

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

Tom Kennedy

Head of Policy and Industrial Relations

T: 07889 141255

E: Thomas.kennedy@cityoflondon.gov.uk

Maggie Heneghan

Senior Policy Officer – Industrial Relations

E: maggie.heneghan@cityoflondon.gov.uk