



Gangmasters
Licensing Authority

GLA38/12 GLA Strategic Programmes

17 July 2013

BOARD PAPER REFERENCE – GLA38/12 – GLA STRATEGIC PROGRAMMES**1. Purpose of the Report**

- 1.1 To engage the members of the GLA board in the five strategic programmes which underpin the successful delivery of the overarching GLA strategy and utilise their expertise to create innovative and creative ways to develop these programmes.
- 1.3 A number of the subjects are cross cutting both internally and for other agencies but by setting a clear path for delivery, the GLA has a desire to constantly improve, be transparent in what it does, how and why, and also provide the most effective and efficient service possible by any non departmental public body/law enforcement agency.
- 1.4 The common theme running through these programmes is that the GLA will demonstrate in all it delivers that there is proportionate yet robust grip, relentless follow up to ensure delivery and a forensic attention to detail to reassure all whom come into contact with the GLA that it will deliver against its aim, priorities and objectives.
- 1.4 Please find below the bullet points from the GLA relating to the People and Partnerships programmes

Partnerships

- Prevent and Protect (strategies/activities to ensure workers needs are met)
- Law Enforcement – Labour Providers/Users, Retailers
- Government Departments
- Joint Tasking, Joint Threat/Intelligence Assessments
- SLA and information sharing protocols with all key agencies
- Academia – research, emerging trends, local, national, international
- Europol – speedier intelligence exchange
- Refresh supply chain protocol
- Forging new partnerships (e.g. London Fire Brigade - reducing risks to vulnerable persons through awareness raising)

People

- Training, skills, career path, succession planning, secondments
- Leadership – Future, Engage, Deliver
- Change Management – transitional, transactional, transformational
- Senior leaders engage in operational work, visibility
- Continued professional development – competency based assessments
- Values, Communication

2. Recommendation

- 2.1 In the break-out facilitated session, board members will be asked to discuss and critically examine two of the five strategic programmes in order that creative solutions can be identified and acted upon. The two subjects to be examined will be Partnerships and People.
- 2.2 The ideas presented will then be assessed for feasibility and then if at all possible, implemented and subsequently reviewed to establish its individual success and then also the recurring critical success factors.
- 2.3 Board members are asked to bring with them to the session proven critical success factors from their own profession and how these can be applied to the Gangmasters Licensing Authority.
- 2.4 They will also be asked to apply their minds and experience as to what doesn't work, is counterproductive to successful partnership and people strategies and how, with limited resources, the GLA can achieve its aspiration to be the leading labour provider regulator in Europe.

Report Author: Paul Broadbent, Chief Executive

Senior Responsible Officer: