



Joint Consultative Committee

Date: THURSDAY, 12 JUNE 2025

Time: 11.00 am

Venue: COMMITTEE ROOMS, 2ND FLOOR, WEST WING, GUILDHALL

Members: Florence Keelson-Anfu (Chair) Gregory Lawrence
Anthony David Fitzpatrick (Deputy Chair) Charles Edward Lord, OBE JP
Adam Hogg

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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 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 Joint Consultative Committee meeting held on 6 February 2025.

For Decision
(Pages 5 - 8)

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

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

6. **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

7. **NON-PUBLIC MINUTES**

To agree the non-public minutes of the Joint Consultative Committee meeting held on 6 February 2025.

For Decision
(Pages 9 - 10)

8. **INTRODUCTION - INTERIM CHIEF PEOPLE OFFICER AND EXECUTIVE DIRECTOR OF PEOPLE AND HR**

Interim Chief People Officer and Executive Director of People and HR to be heard.

9. ITEMS RAISED JOINTLY BY GMB AND UNITE

- Outcome of collective grievance from Old Bailey.
- A GMB & Unite Collective Risk Assessment of HR

For Discussion

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

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

Part 3 - Confidential Agenda

12. ITEMS RAISED JOINTLY BY GMB AND UNITE

- Response from the Chair for letter to JCC April 2025.

For Discussion

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JOINT CONSULTATIVE COMMITTEE Thursday, 6 February 2025

Minutes of the meeting of the Joint Consultative Committee held at Committee Rooms, 2nd Floor, West Wing, Guildhall on Thursday, 6 February 2025 at 2.00 pm

Present

Members:

Deputy Alastair Moss (Chair)
Anthony David Fitzpatrick
Edward Lord

Ben Campbell-White (GMB)
Anna Lee (GMB)
Mark Seabrook (GMB)
Josef Shadwell (GMB)
Diane Timmins (GMB)
Kamalpreet Dhaliwall (Unite)
Margaret Raymond (Unite)
Ian Griffiths (GMB/Central Criminal Court)
Alan Owen (Central Criminal Court)

Officers:

Ali Littlewood

Caroline Al-Beyerty
Daniel Peattie
Chris Fagan
Barbara Hehir
Tom Kennedy
Dina Taylor
John Cater

- Executive Director of Human Resources & Chief People Officer
- Chamberlain
- Chamberlain's Department
- People & HR Department
- People & HR Department
- People & HR Department
- People & HR Department
- Committee Clerk

1. **APOLOGIES**

Apologies for absence were received from Steve Goodman, Florence Keelson-Anfu, Gregory Lawrence, and Philip Woodhouse.

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

No declarations of interest were received.

3. **MINUTES**

RESOLVED – that the public minutes and non-public summary of the meeting held on Friday, 6th December 2024 were approved as an accurate record.

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

There were no public questions.

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

There was one item of urgent public business.

Both Unions expressed their significant concerns about the TUPE process for the contracting out of the cleaning staff at the Central Criminal Court.

The respective Branch Secretaries of the GMB and Unite read out formal statements.

Statements were read out by Ian Griffiths and Alan Owen, employees at the Central Criminal Court.

The GMB expressed concern about the overall principle of outsourcing, suggesting that the decision concerning the Central Criminal Court cleaning staff should be reversed and that any further plans to outsource other areas across the Corporation should be abandoned.

The meeting was adjourned for twenty minutes in order that both the employer side and employee side could informally discuss the next steps for this matter.

After the adjournment, the Chair of Unite addressed the Committee.

The Chair of the JCC acknowledged how grateful Employer-side Members were for the submissions of the Employee-side representatives today; he stressed that he felt that this had been a very helpful session.

He emphasised that there were five main strands to this matter a) the principle of outsourcing, b) the TUPE process as followed by the City Corporation, c) the TUPE process as followed by OCS), d) the values, culture, and behaviours of the City of London Corporation, and e) the collective grievance.

On point b, (the TUPE process as followed by the City Corporation), the Chair asked that some time was given to the Corporation to reflect on this and the a full response will follow in due course.

On point e, (the collective grievance), the Executive Director of Human Resources and Chief People Officer confirmed that the City Corporation had agreed to an independent examination of these matters and would report back to all parties in due course.

Separately, and in the meantime, the Chair proposed that a joint statement be agreed by the employer side and employee side after the meeting for wider circulation.

In response to a query concerning the possibility for Corporation Reports concerning employment changes be shared with the Unions in advance of them being considered for decision at Committee stage, the employer-side urged caution given that the material in the Reports would often involve matters pertaining to commercial or personnel information. It would, however, be possible to examine ways in which to strengthen the boarder principle of

consulting with the recognised unions when plans are being considered. Further discussions around this would be raised in the work being undertaken on the new Recognition Agreement.

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.

7. **NON-PUBLIC MINUTES**

RESOLVED – that the non-public minutes of the meeting of 6th December 2024 were approved as an accurate record.

8. **ISSUES RAISED JOINTLY BY GMB AND UNITE**

There was one additional item.

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

There were no questions.

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

There were no additional items of urgent non-public business.

The meeting ended at 4.00 pm

Chair

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By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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