



## Joint Consultative Committee

**Date:** THURSDAY, 4 SEPTEMBER 2025

**Time:** 2.00 pm

**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 Philip Woodhouse  
Sandra Jenner

**Enquiries:** Chris Rumbles  
christopher.rumbles@cityoflondon.gov.uk

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<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 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 12 June 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 12 June 2025.

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

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

a) Outcome of collective grievance from Old Bailey (Pages 13 - 44)

b) Risk Assessment for HR (Pages 45 - 46)

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**

**Part 3 - Confidential Agenda**

11. **CONFIDENTIAL MINUTES**

To agree the non-public minutes of the Joint Consultative Committee meeting held on 12 June 2025.

**For Decision**

12. **PAY AWARD 2025 / 26**

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

**For Discussion**

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## **JOINT CONSULTATIVE COMMITTEE** **Thursday, 12 June 2025**

Minutes of the meeting of the Joint Consultative Committee held at Committee Rooms, 2nd Floor, West Wing, Guildhall on Thursday, 12 June 2025 at 11.00 am

### **Present**

#### **Members:**

Florence Keelson-Anfu (Chair)	Ben Campbell White (GMB)
Anthony David Fitzpatrick (Deputy Chair)	Anna Lee (GMB)
Adam Hogg	Kamalpreet Dhaliwall (Unite)
Gregory Lawrence	Ian Griffiths (GMB / Central Criminal Court)
Charles Edward Lord, OBE JP	Nicholas West (Unite)

#### **In Attendance (In Guildhall)**

Philip Woodhouse

#### **Officers:**

Gregory Moore	- Deputy Town Clerk
Chris Rumbles	- Town Clerk's Department
Cliff Morton	- Interim Chief People Officer and Executive Director of People and HR
Chris Fagan	- People & HR Department
Tom Kennedy	- People & HR Department
Barbara Hehir	- People & HR Department
Arjan Johal	- People & HR Department
Sonia Virdee	- Chamberlain's Department

### **Part 1 - Public Agenda**

- 1. APOLOGIES**  
No apologies for absence were received.
- 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 Joint Consultative Committee meeting on 6 February 2025 were 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 was one additional item of business.

### **Interim Chief People Officer and Executive Director of People and HR**

Cliff Morton introduced himself as Interim Chief People Officer and Executive Director of People and HR, having recently joined the City Corporation. He outlined his professional background and emphasised a commitment to modernising and stabilising the City Corporation's HR function, addressing long-standing issues and fostering a more responsive and collaborative approach to people challenges. The Interim Chief People Officer acknowledged the challenges ahead and expressed his commitment to working transparently and constructively with all stakeholders moving forward.

#### **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.

### **Part 2 - Non-Public Agenda**

#### **7. NON-PUBLIC MINUTES**

RESOLVED – That the non-public minutes of the Joint Consultative Committee meeting on 6 February 2025 were approved as an accurate record.

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

The Interim Chief People Officer provided the Committee with a further introduction and offered his initial observations on the City Corporation, his planned approach moving forward and proposed next steps.

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

The Committee considered two items jointly raised by GMB and Unite: -

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

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

There were no questions.

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

There were no questions.

### **Part 3 - Confidential Agenda**

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

There was one item of business raised by GMB and Unite for consideration during confidential session.

- **Response from the Chair to letter dated 14 April 2025**

**The meeting ended at 12.28pm**

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Chair

**Contact Officer: Chris Rumbles**  
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of the Local Government Act 1972.

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