



Senior Remuneration Sub-Committee

Date: THURSDAY, 22 JULY 2021

Time: 4.15 pm

Venue: INFORMAL VIRTUAL PUBLIC MEETING (ACCESSIBLE REMOTELY)

Members:

| | |
|--|---------------------------------|
| Tracey Graham (Chair) | Deputy Edward Lord, Farringdon |
| Deputy Catherine McGuinness (Deputy Chairman) | Without South Side |
| Deputy Keith Bottomley | Jeremy Mayhew |
| Henry Colthurst | Ruby Sayed |
| Sheriff Christopher Hayward | Deputy Tom Sleight, Bishopsgate |
| Deputy Jamie Ingham Clark | Without |
| | Alderman Sir David Wootton |

Accessing the virtual public meeting

Members of the public can observe this virtual public meeting at the below link:

<https://youtu.be/MYOHVeBMEq8>

This meeting will be a virtual meeting and therefore will not take place in a physical location. Any views reached by the Committee today will have to be considered by the Comptroller after the meeting in accordance with the Court of Common Council's Covid Approval Procedure who will make a formal decision having considered all relevant matters. This process reflects the current position in respect of the holding of formal Local Authority meetings and the Court of Common Council's decision of 15th April 2021 to continue with virtual meetings and take formal decisions through a delegation to the Town Clerk and other officers nominated by him after the informal meeting has taken place and the will of the Committee is known in open session. Details of all decisions taken under the Covid Approval Procedure will be available on line via the City Corporation's webpages.

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

1. **APOLOGIES**

2. **MEMBERS DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF THE ITEMS ON THE AGENDA**

3. **MINUTES**

To agree the public minutes of the Sub-Committee meeting held on 8th September 2020.

For Decision
(Pages 5 - 8)

4. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE SUB-COMMITTEE**

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

6. **EXCLUSION OF THE PUBLIC**

MOTION – That under Section 100 (A) of the Local Government Act 1972, the public be excluded from the meeting for the following items on the grounds that they involve the likely disclosure of exempt information as defined in Part 1 of Schedule 12 A of the Local Government Act.

Part 2 Non-Public - Confidential Agenda

7. **MINUTES**

To agree the confidential minutes of the Sub-Committee meeting held on 8th September 2020.

For Decision

8. **SENIOR MANAGEMENT GROUP REMUNERATION**

Report of the Town Clerk.

For Decision

9. **SENIOR MANAGEMENT GROUP APPRAISALS**

Report of the Town Clerk.

For Information

10. **TOWN CLERK AND CHIEF EXECUTIVE APPRAISAL**

Report of the Chair of Policy and Resources Committee.

For Information

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SENIOR REMUNERATION SUB-COMMITTEE

Tuesday, 8 September 2020

Minutes of the meeting of the Senior Remuneration Sub-Committee held at the Guildhall EC2 at 3.00 pm

Present

Members:

| | |
|---|---------------------------|
| Deputy Edward Lord (Chair) | Deputy Jamie Ingham Clark |
| Deputy Catherine McGuinness (Deputy Chairman) | Jeremy Mayhew |
| Sheriff Christopher Hayward | Ruby Sayed |
| Tracey Graham | Deputy Tom Sleigh |

Officers:

| | |
|-----------------|----------------------------------|
| John Barradell | - Town Clerk and Chief Executive |
| Angela Roach | - Town Clerk's Department |
| Chrissie Morgan | - Director of Human Resources |

1. **APOLOGIES**

The Sub-Committee received apologies from Keith Bottomley and Alderman Sir David Wootton.

2. **MEMBERS DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF THE ITEMS ON THE AGENDA**

There were no declarations.

3. **MINUTES**

That the public minutes of the meeting held on 5th December 2019 be approved as an accurate record.

4. **SENIOR MANAGEMENT GROUP (SMG) REMUNERATION**

The Sub-Committee received a Report of the Director of Human Resources concerning remuneration for the Senior Management Group (SMG)

RESOLVED – that Members noted the Report.

5. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE SUB-COMMITTEE**

A question was raised concerning the return to Guildhall.

The Town Clerk responded that over the past few weeks, Chief Officers have been evaluating the potential return of their teams to Guildhall. A balance needed to be struck between the needs of individuals and the organisation on one side, and the paramount necessity to ensure that safety was at the heart of

any decisions we take about returning to Guildhall, which, under current government guidelines, would be capped at 40% capacity.

Whilst Chief Officers and senior managers would be encouraging staff to return for limited periods, they first needed to ensure that the criteria, which Gold Group had formulated, had been adhered to, namely, a risk assessment must be completed, the business case had to be clear as to why the individual was returning, and the practicalities also had to be set out and recorded (i.e. the date and time the individual would be coming back, the location they would be sitting at etc.) It was also important to emphasise that this encouragement was framed positively, staff are not being told “they must” return, but “they can” return, and information would continue to be provided regularly to individuals so that they could make the most informed decisions about coming in.

Whilst recognising that occupancy at Guildhall had been low since March, the Town Clerk stressed that it was also important to recognise that a large number of staff have been coming back into other Corporation workplaces, indeed, some have spent the past six months coming in each day – this need to be recognised publicly and Establishment Committee would be stressing this point in due course.

Beyond the short term, it was vital that lessons from the new ways of working are banked – as well as feeding into the new Target Operating Model, these lessons could have a potentially fundamental impact on our wider efforts around cost savings and modernisation.

The Town Clerk added that he was fully cognizant that the Corporation had a critical civic leadership role to play in providing an exemplar as it was evident that the number of workers returning to the City remains low. The consistency of Government messaging was also key, and the Corporation had a role to play there as well.

Members welcomed the Town Clerk’s comments; whilst recognising that a delicate balance had to be struck, it was important that all senior officers and Members provided strong leadership both internally and externally over this period.

It was also important that we began to consider the post-covid environment. If, working from home remained, to a lesser but still significant extent, embedded once the crisis abated, the impact on demand for office space and retail in the City would be profound.

A Member also noted that the legislation allowing virtual meetings to take place will expire in May 2021; the Corporation needs, therefore, to work with other authorities and bodies to make a case to Government to extend the legislation - both on a practical short term basis to overcome covid restrictions, and, potentially, if Members were broadly in support, as a way to continue to provide “hybrid” meetings post-covid.

6. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT**
There was no other business.
7. **EXCLUSION OF THE PUBLIC**
RESOLVED - That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for the following items 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.
8. **MINUTES**
That the non-public minutes of the meeting held on 5th December 2019 be approved as an accurate record.
9. **APPRAISAL ARRANGEMENTS FOR A MEMBER OF THE SENIOR MANAGEMENT GROUP**
Members considered a Report of the Director of Human Resources.
10. **SENIOR MANAGEMENT GROUP CONTRIBUTION PAY AWARDS 2019/20**
Members received a Report of the Director of Human Resources.

The meeting closed at 4.30 pm

Chairman

Contact Officer:

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