



## Joint Consultative Committee

**Date:** TUESDAY, 6 JUNE 2023  
**Time:** 4.00 pm  
**Venue:** COMMITTEE ROOMS, 2ND FLOOR, WEST WING, GUILDHALL

**Members:** Steve Goodman OBE\* Eight union representatives:  
  
*\*representative of the Finance Committee to the Corporate Services Committee* Up to four representatives of GMB; and  
Up to four members of Unite

And six other members of the Corporate Services Committee, including the Chairman and Deputy Chairman of the committee, to be appointed at its meeting of 31 May 2023.

**Enquiries:** Matthew Stickley, Governance and Member Services Manager  
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### Accessing the virtual public meeting

Members of the public can observe all virtual public meetings of the City of London Corporation by following the below link:

<https://www.youtube.com/@CityofLondonCorporation/streams>

A recording of the public meeting will be available via the above link following the end of the public meeting for up to one civic 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.

Whilst we endeavour to livestream all of our public meetings, this is not always possible due to technical difficulties. In these instances, if possible, a recording will be uploaded following the end of the meeting.

**Ian Thomas**  
**Town Clerk and Chief Executive**

# AGENDA

## Part 1 - Public Agenda

1. **APOLOGIES**

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

3. **TERMS OF REFERENCE OF THE JOINT CONSULTATIVE COMMITTEE**

The terms of reference of the Joint Consultative Committee are provided for information.

**For Information**  
(Pages 5 - 6)

4. **MINUTES**

To agree the public minutes and non-public summary of the meeting held on 2 December 2022.

**For Decision**  
(Pages 7 - 8)

5. **STAFF SENTIMENT**

**For Decision**  
(Verbal Report)

6. **OPERATION OF THE JOINT CONSULTATIVE COMMITTEE**

**For Decision**  
(Verbal Report)

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

8. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT**

9. **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 - Non-Public Agenda**

10. **NON-PUBLIC MINUTES**

To agree the non-public minutes of the meeting held on 2 December 2022.

**For Decision**  
(Pages 9 - 12)

11. **2023-24 PAY NEGOTIATIONS**

**For Decision**  
(Verbal Report)

### **ITEMS RAISED JOINTLY BY GMB AND UNITE**

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

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

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## JOINT CONSULTATIVE COMMITTEE

### 1. **Membership**

The Corporate Services Committee is the Grand Committee responsible for the Joint Consultative Committee (JCC). The JCC is a Committee constructed by the Court of Common Council to provide a facility for the Corporation as Employer and the representatives of Trade Unions formally recognised by the Corporation to meet for collective negotiation and consultation.

The Committee is made up of seven Corporation Members and eight Union representatives.

The Chairman of the Corporate Services Committee, or in their absence, the Deputy Chairman, also serves as the Chairman of the JCC. The Deputy Chairman of the Corporate Services Committee also serves as Deputy Chairman of the JCC.

In addition to the Chairman and Deputy Chairman of the Corporate Services Committee, the Corporate Services Committee appoints four representatives to the Joint Consultative Committee. The final Corporation representative is the Finance Committee's representative to the Corporate Services Committee.

The Corporation officially recognises two Unions, Unite and GMB. Each Union is permitted to have four representatives attend each meeting, although these representatives may vary according to the business to be discussed at the meeting.

### 2. **Quorum**

The quorum for the JCC is two representatives of the Corporate Services Committee and one representative from each of the Trade Unions

### 3. **Scope**

The JCC shall concern itself with collective matters affecting all graded staff of the Corporation and with individual staff matters except those specifically excluded by paragraph (viii) of the Terms of Reference. The JCC does not have a remit, nor is recognised within the Constitution, for Senior Management (of Grade 12 and above), Teachers and Police Officers.

### 4. **Objectives**

The JCC is required to provide effective communication and consultation (both formal and informal) between representatives of the staff and the Corporation as Employer, with the following objectives:

- encouraging the Corporation and staff to contribute to discharging the Corporation's Local Government and other responsibilities within defined and agreed negotiating procedures;
- promoting harmonious staff relations;
- avoiding or resolving employment related issues;
- reaching agreement on changes to staff pay and conditions;
- establishing good employment policies and practices and fair treatment of staff and ensuring their implementation; and
- promoting the efficiency, effectiveness and flexibility of the staff of the Corporation to provide high quality service.

### 5. **Terms of Reference**

The functions of the JCC shall be to provide, on behalf of the Corporate Services Committee, a facility for consultation and negotiation between the Corporation and staff. Agreements, duly signed, will constitute and be contained within the Staff Handbook and be legally enforceable except where otherwise agreed.

The JCC shall be responsible for:-

- issues of a collective nature relating to all remuneration and conditions of service;
- issues of concern arising from proposals to change working practices;
- issues arising from organisational changes;
- the introduction of proposed new or revised employment policies;
- issues relating to equal opportunities;
- issues relating to staff training and development;
- issues relating to general occupational health and safety matters; and
- disputes that have not been resolved through the "Collective Disputes Procedure. The JCC shall not consider issues which fall within the scope of the other procedures or bodies unless it is to the advantage of both the Corporation and the recognised Trade Unions to do so. These include disciplinary issues, capability issues, grievances, harassment issues.

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## JOINT CONSULTATIVE COMMITTEE Friday, 2 December 2022

Minutes of the meeting of the Joint Consultative Committee held at Committee Rooms, 2nd Floor, West Wing, Guildhall on Friday, 2 December 2022 at 11.00 am

### Present

#### Members:

Deputy Alastair Moss (Chair)  
Deputy Randall Anderson  
Deputy Edward Lord  
Catherine McGuinness

#### Union Representatives:

##### GMB

Ben Campbell-White  
Peter Cannon  
Cristina Dumitru  
Anna Lee  
Diane Timmins

##### Unite

Teresa Pugsley  
Margaret Raymond  
Nicholas West

#### Officers:

Emma Moore	- Chief Operating Officer
Caroline Al-Beyerty	- The Chamberlain
Laura Marks	- Corporate HR
Pauline Shakespeare	- Corporate HR
Mark Williams	- Corporate HR
Gemma Stokley	- Town Clerk's Department

#### 1. **APOLOGIES**

Apologies for absence were received from Deputy Henry Colthurst.

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

There were no declarations.

#### 3. **MINUTES**

**RESOLVED** – That, subject to also recording Deputy Henry Colthurst as a virtual attendee, the public minutes and non-public summary of the meeting held on 6 September 2022 are approved as an accurate record.

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

There were no questions.

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

There were no items of urgent business.

6. **EXCLUSION OF THE PUBLIC**

**RESOLVED** – 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.

**Item(s)**

7 – 8

**Paragraph(s)**

3&4

7. **NON-PUBLIC MINUTES**

The non-public minutes of the last meeting were approved as an accurate record.

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

There were no questions.

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

There were no additional, urgent items of business raised in non-public session.

**The meeting ended at 11.17 am**

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Chairman

**Contact Officer: John Cater**  
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**John.Cater@cityoflondon.gov.uk**



By virtue of paragraph(s) 4 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

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