



Joint Consultative Committee

Date: WEDNESDAY, 26 NOVEMBER 2025

Time: 2.00 pm

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

Members:

Florence Keelson-Anfu (Chair)	Charles Edward Lord, OBE JP
Anthony David Fitzpatrick (Deputy Chair)	Philip Woodhouse
Adam Hogg	Trade Union Representatives GMB x 4
Sandra Jenner	Trade Union Representative Unite x 4
Gregory Lawrence	

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Accessing the virtual public meeting

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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 meeting held on 4 September 2025.

For Decision
(Pages 5 - 8)

4. **ITEMS RAISED BY GMB AND UNITE**

For Discussion

- a) Pay Award 2025 / 26
- b) People and HR Update
- c) Results and recommendations of GMB AI in the workplace member survey (Pages 9 - 10)

5. **ITEMS RAISED BY CITY CORPORATION**

For Decision

- a) City of London Corporation - Trade Union Recognition Agreement & Partnership Agreement (Pages 11 - 16)
Report of the Chief People Officer.

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

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

8. **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

9. **NON-PUBLIC MINUTES**

To agree the non-public minutes of the Joint Consultative Committee meeting held on 4th September 2025.

For Decision
(Pages 17 - 20)

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. **CONFIDENTIAL MINUTES**

To agree the confidential minutes of the Joint Consultative Committee meeting held on 4 September 2025.

For Decision

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JOINT CONSULTATIVE COMMITTEE **Thursday, 4 September 2025**

Minutes of the meeting of the Joint Consultative Committee held at Committee Rooms, 2nd Floor, West Wing, Guildhall on Thursday, 4 September 2025 at 2.00 pm

Present

Members:

Anthony David Fitzpatrick (in the Chair)
Leila Ben-Hassel, Unite Union Representative
Adam Hogg
Sandra Jenner
Charles Edward Lord, OBE JP
Diane Timmins, GMB Union Representative

In attendance (online):

Nick West, Unite Union Representative

Officers:

Polly Dunn	- Assistant Town Clerk and Executive Director of Governance and Member Services
Christopher Rumbles	- Town Clerk's Department
Cliff Morton	- Chief People Officer and Executive Director of People and HR
Chris Fagan	- People and HR Department
Tom Kennedy	- Head of Policy & Industrial Relations
Rachel Mackay	- People and HR Department
Caroline Al-Beyerty	- The Chamberlain
Sonia Virdee	- Chamberlain's Department

The Chair welcomed Sandra Jenner and Rachel Mackay to their first meeting, following which they introduced themselves to the Committee.

1. APOLOGIES

Apologies for absence were received from Florence Keelson Anfu and Greg Lawrence

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 held on 12 June 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 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.
7. **NON-PUBLIC MINUTES**
RESOLVED - That the non-public minutes of the Joint Consultative Committee meeting held on 12 June 2025 were approved as an accurate record.
8. **ITEMS RAISED JOINTLY BY GMB AND UNITE**
 - a. **Outcome of collective grievance from Old Bailey**
The Committee received an investigation report relating to a collective grievance from the Old Bailey.
 - a. **Risk Assessment for HR**
The Committee received a joint general risk assessment form from GMB and Unite relating to the Human Resources Department.
9. **NON-PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**
There were no questions.
10. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND WHICH THE COMMITTEE AGREES SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**
There was one additional item of business as follows; -
 - Unite Branch Secretary
11. **CONFIDENTIAL MINUTES**
RESOLVED - That the non-public minutes of the Joint Consultative Committee meeting held on 12 June 2025 were approved as an accurate record.
12. **PAY AWARD 2025 / 26**
The Committee received the Trade Unions' formal response to the City Corporation's 2025 / 2026 pay award offer

The meeting ended at 2.55pm

Chairman

Contact Officer: Chris Rumbles
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Results and recommendations of GMB AI in the workplace member survey for discussion at Joint Consultative Committee on 26/11/25.

GMB has concerns about the way in which AI is being introduced into the workplace. We have requested in the last month or so to see risk assessments for the implementation of AI processes and have not received any. There are huge questions around AI and its introduction into the workplace and how it affects employees and that is the reason why we are raising it in this setting.

Summary of Main Themes: AI Risks and Concerns of GMB members surveyed

1. The Unknown and Uncontrolled Nature of AI

Many respondents expressed uncertainty about how AI works, how decisions are made, and where data goes. There is widespread concern about the lack of transparency, trust, and control over dialogue or outputs generated by AI systems.

2. Abuse of Power and Poor Governance

Comments noted fears of AI being misused — either by organisations or external actors — including manipulation of outputs and a lack of clear accountability for errors or misuse. Several respondents highlighted the need for robust governance, transparency, and ethical oversight.

3. Job Security, Deskilling and Workforce Impact

A recurring theme was fear of job loss, deskilling, and devaluation of professional expertise. Staff are concerned that management may assume AI can replace human judgment, leading to redundancies or reduced development of core skills like critical thinking and writing.

4. Accuracy, Bias and Quality Risks

Many cited inaccurate or misleading information, AI hallucinations, and bias as major risks — particularly when decisions affect vulnerable individuals or require nuanced, qualitative judgment. There is a need for human verification and quality assurance processes.

5. Data Security, Privacy and Compliance

Respondents repeatedly raised concerns about data protection, GDPR breaches, and misuse of sensitive information. The potential for data leakage, unauthorised access, and reputational damage is high if proper safeguards are not enforced.

6. Lack of Training, Planning and Critical Use

There is a strong view that AI is being adopted too quickly, without adequate training, understanding, or policy frameworks. Staff report inconsistent rollout, confusion about appropriate use, and lack of guidance or clear strategy.

7. Ethical, Social and Environmental Considerations

Some highlighted broader implications such as environmental impact, loss of creativity, and ethical issues (e.g., encouraging conformity or “normalising” communication). Concerns were also raised about the sustainability of large-scale AI use and its conflict with net zero goals.

8. Over-Reliance and Reduction in Human Oversight

Multiple responses warned of over-reliance on AI outputs without proper review. This includes risks to safety, decision-making, and the quality of public-facing materials if human checks are bypassed.

City of London Corporation Joint Consultative Committee Report

Committee(s): Corporate Services Committee	Dated: 26/11/25
Subject: City of London Corporation – Trade Union Recognition Agreement & Partnership Agreement	Public Report For Decision
Report	Chief People Officer
Report author: Tom Kennedy	Head of Policy & Industrial Relations

Summary

This report outlines the proposal to update the City of London Corporation's Trade Union Recognition Agreement, which will provide a formal and updated framework for union recognition. Officers also recommend the implementation of a Partnership Agreement, which will act as a practical guide in governing day-to-day relations between the City of London Corporation and the recognised trade unions.

Recommendations

Joint Consultative Committee are asked to:

- a) Agree to a review of the current Recognition Agreement, which formally recognises trade unions engaged with the Corporation.
- b) Agree to begin development of a proposed Partnership Agreement, which sets out the principles and processes for collaboration and engagement between the Corporation and the recognised trade unions.

Main Report

Background

1. The current document governing trade union recognition—the Union Recognition Agreement—dates from 1 July 2000. It names COLSA and GMB as the recognised unions. COLSA is no longer an active trade union, and the Corporation now works with GMB and Unite; however, Unite is not currently referenced in the Union Recognition Agreement.

2. A recent CIPD report on “A future with trade unions” and other reports on best practice has shown that a voluntary agreement in addition to a Recognition Agreement would promote a harmonious relationship with trade unions.
3. The Corporation has strengthened its relationship with trade unions. To further promote transparency, and effective partnership working, it is considered appropriate to update this document.
4. In addition, the proposed Partnership Agreement will provide clarity, structure, while reinforcing collaborative relationships with trade unions.

Proposal

5. Replace the Union Recognition with a modernised Recognition Agreement which formally recognises Unite and GMB.
6. Work with Trade Union colleagues to design a Partnership Agreement to serve as a practical guide for how the Corporation and trade unions work together day-to-day. It will establish clear processes for maintaining open and constructive dialogue, define responsibilities for fair negotiation, and outline expectations of working together. It will provide a framework to support accountability and consistency in partnership working and allow both sides to monitor ongoing programmes of work.
7. Initial discussions between officers and the trade unions have commenced, and both trade unions confirmed their support for updating the Recognition Agreement and agreed that further discussions on a Partnership Agreement would be beneficial.

Conclusion

Introducing a revised Recognition Agreement and the Corporation’s first Partnership Agreement will help provide clarity and structure for engagement and strengthen collaborative relationships between the Corporation and trade unions.

Appendices

- Appendix 1 – Current City of London Corporation Trade Union Recognition Agreement

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CORPORATION OF LONDON

UNION RECOGNITION AGREEMENT

EFFECTIVE FROM 1 JULY 2000

1. **PURPOSE**

The purpose of this Agreement is to establish arrangements for collective consultation and negotiation between the Corporation of London and the recognised trade unions, The Corporation of London Staff Association (COLSA) and GMB.

2. **GENERAL RECOGNITION PRINCIPLES**

The spirit and intention of this Agreement is to promote harmonious relations between the Corporation of London employees through the development and maintenance of effective joint consultative and negotiating machinery.

This Agreement is voluntary between the parties involved and is not legally enforceable.

The Corporation of London recognises COLSA and GMB in respect of Graded Staff up to and including Grade 11 for the purposes of collective bargaining, communication and consultation.

The recognised unions acknowledge the Corporation's right and responsibility to plan, organise and manage the organisation efficiently, and cost effectively.

The Corporation acknowledges the right of employees to join and belong to a union of their choice.

This Agreement is not intended to detract from an individual employee's right of access to management or the Corporation's right to communicate directly with its employees or the unions' rights to communicate with their members.

3. **PROCEDURES**

The Joint Consultative Committee (JCC) is the formal body constituted by the Court of Common Council to provide a forum for the Corporation as employer and the representatives of the recognised trade unions to meet for negotiation and consultation on matters of common interest. The constitution

of the JCC is set out in Annexe A.

The Collective Disputes Procedure is agreed between the parties to this agreement to establish a formal arrangement under which a recognised union or unions representing a group of employees including union members can raise an issue of dispute related to a collective issue that has not been resolved informally and have it settled fairly and promptly without recourse to industrial action. The Collective Disputes Procedure is set out in Annexe B.

4. COLLECTIVE AGREEMENTS

Collective agreements are agreements entered into between the Corporation as employer and its recognised trade unions. The terms of such collective agreements can be divided into two categories.

(i) terms which confer rights or impose obligation upon individual employees, e.g. provisions which are concerned with pay and working conditions, or are designed to ensure that individual employees are treated fairly in matters affecting their employment;

(ii) terms which govern the relationship between the employer and the trade union e.g. provisions which establish the framework for collective bargaining or provide for the resolution of collective disputes.

Terms in category (i) are incorporated into individual contracts of employment and published in the staff handbook. Once so incorporated they are legally binding between the employer and individual employees.

Terms in category (ii) which are essentially concerned with collective matters are not appropriate for incorporation into individual contracts of employment and are not legally binding between the Corporation and the recognised unions. The Joint Consultative Committee (JCC) Constitution and the Collective Disputes Procedure are voluntary agreements and no legal sanction can be imposed if either party:

(a) ignores its obligations under the agreement

(b) varies or cancels the relevant agreement

Collective agreements of categories (i) or (ii) may be ended by either party serving three months notice on the other. During the notice period, the provisions of the original collective agreement remain in force.

Any of the terms of a collective agreement which have been incorporated into individual contracts of employment, will continue in force for those individuals after the agreement has been terminated.

5. FACILITIES

The Corporation recognises that representative trade unions are an effective means of achieving constructive employee relations and will therefore make

new employees aware of the recognised trade unions through the induction process.

Each recognised trade union will elect representatives, in accordance with its rules. The elected representative must work at the Corporation within the employment group for which the union is recognised.

Management will offer facilities within normal working hours for the election of representatives. Names of elected representatives will be given to the Director of Personnel and Management Services as soon as possible after the election.

Representatives will be given reasonable time off in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992 (TULCRA) SECTIONS 168-170, The Health and Safety at Work Act 1974 (HASAW) and the ACAS Code of Practice entitled 'Time off for Trade Union Duties and Activities.' Time off with pay will be dependent on whether the activities engaged in are trade union duties or activities. The Corporation has a policy on 'Time Off For Trade Union Duties and Activities.'

Reasonable additional release from normal duties will be granted for representative training. Prior permission must be obtained before any commitments are made which involve absence from work. Accommodation and time-off facilities provided to COLSA and GMB are set out in Annexes C and D respectively of this agreement.

6. DISCLOSURE OF INFORMATION

The Corporation recognises that employee representatives are entitled to be provided with relevant information concerning the Corporation in accordance with Section 181 of the Trade Union and Labour Relations (Consolidation) Act in order to carry out their collective bargaining activities.

7. VARIATION OR TERMINATION OF THIS RECOGNITION AGREEMENT

Variations can be made by agreement between the Corporation and the recognised trade union(s).

The Corporation or trade union(s) can terminate the Recognition Agreement by giving six months' notice in writing.

ANNEXE C

FACILITIES PROVIDED TO COLSA

Accommodation is provided by the Corporation currently in The Porch, Guildhall on a 99 year lease expiring in 2067 to be used as offices for the permanent staff. The rental is paid by the Staff Association and includes cleaning, lighting and heating.

ANNEXE D**FACILITIES PROVIDED TO GMB**

Accommodation is provided by the Corporation, currently in Room 403/404 at the London Fruit Exchange, with a contribution to the rental being made by the GMB. The room is provided as an office for the Branch Secretary GMB.

The Corporation has granted paid off time to the Branch Secretary to undertake union duties on up to 3 days a week excluding Saturdays and Sundays with the relevant Chief Officer stipulating any days of the week which cannot be devoted to union duties. If no union work arises on the three days, then the Branch Secretary is expected to report for work at his employing department.

The Corporation has agreed that the Branch Secretary may draw on the availability of other union members in various departments who might be willing and able to represent the union when the Branch Secretary is unavailable. The approval of the relevant Chief Officer is required for the release of the union member. Departments meeting the cost of this paid release will be reimbursed from the Establishment Committee Contingency Fund so prior confirmation of the costs involved is required before approval can be given.

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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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