

**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**

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Chairman

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