

## JOINT CONSULTATIVE COMMITTEE

THURSDAY, 18 APRIL 2013

# NOT FOR PUBLICATION

By virtue of **paragraphs 3 & 4** of Part I of Schedule 12A of the Local Government Act 1972.

### 7. **NON-PUBLIC MINUTES**

The non-public minutes of the meeting held on 20 July 2012 were considered and agreed as a correct record.

#### **MATTERS ARISING**

**Policy on Contractors/Consultants** (page 5) – A GMB representative asked for clarification on this matter.

The Director of HR recounted the issues raised at previous meetings and reminded the JCC that this particular matter had concerned the Corporation's security staff and the use of a consultant to draw up a new rota. Concern had been expressed that security staff leaving the organisation had not been replaced 'like-for-like'. The Director reminded the JCC that she had previously reported that this was because, in this case, it had been more cost effective to offer overtime to existing security staff.

In response to a question regarding the Corporation's Policy on replacing staff when they left the organisation, the Director of HR stated that this was reviewed on a case by case basis. She added that any minor revisions to existing staff arrangements when someone left the organisation were within the gift of the Chief Officer to oversee but that any major revisions would have to be brought to the Establishment Committee for consideration.

### 8. **2013-14 PAY CLAIM**

Union representatives reported that they had submitted their 2013-14 claim in December 2012 and were still awaiting a response from management.

The Chairman reported that the new JCC membership would not now be set until May.

The Director of HR reported that management were keen to establish a meeting date to get these discussions underway. She assured the Unions that some initial discussions on this matter had taken place at the Establishment Committee. She stated that, nationally, an offer of 1% was now 'on the table' with both sides keen to negotiate a settlement.

It was agreed that a meeting would take place on 4<sup>th</sup> June 2013 at 11.30am and that the Chairman and Deputy Chairman of the Establishment Committee would also be in attendance.

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

There were no questions.

10. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT**

**Redundancy Payments**

Following questions, the Director of HR reminded the JCC that, in 2011, the Corporation entered into collective consultation on large scale redundancies across the organisation for the first time. At this time, Members had agreed a fixed formula for a termination payment for all staff being made redundant (1.5 times the redundancy payment) for a period of one year. This was then extended for a further year and had now, therefore, lapsed.

The Director went on to state that the recommendation was now that the 1.5% should be removed as 'policy' so that it did not become a permanent arrangement. However, it would still be the expectation that this amount would be paid to most.

A GMB representative stated that he strongly believed that the Unions should have been consulted on this matter before a report for the Establishment Committee was compiled. He added that staff had been pleased with the current arrangements as there was no longer any ambiguity as to what amount they would receive if made redundant and it had also meant that all were treated equally.

The Chairman agreed that the Unions should have been consulted on this matter before Members were asked to take a decision.

Another GMB representative stated that, in reality, it was recognised that the fixed formula could not remain in place 'forever', he added that it was, however, disappointing that no discussion or consultation on the matter had taken place.

The Director of HR stated that the current arrangements had now lapsed and that the report the Establishment Committee were now being asked to consider was an attempt at being constructive in suggesting that the fixed formula was kept as a principle (particularly for any future, large-scale, redundancies) but not as policy. She suggested that, if Members saw fit, they could delay a decision on the matter until consultation with the recognised Trade Unions had taken place.

A GMB representative stated that the difficulty the Unions faced was that they were still yet to see the report. He suggested that the current arrangements should continue on a temporary basis until further discussions had taken place.

It was agreed by all that this would be a helpful way forward and that this matter would now be discussed further at the June Establishment Committee meeting.

**Reception for the Funeral of Baroness Thatcher**

In response to a question from a UNITE representative, the Chamberlain reported that this week's reception held at the Guildhall following the funeral of

Baroness Thatcher had cost the Corporation approximately £95,000 and had been attended by around 1,600 people.

The UNITE representative questioned the additional costs incurred for the second reception held at Mansion House and the cost of road closures on the day. The Chamberlain reported that the total bill for the day was yet to be received. She stated that she had been led to believe that the cost of the Mansion House reception had been borne by Government.

The Chairman reported that all costs would have been covered by City's Cash and not City Fund.

**The meeting ended at 11.45 am**

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Chairman

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