



THE LONDON BOROUGH  
www.bromley.gov.uk

BROMLEY CIVIC CENTRE, STOCKWELL CLOSE, BROMLEY BRI 3UH

TELEPHONE: 020 8464 3333

CONTACT: Steve Wood  
stephen.wood@bromley.gov.uk

DIRECT LINE: 020 8313 4316

DATE: 4 October 2022

To: Members of the  
**LOCAL JOINT CONSULTATIVE COMMITTEE**

Employer's Side

Councillor Michael Tickner (Chairman)  
Councillor Jessica Arnold  
Councillor David Cartwright QFSM  
Councillor Simon Fawthrop  
Councillor Andrew Lee  
Councillor Colin Smith  
Councillor Pauline Tunnicliffe  
Councillor Thomas Turrell  
Councillor Rebecca Wiffen

Staff Side and Departmental Representatives

Gill Slater (Vice-Chairman)  
Alice Atabong, (Education, Care and Health Services:Housing)  
Claire Brew, ECS  
Thomas Carver, (ECHS-Children's Social Care)  
Ing Freeburne, Education, Care and Health Services (Adult Social Care)  
Beverley Kadyamadare, (ECS)  
Billy McIver, (Education, Care and Health Services: Adult Social Care)  
Josie Meade, (ECHS)  
Nicola Musto, (Environment and Community Services)  
Emerentiana Nyame, (ECS)  
Beverley Pharo, (Environment & Community Services)  
Matthew Smallwood-Conway, (Environment and Community Services: Leisure and Culture)  
Louise Sylver, (Environment & Public Protection)  
Sara Wright, Children Looked After & Leaving Care

A meeting of the Local Joint Consultative Committee will be held at Bromley Civic Centre on **WEDNESDAY 12 OCTOBER 2022 AT 6.30 PM**

Rooms have been reserved for Members and the Staff Side to meet separately at 6pm before the meeting commences at 6.30pm. A representative from HR and relevant officers will be available from 6.00pm to brief Members.

TASNIM SHAWKAT  
Director of Corporate Services & Governance

**A G E N D A**

- 1 **APOLOGIES FOR ABSENCE AND NOTIFICATION OF SUBSTITUTE MEMBERS**
- 2 **DECLARATIONS OF INTEREST**

To record any declarations of interest from Members present.

**3 MINUTES FROM THE PREVIOUS MEETING OF LOCAL JOINT CONSULTATIVE COMMITTEE HELD ON 24TH FEBRUARY 2021 (Pages 3 - 6)**

**4 THE COUNCIL'S RESPONSE TO THE COST OF LIVING CRISIS**

The Staff Side would like to raise the following matter for discussion:

How and in what time frame does the Council propose to respond to the impact of the cost of living crisis on staff in the light of the LBB pay award of 2.25%, effectively a very significant pay cut with the RPI climbing to 11.8% and the CPI to 9.4% in July. Other factors which will also be impacting the financial security of staff include October's energy price increases which have yet to take effect on heating bills with the consequential impact affecting retail cost of goods and services that staff rely on. Whilst capped, this new cap is still 27% above the summer 2022 cap. In addition there is the increased cost of borrowing predicted over the last few days.

**5 UPDATE ON THE ACCOMMODATION STRATEGY**

The Staff Side request an update on the Council's Accommodation Strategy and its implications for staff. Until it is understood what the Accommodation Strategy looks like, it won't be clear what the implications might be for staff and how this will affect staff working conditions whilst in the office or at home. For example, whilst COVID led to a particular way of working there will be costs for staff associated with a more formal hybrid way of working--not least heating costs over the winter.

**6 PENSION FUND UPDATE**

The Chairman has requested an update on the solvency of the Pension Fund.

**7 DATE OF NEXT MEETING**

The Committee is requested to note that the next meeting will be held on 7<sup>th</sup> December 2022.

.....

## LOCAL JOINT CONSULTATIVE COMMITTEE

Minutes of the virtual meeting held at 2.00 pm on 24 February 2021

### Present:

#### Employer's Side

Councillor Russell Mellor (Chairman)  
Councillor Nicholas Bennett MA J.P.  
Councillor David Cartwright QFSM  
Councillor Josh King  
Councillor Kate Lymer  
Councillor Keith Onslow  
Councillor Pauline Tunnicliffe  
Councillor Michael Turner

#### Staff Side and Departmental Representatives

Gill Slater (Vice Chairman)  
Ing Freeburne, Education, Care and Health Services (Adult Social Care)  
Billy Mclver, (Education, Care and Health Services: Adult Social Care)  
Emerentiana Nyame, (ECS)  
Beverley Pharo, (Environment & Community Services)

### **9 APOLOGIES FOR ABSENCE AND NOTIFICATION OF SUBSTITUTE MEMBERS**

Apologies were received from Louise Sylver, Matthew Conway-Smallwood and Claire Brew.

Apologies were received from Councillor Simon Fawthrop, and Councillor Nicholas Bennett attended as substitute.

Apologies were received from the Leader, and Councillor Keith Onslow attended as substitute.

Apologies were also received from Councillor William Harmer.

Councillor Kira Gabbert attended as a guest.

### **10 DECLARATIONS OF INTEREST**

There were no declarations of interest.

### **11 MINUTES FROM THE PREVIOUS MEETING OF LOCAL JOINT CONSULTATIVE COMMITTEE HELD ON 12th JUNE 2019**

Councillor Pauline Tunnicliffe referred to a previous matter with respect to the number of staff that were being paid below the rate for the London Living Wage, and it was noted that a response to this was detailed in the Matters Arising report.

The minutes were agreed as a correct record.

## **12 MATTERS ARISING FROM THE PREVIOUS MEETING**

### **CSD21026**

The LJCC noted the matters that had arisen at the previous meeting, and the outcomes as detailed in the report.

**RESOLVED that the matters arising report be noted.**

## **13 STAFF SURVEY UPDATE**

Members noted the update report regarding the Staff Survey.

The Chairman was pleased that a meeting had been able to be called successfully on this occasion. It was noted that the proposed discussion concerning the Staff Survey had been suggested by Councillor Simon Fawthrop. Unfortunately, Councillor Fawthrop had been unable to attend the meeting. Because the 'mover' had not been able to attend, as well as the fact that on this occasion the sound quality was very bad, the Chairman decided that the discussion of the results of the Staff Survey should be referred to the GP&L Committee--if the Chairman of the GP&L Committee was agreeable.

The Chairman commented that throughout his tenure as Chairman, it had been his aim to facilitate closer co-operation and collaboration between the Staff Side and the Employer's Side, rather than a culture of war. He felt that this had been achieved. He was satisfied that now there was a better relationship between the Staff Side and Management, and that now there was an open door for consultation without the requirement to bring everything to the LJCC.

The Chairman noted that it had not been possible to obtain executive powers for the LJCC as it was essentially a listening forum for the Employer's Side and the Staff Side.

The Chairman pointed out that he had been appointed as Chairman of the LJCC on 4<sup>th</sup> May 2003. At that time the Staff Side Secretary was Glenn Kelly, who was ably supported by Kathy Smith. The Chairman stated that although they were both very vibrant in their politics, it was obvious that they were dedicated to serving the best interests of their members. The Chairman wished his best regards to Glenn to be noted, along with his work relating to the Local Standards for Pay and Conditions. The Chairman wished his appreciation for Kathy Smith to be noted with respect to her contribution regarding libraries.

The Chairman thanked Gill Slater for her dedication, commitment and hard work as Vice Chairman and in representing the views of her members and the Staff Side generally. This was a role that she had excelled at, and the Chairman was confident that she would continue to excel in the role going forward.

The Chairman expressed his thanks to Stephen Wood, Graham Walton and Charles Obazuaye for their contributions in ensuring the smooth running of the LJCC during his tenure as Chairman.

The Chairman stated that he would be moving to a different role and would not be chairing the LJCC going forward.

The Vice Chairman thanked the Chairman for his appreciation of the Staff Side contributions of Glenn Kelly and Kathy Smith which would be passed on and expressed her thanks to Councillor Mellor for his politeness and good humour, during sometimes challenging debates, and his committed service to the Committee over the years. The Director of Human Resources similarly expressed his thanks and appreciation to the Chairman for his dedication and commitment to the work of the Committee.

**RESOLVED that a discussion regarding the outcomes of the Staff Survey be referred to the GP&L Committee.**

#### **14            DATE OF NEXT MEETING**

It was noted that the date of the next meeting would be 13<sup>th</sup> July 2021.

This page is left intentionally blank