

**JOINT CONSULTATIVE COMMITTEE**  
**Friday, 6 December 2024**

Minutes of the meeting of the Joint Consultative Committee held at Committee Rooms, 2nd Floor, West Wing, Guildhall on Friday, 6 December 2024 at 2.30 pm

**Present**

**Members:**

Florence Keelson-Anfu (Chair)  
Anthony David Fitzpatrick  
Gregory Lawrence  
Edward Lord

Ben Campbell-White (GMB)  
Diane Timmins (GMB)  
Margaret Raymond (Unite)

**Officers:**

Alison Littlewood

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

Sonia Virdee  
Chris Fagan  
Fay Johnstone  
Tom Kennedy  
Laura Marks  
Dina Taylor  
John Cater

**1. APOLOGIES**

Apologies for absence were received from Steve Goodman, Alastair Moss, 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 15 July 2024 are 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 item of urgent business.

The GMB representatives issued a statement concerning the City Corporation's 2024/25 Pay Award and asked that it was recorded in the minutes. The Chair agreed to its inclusion and this is set out below:

"Chair, committee Members, Town Clerk, we are glad that we finally have received this updated pay offer from the City of London Corporation.

We are deeply disappointed that it has taken this long.

We made clear to the City Corporation in July that the overwhelming majority of GMB members rejected the City's initial offer of a 3% increase.

That was July. It is now almost Christmas.

It is sad that it took the City more than four months to come back to unions with an improved offer.

Along the way, meetings with the recognised unions have been cancelled, postponed and delayed by the Corporation.

This continual delay demonstrates a lack of respect to our members, and has caused many people financial worries, particularly in the run-up to Christmas.

After receiving the latest offer - a 4% increase on basic pay but no increase to London Weighting - we moved swiftly to consult our members for their views.

For many members from across the organisation, the first thing they drew attention to was how long the Corporation has delayed this process.

People felt it was far too long, that the Corporation deliberately dragged its feet to make staff suffer and wear them down, and that it made a mockery of statements about being an "employer of choice" which valued its staff.

Numerous members felt the Corporation should pay interest or compensation for the delay.

"Too little, too late", was a common response.

Many members believed the new offer was not enough, that it did not make up for previous below-inflation pay awards, and it did not cover the increased cost of living - especially costs such as rent, fuel and transport.

Several members pointed out that the offer was considerably less than the pay increases of more than 5% which the Government implemented for many public sector staff, and argued that the Corporation's pay offer should match that - a point which we made during negotiations.

Many also drew attention to the freezing of the London Weighting allowance - the cost of living in London is far from frozen.

Not only does it mean that the increase to people's total pay is less than 4%, but it means that the lower paid someone is, the smaller their percentage pay rise - as the London Weighting Allowance forms a bigger chunk of their pay.

Many members objected to this unfairness and the way lower-paid staff are being particularly badly hit.

And we have to say that several members drew attention to the huge sums of money being spent on items such as the failed market move and the closure of the markets, which made it difficult to accept the Corporation's reasoning when it comes to staff pay.

After running our online consultation, we have come back to you with an answer within a week.

As you know, ultimately the majority of members voted to accept the offer, with a number commenting that it was an improvement on the initial offer and that it met the minimum level which they could accept.

Many commented that they were not happy about it.

The mood can best be summed up in one comment which we received: "Reluctantly accepting and without joy."

While we accept this pay offer, we cannot accept the way the Corporation has handled the process this year, which has been far from joyous.

Next year, there needs to be a much better process so we can resolve the pay negotiations much more quickly, rather than staff being kept waiting for half a year before they receive their pay award.

Thank you, and now that we have at least reached a resolution, we hope we can all look forward to a merry Christmas and a happy new year."

The Chair thanked the GMB for their statement and expressed her regret that it had taken several months for these matters to conclude. On behalf of the Committee, the Chair asked the Executive Director of Human Resources & Chief People Officer to ensure that negotiations for the 2025/26 Pay Award began in earnest in the New Year.

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**

The non-public minutes of the last meeting on 15 July 2024 were approved as an accurate record.

8. **MATTERS RAISED BY THE TRADE UNION REPRESENTATIVES (EMPLOYEE SIDE)**

Three matters were raised.

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

There were no questions.

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

There was no other business.

**The meeting ended at 3.00 pm**

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Chairman

**Contact Officer: John Cater  
John.Cater@cityoflondon.gov.uk**