

Leadership Group minutes

28 April 2015

Members and other attendees present

Anne Jones	Assistant Commissioner (Wales)
Andy Laing	Head of Performance Improvement
Christopher Graham	Information Commissioner (Chair)
Dave Wells	Head of IT
David Smith	Deputy Commissioner and Director of Data Protection
Graham Smith	Deputy Commissioner and Director of Freedom of Information
Heather Dove	Head of Finance
Jonathan Bamford	Head of Strategic Liaison
Ken Macdonald	Assistant Commissioner (Scotland/NI)
Louise Byers	Head of Good Practice
Mike Collins	Head of Organisational Development
Paul Arnold	Head of Business Development and Customer Contact
Robert Parker	Head of Corporate Affairs
Simon Entwisle	Deputy Chief Executive Officer
Steve Eckersley	Head of Enforcement
Steve Wood	Head of Policy Delivery
Neil Bostock	Corporate Governance Officer (secretariat)

1. Introductions and apologies

1.1 There were no introductions or apologies.

2. Matters arising from the previous meeting

Issues

2.1 The agreed minutes were presented for any further amendments and action points for clearance.

Decisions

2.2 There were no further amendments to the minutes. The outstanding action regarding reward and recognition formed part of the later agenda discussions.

3. Update on industrial relations, pay strategy, the Triennial review, and listening to staff.

Issue

3.1 This agenda item was an opportunity to provide an update on several important issues affecting the ICO at this time.

3.2 The PCS work to rule was ongoing and having some, but not major, impact on the ICO. It was however stopping some staff taking advantage of voluntary training or staff development opportunities.

3.3 Discussions have begun with the unions on the pay remit for 2015/16. Treasury guidelines only allowed for a tightly defined 1% pay cap.

3.4 Leadership Group received an update on the Triennial Review from Christopher Graham. The MOJ had not been able to get the report agreed by Ministers before the general election was called. And the report will not be agreed and published until after a new government is formed and new ministers are appointed. This means that there are no agreed outcomes from the review at present.

Decisions

3.5 It was agreed to involve staff in the formulation of future work plans by asking for the top three issues that affect their day to day work. These issues would then be returned to Leadership Group as agenda items for consideration and feedback.

4. Shared parental leave

Issue

4.1 Shared Parental Leave provisions will allow eligible fathers and those with parental responsibility for babies born after 5 April 2015 to share the maternity leave entitlement of the mother.

4.2 The ICO must introduce Shared Parental Leave but must decide if enhanced Shared Parental Pay (ShPP) will be made available to staff.

Decisions

4.3 It was agreed to accept the recommendation that the ICO should provide enhanced ShPP.

5. European Spring conference

Issues

5.1 The focus of this paper was to provide a final update to Leadership Group on the preparations for the European Spring Conference in Manchester between the 18 and 20 May 2015. David Smith gave an update to the Group on progress.

Decisions

5.2 Christopher Graham thanked the team for their efforts in organising the event.

Actions

5.3 Leadership Group were asked to respond to invitations regarding their attendance.

6. Any Other Urgent Business

There was no other business.