



Joint Consultative Committee

Date: MONDAY, 4 SEPTEMBER 2023
Time: 2.30 pm
Venue: COMMITTEE ROOMS, 2ND FLOOR, WEST WING, GUILDHALL

Members: Deputy Alastair Moss (Chairman) Gregory Lawrence
Florence Keelson-Anfu (Deputy Chairman) Deputy Charles Edward Lord
Deputy Randall Anderson Deputy Philip Woodhouse
Steve Goodman

Enquiries: **Matthew Stickley, Governance and Member Services Manager**
Matthew.Stickley@cityoflondon.gov.uk

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Ian Thomas CBE
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. **MINUTES**

To agree the public minutes and non-public summary of the meeting held on 6 June 2023 .

For Decision
(Pages 5 - 8)

4. **STAFF PAY AWARD 2023-24**

Report of the Chief Operating Officer.

For Discussion
(Pages 9 - 14)

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

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

7. **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

ITEMS RAISED JOINTLY BY GMB AND UNITE

8. STAFF PAY AWARD (NON-PUBLIC)

Joint report of the Chief Operating Officer and Chamberlain.

For Decision

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

10. 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
Tuesday, 6 June 2023

Minutes of the meeting of the Joint Consultative Committee held at Committee Rooms, 2nd Floor, West Wing, Guildhall on Tuesday, 6 June 2023 at 4.00 pm

Present

Members:

Steve Goodman OBE
Deputy Edward Lord
Deputy Alastair Moss
Deputy Philip Woodhouse

Union Representatives:

GMB

Ben Campbell-White
Cristina Dumitru
Anna Lee
Diane Timmins

Unite

Teresa Pugsley
Margaret Raymond
Nicholas West

Officers:

Matthew Stickley - Town Clerk's Dept
Emma Moore - Chief Operating Officer
Sonia Virdee - Chamberlain's Dept.

1. **APOLOGIES**

Apologies for absence were received from Deputy Randall Anderson, Gregory Lawrence, and from the Deputy Chairman, Florence Keelson-Anfu, who joined the meeting online.

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

There were no declarations of interest.

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

The committee noted its terms of reference.

4. **MINUTES**

RESOLVED – That the public minutes and non-public summary of the meeting held on 2 December 2022 be approved as an accurate record.

5. **STAFF SENTIMENT**

The committee discussed staff sentiment, noting that strike action had been called and that unions were seeking a pay raise for staff which reflected rates of inflation. Reference was made to staff working beyond their contracted hours, including long days and weeks, and the negative impact this was having on both staff goodwill toward their employer and their health and wellbeing.

Union representatives recognised that pay offers needed to be balanced with other priorities but explained that they felt staff pay should be a top priority for the City of London Corporation. Union representatives commented that they felt there had been a drift over a number of years away from the Corporation being a well-regarded employer.

The Chairman spoke on behalf of elected members that staff were considered the City of London Corporation's most precious asset and welcomed the unions' recognition of pressures on Corporation budgets. He made reference to a number of ongoing works in the HR Department with regard to reviewing pay, wider staff reward, and general staff support.

The committee discussed the HR transformation programme, the Corporation's emerging people strategy, and challenges to recruitment.

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

The committee welcomed the two-way approach to the meeting and that the approach complemented the informal meetings held between staff and unions. The committee welcomed items being proposed for discussion from both Corporation officers and union representatives.

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

There were no questions.

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

There were no items of urgent business.

9. **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.

10. **NON-PUBLIC MINUTES**

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

11. 2023-24 PAY NEGOTIATIONS

Officers confirmed details of the Corporation's pay offer and confirmed that this would be shared in writing following the meeting, including a detailed breakdown.

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

There were no questions.

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

There was no urgent business.

The meeting ended at 4.47 pm

Chairman

**Contact Officer: Matthew Stickley, Governance and Member Services Manager
Matthew.Stickley@cityoflondon.gov.uk**

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Agenda Item 4



Chair of the JCC and Corporate Services Committee
Alastair Moss

22 August 2023

Dear GMB and Unite

Following discussions between your Trade Union representatives and City Corporation Officers, extensive modelling work has been undertaken to explore options for an improved offer for our employees. We note the feedback that you would like the pay award for 2023/24 to be decoupled from last year's award to make it clearer to staff. We have also provided a breakdown of our income and expenditure across the three main funds, highlighting the limitations on our revenue raising powers, particularly in relation to Council Tax given our very small resident population in comparison to other local authorities, noting that our functions go beyond a typical local authority remit.

The City Corporation wishes to revise its pay award offer, which represents our best offer, to now be as follows for all employees on City of London Grades A to J and Senior Management Group (SMG) pay points:

An increase to base pay of £3,000 pa (pro rata) or 4%, whichever is the higher, with effect from 1st July 2023.

This is in addition to the £1,000 uplift provided to all spinal points on the 1st July 2023 which colleagues will have seen reflected in their payslips.

We have attached the breakdown by spinal point and Grade of this change. In terms of average award, this represents:

- Average of all the pay point percentages: 8.0% basic; 6.6% including Inner London Weighting (ILW); 7.1% including Outer London Weighting (OLW);
- Weighted Average of the percentages based on headcount by spinal point: 9.1% basic; 7.5% including ILW; 8.1% including OLW – this is larger due to more people being on lower grades and therefore receiving higher percentage increases.


The provision of annual increment changes remains payable from October in the normal way, and these uplifts would be added to the above.

This pay offer is above that received by the majority of the public sector, including local government. It also means that the following change in salary levels will have been achieved, as examples, for your members over the last two years, including Inner London Weighting from June 2021 to the levels proposed now (which would be backdated to 1st July):

- A Grade 1012: £24,380 rising to £30,180 (23.8% uplift)
- B Grade 1013: £24,880 rising to £30,180 (21.3% uplift)
- C Grade 1025: £32,630 rising to £37,930 (16.2% uplift)
- D Grade 1035: £40,750 rising to £46,050 (13% uplift)
- E Grade 1038: £43,850 rising to £49,160 (12.1% uplift)
- F Grade 1047: £55,210 rising to £60,870 (10.3% uplift)
- G Grade 1053: £64,640 rising to £70,580 (9.2% uplift)

We feel that this provides a meaningful increase for City Corporation employees and goes beyond those increases seen in comparator organisations and is at the limits of our affordability. We hope that your members and our wider employee base will accept this proposal to achieve an agreed award this year.

Kind regards



Alastair Moss
Chair of the JCC and the Corporate Services Committee

NOTES:

The pay award increase is only payable to employees on grades A-J or SMG pay points, it is not applicable to employees outside of these, including:

- **Teachers** whose pay is governed by separate arrangements under the Teachers and Head Teachers Pay Panel. The agreed pay award for teachers will be implemented in September 2023.

- **Police Officers** whose pay is governed by separate National Policing pay arrangements.
- **Apprentices** whose pay is set by direct reference to the London Living Wage. Increases to pay are applied in line with any increase announced by the Living Wage Foundation (normally November each year – although this was moved forward to September in 2022). They will not receive the COL pay award increase in July.
- **F9** spot salaries which sit outside of our grading structure, so will not normally be entitled to the pay award.
- **Agency Workers** whose pay arrangements are covered by the Agency Worker Regulations and we are discussing the 23/24 pay award with Hays directly as our contracted temporary agency worker service provider.

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Pay Structure To Reflect Impact of £3,000 or 4% increase (increases do not include £1,000 implemented in July 2023)

Non-Residential Grading Structure	SCP	Head-count	FTE	New Basic Salary				NEW ILW Salary				NEW OLV Salary				
				£ Increase	Hourly Rate	% increase	£ increase	Hourly Rate	% increase	£ increase	Hourly Rate	% increase				
	1009	0	0.00	£21,470	£3,000	£11.76	16.24%	£28,180	£3,000	£15.44	11.91%	£25,490	£3,000	£13.96	13.34%	
	1010	0	0.00	£21,950	£3,000	£12.02	15.83%	£28,660	£3,000	£15.70	11.69%	£25,970	£3,000	£14.23	13.06%	
	1011	0	0.00	£22,640	£3,000	£12.40	15.27%	£29,350	£3,000	£16.08	11.39%	£26,660	£3,000	£14.60	12.68%	
	1012	0	0.00	£22,970	£3,000	£12.58	15.02%	£29,680	£3,000	£16.26	11.24%	£26,990	£3,000	£14.78	12.51%	
A	B	1013	207	187.84	£23,470	£3,000	£12.86	14.66%	£30,180	£3,000	£16.53	11.04%	£27,490	£3,000	£15.06	12.25%
		1014	55	53.89	£24,020	£3,000	£13.16	14.27%	£30,730	£3,000	£16.83	10.82%	£28,040	£3,000	£15.36	11.98%
A+		1015	17	16.90	£24,580	£3,000	£13.46	13.90%	£31,290	£3,000	£17.14	10.60%	£28,600	£3,000	£15.67	11.72%
		1016	41	38.24	£25,180	£3,000	£13.79	13.53%	£31,890	£3,000	£17.47	10.38%	£29,200	£3,000	£16.00	11.45%
		1017	44	42.17	£25,750	£3,000	£14.10	13.19%	£32,460	£3,000	£17.78	10.18%	£29,770	£3,000	£16.31	11.21%
		1018	287	274.18	£26,410	£3,000	£14.47	12.82%	£33,120	£3,000	£18.14	9.96%	£30,430	£3,000	£16.67	10.94%
		1019	1	1.00	£27,000	£3,000	£14.79	12.50%	£33,710	£3,000	£18.47	9.77%	£31,020	£3,000	£16.99	10.71%
		1020	8	8.00	£27,650	£3,000	£15.15	12.17%	£34,360	£3,000	£18.82	9.57%	£31,670	£3,000	£17.35	10.46%
		1021	2	2.00	£28,350	£3,000	£15.53	11.83%	£35,060	£3,000	£19.21	9.36%	£32,370	£3,000	£17.73	10.21%
C		1022	145	141.40	£29,030	£3,000	£15.90	11.53%	£35,740	£3,000	£19.58	9.16%	£33,050	£3,000	£18.10	9.98%
		1023	82	79.66	£29,740	£3,000	£16.29	11.22%	£36,450	£3,000	£19.97	8.97%	£33,760	£3,000	£18.49	9.75%
		1024	49	48.23	£30,490	£3,000	£16.70	10.91%	£37,200	£3,000	£20.38	8.77%	£34,510	£3,000	£18.90	9.52%
		1025	56	53.16	£31,220	£3,000	£17.10	10.63%	£37,930	£3,000	£20.78	8.59%	£35,240	£3,000	£19.30	9.31%
		1026	46	43.74	£32,010	£3,000	£17.53	10.34%	£38,720	£3,000	£21.21	8.40%	£36,030	£3,000	£19.74	9.08%
		1027	386	358.59	£32,830	£3,000	£17.98	10.06%	£39,540	£3,000	£21.66	8.21%	£36,850	£3,000	£20.19	8.86%
		1028	2	2.00	£33,650	£3,000	£18.43	9.79%	£40,360	£3,000	£22.11	8.03%	£37,670	£3,000	£20.64	8.65%
		1029	16	15.60	£34,470	£3,000	£18.88	9.53%	£41,180	£3,000	£22.56	7.86%	£38,490	£3,000	£21.09	8.45%
	D	1030	160	158.57	£34,650	£3,000	£18.98	9.48%	£41,360	£3,000	£22.66	7.82%	£38,670	£3,000	£21.18	8.41%
		1031	87	84.19	£35,510	£3,000	£19.45	9.23%	£42,220	£3,000	£23.13	7.65%	£39,530	£3,000	£21.66	8.21%
		1032	52	50.56	£36,450	£3,000	£19.97	8.97%	£43,160	£3,000	£23.64	7.47%	£40,470	£3,000	£22.17	8.01%
		1033	55	53.86	£37,380	£3,000	£20.48	8.73%	£44,090	£3,000	£24.15	7.30%	£41,400	£3,000	£22.68	7.81%
		1034	50	48.56	£38,360	£3,000	£21.01	8.48%	£45,070	£3,000	£24.69	7.13%	£42,380	£3,000	£23.22	7.62%
E		1035	396	374.68	£39,340	£3,000	£21.55	8.26%	£46,050	£3,000	£25.23	6.97%	£43,360	£3,000	£23.75	7.43%
		1036	65	63.04	£40,360	£3,000	£22.11	8.03%	£47,070	£3,000	£25.79	6.81%	£44,380	£3,000	£24.31	7.25%
		1037	54	52.80	£41,370	£3,000	£22.66	7.82%	£48,080	£3,000	£26.34	6.65%	£45,390	£3,000	£24.87	7.08%
		1038	61	59.06	£42,250	£3,000	£23.15	7.64%	£49,160	£3,000	£26.93	6.50%	£46,390	£3,000	£25.41	6.91%
		1039	43	38.96	£43,450	£3,000	£23.80	7.42%	£50,360	£3,000	£27.59	6.33%	£47,590	£3,000	£26.07	6.73%
		1040	257	235.41	£44,620	£3,000	£24.44	7.21%	£51,530	£3,000	£28.23	6.18%	£48,760	£3,000	£26.71	6.56%
		1041	1	1.00	£45,860	£3,000	£25.12	7.00%	£52,770	£3,000	£28.91	6.03%	£50,000	£3,000	£27.39	6.38%
		1042	10	10.00	£47,080	£3,000	£25.79	6.81%	£53,990	£3,000	£29.58	5.88%	£51,220	£3,000	£28.06	6.22%
	F	1043	72	69.86	£48,390	£3,000	£26.51	6.61%	£55,300	£3,000	£30.30	5.74%	£52,530	£3,000	£28.78	6.06%
		1044	44	40.80	£49,720	£3,000	£27.24	6.42%	£56,630	£3,000	£31.03	5.59%	£53,860	£3,000	£29.51	5.90%
		1045	37	36.21	£51,130	£3,000	£28.01	6.23%	£58,040	£3,000	£31.80	5.45%	£55,270	£3,000	£30.28	5.74%
		1046	43	42.60	£52,520	£3,000	£28.77	6.06%	£59,430	£3,000	£32.56	5.32%	£56,660	£3,000	£31.04	5.59%
		1047	29	27.00	£53,960	£3,000	£29.56	5.89%	£60,870	£3,000	£33.35	5.18%	£58,100	£3,000	£31.83	5.44%
		1048	180	169.87	£55,480	£3,000	£30.40	5.72%	£62,390	£3,000	£34.18	5.05%	£59,620	£3,000	£32.66	5.30%
G		1049	26	24.20	£57,000	£3,000	£31.23	5.56%	£63,910	£3,000	£35.01	4.93%	£61,140	£3,000	£33.50	5.16%
		1050	37	36.60	£58,630	£3,000	£32.12	5.39%	£65,540	£3,000	£35.91	4.80%	£62,770	£3,000	£34.39	5.02%
		1051	24	23.80	£60,230	£3,000	£33.00	5.24%	£67,140	£3,000	£36.78	4.68%	£64,370	£3,000	£35.27	4.89%
		1052	17	15.80	£61,940	£3,000	£33.93	5.09%	£68,850	£3,000	£37.72	4.56%	£66,080	£3,000	£36.20	4.76%
		1053	11	10.60	£63,670	£3,000	£34.88	4.94%	£70,580	£3,000	£38.67	4.44%	£67,810	£3,000	£37.15	4.63%
	H	1054	114	112.33	£65,480	£3,000	£35.87	4.80%	£72,390	£3,000	£39.66	4.32%	£69,620	£3,000	£38.14	4.50%
		1055	13	13.00	£67,310	£3,000	£36.88	4.66%	£74,220	£3,000	£40.66	4.21%	£71,450	£3,000	£39.15	4.38%
		1056	4	4.00	£69,190	£3,000	£37.91	4.53%	£76,100	£3,000	£41.69	4.10%	£73,330	£3,000	£40.18	4.27%
		1057	8	8.00	£71,150	£3,000	£38.98	4.40%	£78,060	£3,000	£42.77	4.00%	£75,290	£3,000	£41.25	4.15%
		1058	6	5.86	£73,160	£3,000	£40.08	4.28%	£80,070	£3,000	£43.87	3.89%	£77,300	£3,000	£42.35	4.04%
I		1059	58	57.10	£75,250	£3,000	£41.23	4.15%	£82,160	£3,000	£45.01	3.79%	£79,390	£3,000	£43.50	3.93%
		1060	3	3.00	£77,370	£3,000	£42.39	4.03%	£84,280	£3,000	£46.18	3.69%	£81,510	£3,000	£44.66	3.82%
		1061	2	2.00	£79,620	£3,060	£43.62	4.00%	£86,530	£3,060	£47.41	3.67%	£83,760	£3,060	£45.89	3.79%
		1062	4	4.00	£81,990	£3,150	£44.92	4.00%	£88,900	£3,150	£48.71	3.67%	£86,130	£3,150	£47.19	3.80%
		1063	1	1.00	£84,410	£3,250	£46.25	4.00%	£91,320	£3,250	£50.03	3.69%	£88,550	£3,250	£48.52	3.81%
		1064	16	16.00	£86,920	£3,340	£47.62	4.00%	£93,830	£3,340	£51.41	3.69%	£91,060	£3,340	£49.89	3.81%
	J	1065	1	1.00	£89,510	£3,440	£49.04	4.00%	£96,420	£3,440	£52.83	3.70%	£93,650	£3,440	£51.31	3.81%
		1066	1	1.00	£92,160	£3,540	£50.49	4.00%	£99,070	£3,540	£54.28	3.71%	£96,300	£3,540	£52.76	3.82%
		1067	1	1.00	£94,910	£3,650	£52.00	4.00%	£101,820	£3,650	£55.79	3.72%	£99,050	£3,650	£54.27	3.83%
		1068	2	2.00	£97,760	£3,760	£53.56	4.00%	£104,670	£3,760	£57.35	3.73%	£101,900	£3,760	£55.83	3.83%
		1069	2	2.00	£100,620	£3,870	£55.13	4.00%	£107,530	£3,870	£58.92	3.73%	£104,760	£3,870	£57.40	3.84%
		1070	14	13.00	£103,620	£3,990	£56.77	4.00%	£110,530	£3,990	£60.56	3.75%	£107,760	£3,990	£59.04	3.85%
		1071	0	0.00	£106,650	£4,100	£58.43	4.00%	£113,560	£4,100	£62.22	3.75%	£110,790	£4,100	£60.70	3.84%
		1072	0	0.00	£109,880	£4,230	£60.20	4.00%	£116,790	£4,230	£63.99	3.76%	£114,020	£4,230	£62.47	3.85%

1038 is pay point above which London Weighting Supplement is payable
 1056 is ceiling pay point for which Trade Unions are recognised for pay awards
 4.0% is pay point at which 4% of basic salary is larger than £3,000

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