.

Chairman

Date

Contact Officer: Rachel Massey, LLDC, Level 10, 1 Stratford Place, Montfichet Road,
London E20 1EJ, Tel: 020 3288 1829, Email:
rachelmassey@londonlegacy.co.uk