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Joint Consultative Committee

Date: **THURSDAY, 12 NOVEMBER 2026**

Time: 11.00 am

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

Members:

Florence Keelson-Anfu (Chair)
Anthony David Fitzpatrick (Deputy Chair)
Sandra Jenner
Gregory Lawrence
Deputy Andrien Meyers, Finance Committee
Philip Woodhouse
Trade Union Representatives GMB x 4, GMB
Trade Union Representative Unite x 4, Unite

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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 Joint Consultative Committee meeting held on 08 June 2026.

For Decision
(Pages 5 - 8)

4. **ITEMS RAISED BY GMB**

a) Pay Claim 2027/28

GMB Trade Union Representative to be heard.

b) Union Facilities Time

GMB Trade Union Representative to be heard.

For Discussion

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 - Confidential Agenda

8. **MINUTES**

To agree the confidential minutes of the Joint Consultative Committee meeting held on 8 June 2026.

For Decision

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JOINT CONSULTATIVE COMMITTEE
Monday, 8 June 2026

Minutes of the meeting of the Joint Consultative Committee held at Committee Rooms, 2nd Floor, West Wing, Guildhall on Monday, 8 June 2026 at 11.00 am

Present

Members:	**Trade Union Representative Members**
Florence Keelson-Anfu (Chair)	Colin King (GMB)
Anthony David Fitzpatrick (Deputy Chair)	Anna Lee (GMB)
Gregory Lawrence	Gary Spence (GMB)
Deputy Andrien Meyers – online	Mark Seabrook (GMB)
Philip Woodhouse	Kamalpreet Dhaliwal (Unite)
	Daniel Hoggan (Unite) - online

Officers:

Cliff Morton	-	Interim Chief People Officer
Janet Campbell	-	People and HR Department
Wayne Donaldson	-	People and HR Department
Chris Fagan	-	People and HR Department
Theresa Grant	-	People and HR Department
Tom Kennedy	-	People and HR Department
Gail Kyle	-	People and HR Department
Rachel Mackay	-	People and HR Department
Chris Rumbles	-	Town Clerk's Department

Part 1 - Public Agenda

1. **APOLOGIES**
Apologies for absence were received from Sandra Jenner, Diane Timmins and Ben Campbell White.

2. **MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA**
There were none.

3. **MINUTES**
RESOLVED – That the public minutes and non-public summary of the Joint Consultative Committee meeting held on 10 February 2026 be approved as an accurate record.

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

a) <u>Facilities Time / Recognition Agreement</u>

The Committee considered a joint item raised by GMB and Unite relating to a Facilities Time / Recognition Agreement.

GMB and Unite Trade Union Representatives referred to the Recognition Agreement, last updated in 2008, and advised that it no longer reflected the scale and complexity of current trade union activity. Increased membership, a significant rise in casework, and the requirement to support major organisational programmes, restructures and job evaluation work had placed additional demands on Branch Officers. The scope of support provided to members had also broadened considerably, often involving complex and long-running cases, including workplace and wellbeing matters. Representatives further advised that duties were frequently undertaken outside normal working hours in order to support members effectively. It was therefore considered that a revised Recognition Agreement was required to provide appropriate recognition and sufficient facilities time for Trade Union Representatives to fulfil their roles.

In response, the important role undertaken by Trade Union Representatives during periods of organisational change was acknowledged. It was confirmed that a revised draft Recognition Agreement had been prepared and shared following review by the Comptroller and City Solicitor's Department, and that discussions had remained ongoing, most recently at the meeting of the Joint Consultative Committee held on 10 February 2026. It was further advised that detailed feedback from the Trade Unions, including a clear rationale and supporting evidence in respect of facilities time requirements, was required to enable the City Corporation to give further consideration to any proposed revisions. Such feedback should include information on the day-to-day operational demands placed on Trade Union Representatives, together with any relevant comparative models, to assist in informing the City Corporation's position. A commitment was also given to continue constructive engagement and to expedite progress following the meeting, subject to receipt of the necessary detail.

Trade Union Representatives highlighted challenges arising from workload and resourcing pressures, referring to information previously provided regarding the role and responsibilities of Branch Officers, and confirmed how they would welcome the opportunity to reconvene for further discussions with a view to progressing the matter in the coming months.

Members noted the position.

5. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**
There were no questions.

6. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT**
There were no items of urgent business.

7. **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

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

a) HR Risk Assessment

The Committee considered an item raised jointly by GMB and Unite relating to an HR Risk Assessment originally undertaken in June 2025. Trade Union Representatives sought an update on progress made since the assessment, including in relation to the requested independent review of HR. It was stressed how they considered the risk assessment remained a live issue, with concerns having been raised regarding inconsistency in the application of HR policies, particularly in relation to grievance handling and the employee experience across different institutions. It was further noted that these inconsistencies posed a perceived risk to staff and the organisation, and representatives expressed a willingness to provide examples and continue discussions to support improvements.

The Chief People Officer responded and advised that the previous transformation of the HR function, led by the former Chief People Officer who had initially joined on an interim basis, had constituted an independent review of HR, with the aim of ensuring the function was operating appropriately and meeting organisational needs. The Chief People Officer stressed that there were no plans to commission a further independent review. A number of internal reviews and improvement initiatives had recently been undertaken, including a review of HR casework processes across the organisation, which had identified areas for improvement and with these being taken forward through an agreed action plan. It was emphasised that the HR function had been significantly strengthened in terms of resourcing and structure, and that ongoing work to improve consistency, policy application, and service delivery was in progress.

In conclusion, the Chief People Officer proposed that any further detailed concerns from the Trade Union Representatives on this matter would be more appropriately addressed at an operational level outside of the formal Joint Consultative Committee, with Members offering their endorsement of this approach.

Members noted the position.

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

There were no non-public questions.

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

There were no urgent non-public items of business.

Part 3 - Confidential Agenda

11. **MINUTES**

RESOLVED – That the confidential minutes of the Joint Consultative Committee meeting held on 10 February 2026 be approved as an accurate record.

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

a) Pay Award

The Committee considered a joint item raised by GMB and Unite concerning the ongoing negotiations in respect of the 2026/27 pay claim. This item was considered in conjunction with Item 13(a), Pay Award, which had been separately raised by the City Corporation.

13. **ITEMS RAISED BY THE CITY CORPORATION**

a) Pay Award

This item was taken in conjunction with item 12a) Pay Award raised jointly by GMB and Unite.

b) Ambition 25

The Committee were provided with an oral update relating to Ambition 25, including progress to date and ongoing engagement with the Trade Unions.

The meeting ended at 11.50am

Chairman

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