

Public Accounts Select Committee		
Report Title	Update on implementation of Fairness Review recommendations	
Key Decision	No	Item No: 8
Ward	All	
Contributors	Executive Director for Resources	
Class	Part 1	Date: 25 March 2014

Reasons for lateness: This report is late due to the need to include additional information and for appropriate sign-off.

1. Summary

- 1.1 This report informs members of the progress made in implementing the recommendations made by the Committee in their review of Fairness in Pay & Employment practices.

2. Purpose of the Report

- 2.1 To report to members the progress made in implementing the recommendations made by the Committee in their review of Fairness in Pay & Employment practices.

3. Recommendation

- 3.1 The Select Committee is recommended to receive the update on progress against the recommendations.

4. Background

- 4.1 The Committee undertook a review of Fairness in Pay and Employment practices during 2011 and 2012. Recommendations concerning procurement were developed by the Committee and sent to Mayor and Cabinet after the 12 October 2011 Committee meeting. A response to the recommendations was received by the Committee on 9 February 2012 and incorporated into the final review report, which was published on 10 October 2012. Following discussions at the 10 January 2013 meeting, where the response to procurement recommendations was received, an update on the implementation of the procurement recommendations was brought to the 26 March 2013 Committee meeting. A further update on the implementation of the employment recommendations was brought to 17 July 2013 meeting.

5. Progress made against recommendations

- 5.1 The progress made so far in implementing the recommendations of the Committee is attached at **Appendix A**.

- 5.2 A report providing information on key trends within the schools' workforce is attached at **Appendix B**.

BACKGROUND PAPERS

Matters referred by the Public Accounts Select Committee – Fairness Review Final Report, Mayor and Cabinet, 24 October 2012

Response to Select Committee Fairness in Pay & Employment practices, Public Accounts Select Committee, 10 January 2013

Update on Fairness Review procurement recommendations, Public Accounts Select Committee, 26 March 2013

Fairness Review – Employment Update, Public Accounts Select Committee, 17 July 2013