



## Establishment Committee

**Date:** WEDNESDAY, 9 DECEMBER 2020

**Time:** 1.45 pm

**Venue:** VIRTUAL PUBLIC MEETING (ACCESSIBLE REMOTELY)

**Members:**

Deputy Edward Lord, Farringdon Without South Side (Chair)	Sheriff Christopher Hayward
Tracey Graham (Deputy Chairman)	Deputy Jamie Ingham Clark
Randall Anderson	Jeremy Mayhew
Deputy Keith Bottomley	Sylvia Moys
Alderman Sir Charles Bowman	Deputy Richard Regan, Farringdon Within North Side
Henry Colthurst	Deputy Elizabeth Rogula
Karina Dostalova, Farringdon Within	Ruby Sayed
Deputy Kevin Everett	Deputy Philip Woodhouse
The Revd Stephen Haines	

**Enquiries:** John Cater  
tel. no.: 020 7332 1407  
john.cater@cityoflondon.gov.uk

**Accessing the virtual public meeting**  
**Members of the public can observe this virtual public meeting at the below link:**  
<https://youtu.be/cGPkNokirN4>

This meeting will be a virtual meeting and therefore will not take place in a physical location following regulations made under Section 78 of the Coronavirus Act 2020. A recording of the public meeting will be available via the above link following the end of the public meeting for up to one municipal year. Please note: Online meeting recordings do not constitute the formal minutes of the meeting; minutes are written and are available on the City of London Corporation's website. Recordings may be edited, at the discretion of the proper officer, to remove any inappropriate material.

**John Barradell**  
**Town Clerk and Chief Executive**

# AGENDA

## Part 1 - Public Agenda - Standing Items

1. **APOLOGIES**
2. **MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA**
3. **EXCLUSION OF THE PUBLIC**

MOTION - That under Section 100A(4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Part I of Schedule 12A of the Local Government Act.

**For Decision**

## Part 2 - Confidential Agenda

4. **CONFIDENTIAL MINUTES**

To agree the Confidential minutes of the last meeting held on 29<sup>th</sup> October 2020.

**For Decision**

**For Discussion**

5. **PAY AWARD 2021-2022**

Chair and Executive Director, Human Resources to be heard.

**For Discussion**

6. **DRAFT DEPARTMENTAL SAVINGS PROPOSALS**

Oral Update of the Comptroller & City Solicitor, the Town Clerk and the Director of Human Resources.

**For Information**

**For Formal Decision**

7. **COVID PAYMENTS**

Report of the Director of Human Resources.

**For Decision**

8. **FLEXIBLE RETIREMENT**

Report of the Director of Human Resources.

*To Follow.*

**For Decision**

**For Information**

9. **OPERATION OF THE SCHEME OF DELEGATIONS - APRIL 2020 – SEPTEMBER 2020 - CONFIDENTIAL APPENDIX**

Report of the Director of Human Resources.

**For Information**

10. **TOWN CLERK'S UPDATE**

The Town Clerk to be heard.

**For Information**

**Part 3 - Non-Public Agenda**

11. **NON-PUBLIC MINUTES**

To agree the non-public minutes of the meeting held on 29<sup>th</sup> October 2020.

**For Decision**  
(Pages 1 - 2)

12. **REDUNDANCY AND REDEPLOYMENT POLICIES**

Report of the Director of Human Resources

**For Decision**  
(Pages 3 - 68)

13. **NON-PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

14. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT AND WHICH THE COMMITTEE AGREES SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**

**Part 4 - Public Section - Non-Standing Items**

15. **MINUTES**

To agree the public minutes of the meeting held on 29<sup>th</sup> October 2020.

**For Decision**  
(Pages 69 - 72)

**Strategic Business**

16. **BREXIT UPDATE**

The Director of Human Resources to be heard.

**For Information**

**For Formal Decision**

17. **CORPORATE TRANSPORT POLICY (RE-DRAFT)**

Joint Report of the Director of Human Resources and the Director of the Built Environment.

**For Decision**  
(Pages 73 - 94)

18. **FIXED TERMS FOR INDEPENDENT PERSONS**

Report of the Comptroller & City Solicitor.

**For Decision**  
(Pages 95 - 102)

**For Information**

19. **GENDER, ETHNICITY AND DISABILITY PAY GAPS**

Report of the Director of Human Resources.

*Withdrawn*

**For Information**

20. **SOCIAL MOBILITY EMPLOYER INDEX**

Oral Update

**For Information**

21. **OPERATION OF THE SCHEME OF DELEGATIONS - APRIL 2020 – SEPTEMBER 2020**

Report of the Director of Human Resources.

**For Information**  
(Pages 103 - 104)

22. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

23. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT**