**JOINT CONSULTATIVE COMMITTEE**
**Tuesday, 10 February 2026**

Minutes of the meeting of the Joint Consultative Committee held at Committee Rooms, 2nd Floor, West Wing, Guildhall on Tuesday, 10 February 2026 at 11.00 am

**Present**

**Members:**
Sandra Jenner, Chair
Adam Hogg
Gregory Lawrence
Philip Woodhouse

**Union Representative Members:**
Ben Campbell White (GMB)
Diane Timmins (GMB)
Leila Ben-Hassel (Unite) - online
Lisa Bangs (GMB) – online
Mark Seabrook (GMB)
Kamalpreet Dhaliwal (Unite)

**Officers:**

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| Cliff Morton | - | Interim Chief People Officer |
| Caroline Al-Beyerty | - | Chamberlain |
| Janet Campbell | - | Assistant Senior Responsible Officer Ambition 25 |
| Maggie Heneghan | - | People and HR |
| Chris Fagan | - | Head of Pay and Reward |
| Thomas Kennedy | - | Head of Policy and Industrial Relations |
| Rachel Mackay | - | People and HR |
| Nicky Wright | - | People and HR |

The Town Clerk informed the Committee that apologies had been received from the Chair and Deputy Chairman for their attendance at the meeting today.

Accordingly, Greg Lawrence proposed, seconded by Adam Hogg, that Sandra Jenner take the Chair.

1. **APOLOGIES**
Apologies for absence were received from Florence Keelson Anfu, Anthony Fitzpatrick and Edward Lord.

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 on 26 November 2025 were approved as an accurate record.

4. **RECOGNITION AGREEMENT**

The Head of Policy and Industrial Relations confirmed that the City Corporation's Union Recognition Agreement was being reviewed and updated to replace an outdated 2000 version. The intention being to provide a modernised framework that formally recognises GMB and Unite and also incorporates recent changes to the Employment Rights Act. It would clarify the scope of Trade Union representation, strengthen arrangements for collective bargaining and consultation, and reflect current organisational structures and work practices.

The Trade Union Representatives expressed their support for development of a revised Recognition Agreement, with the GMB Representative emphasising their view that it would not be appropriate to enter into a partnership arrangement with the City Corporation; with the Recognition Agreement already covering how the Trade Unions and City Corporation would work together. The Unite Trade Union Representative indicated that Unite were broadly aligned with GMB's position and that their detailed views would follow after their further consideration. The Trade Union Representatives highlighted the importance of maintaining positive, constructive relationships with the City Corporation, whilst also ensuring Trade Union independence in representing their members' interests.

The Chair thanked both Trade Unions for their constructive contributions and reaffirmed the City Corporation's commitment to maintaining strong and effective working relationships with them. The Chair noted the importance of progressing an updated Recognition Agreement in a collaborative spirit and looked forward to receiving their final comments ahead of a revised and updated document being brought forward at the March Joint Consultative Committee meeting.

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 – Confidential Agenda**

8. **AMBITION 25**
The Committee received an update from the Chief People Officer on Ambition 25.

9. **PAY AWARD 2026/27**
The Committee received an update from the Chief People Officer and a response from the Trade Union representatives presenting their pay award claim for 2026/27.

**The meeting ended at 12.18pm**

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Chair

**Contact Officer: Chris Rumbles**
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