



**GLA9/8.6**

# **GLA/HSE Merger**

15 March 2006

## **BOARD PAPER REFERENCE – GLA9/8.6 – GLA/HSE MERGER**

### Issue.

1. Update on merger of GLA into a refocused HSE as recommended by the Hampton report, and as previously briefed to the GLA Board.

### Recommendations.

2. Board to note:
  - a. Merger going ahead in accordance with Government programme – ie. to be completed by 31 Mar 09.
  - b. Merger being handled as a joint HSE/Defra/GLA project under chairmanship of Graeme Walker, with Ray Anderson, Mike Wilson and Ray Dawson, supported by HSE secretariat.
  - c. Four post-merger options have been suggested for the GLA Board – see paragraph 8.
  - d. Six post-merger options have been identified for the GLA itself (the Authority) – see paragraph 9.
  - e. Merger plan to be presented to Better Regulation Executive Sep 06 for approval.
  - f. Consultation (on options only) to follow BRE approval.

### Timing.

3. Routine.

### Background.

4. The Hampton Study recommended inter alia that the GLA be merged into HSE by 31 Mar 09. The recommendations were accepted in full by the Government in Apr 05.
5. HSE/GLA Project established by HSE in 2005 as part of their wider Hampton Implementation Programme. First meeting of HSE/GLA Steering Group held 27 Jan 06.
6. Meeting between Chairman GLA and Chairman H&S Commission on 15 Feb 06 agreed the broad way forward, and in particular the need to retain an effective GLA role in support of the Gangmasters (Licensing) Act in whatever arrangements were decided.
7. HSE/GLA Steering Group is supported by workstreams covering:

- IT
- Accommodation
- HR
- Finance/auditing
- Communications
- Enforcement
- Records management/FOI

8. Options identified and under further consideration for the GLA Board are:

- a. The Board remains as presently constituted but reports directly to DWP ministers.
- b. The Board's functions are transferred to the Commission and the Board becomes an IAC (or similar body) reporting to the Commission. The Commission reporting to DWP ministers on the activities of the GLA.
- c. The Board's functions are transferred to the Commission and the Board's becomes a working group of the Agricultural IAC.
- d. The Board's functions are transferred to the Commission, the Board is dissolved and HSE reports on the activities of the GLA to the Commission.

9. Options identified and under further considerations for the Authority are:

- a. The GLA remains a NDPB, with Departmental sponsorship transferring from Defra to HSE.
- b. The GLA is merged with the other merger bodies in a separate stand-alone division within HSE e.g. Non Major Hazards Division reporting to the Board. The division would have independent management, reporting and enforcement processes and structures.
- c. The GLA and its staff becomes a stand-alone division within HSE with its own reporting and management and enforcement structures and arrangements.
- d. The GLA is absorbed within HSE as a division/unit with its own identity e.g. Gangmaster Licensing Unit which will issue the licences. Peripatetic Compliance/Enforcement officers working from home or based in HSE regional/local offices managed independently by the HQ unit.
- e. The GLA is merged within an existing HSE division e.g. FOD with its own identity for policy and strategic functions as well as responsibilities for issuing the licences. Compliance/Enforcement Officers working from home or based in HSE regional/ local offices under local FOD management.
- f. The GLA is completely merged into PG/FOD. Policy and strategic functions are carried out by the combined Ag/Food Sector and Policy Branch with compliance/enforcement activities being carried out by appropriately trained and authorised FOD staff. Under this option the

licensing regime could be centralised or be devolved to regional offices to issue licences within their geographical area.

The Way Forward.

10. The immediate programme is:

**13 Apr 06.** Draft options and merger models ready for offering to HSC, and in parallel to GLA Board.

**26 Apr 06.** Draft options paper to be considered by GLA Board and comments recorded and passed to HSC.

**09 May 06 (or 06/08 Jun 06).** HSC to agree the options and merger models to be used as the basis for Public Consultation, taking into account GLA Board views.