

WEST DUNBARTONSHIRE COUNCIL

Report by Head of Personnel Services

Joint Consultative Forum – 31st August 2006

Subject: Trade Union Recruitment

1. Purpose

- 1.1** To provide the written response requested at the JCF on 25th May 2006, in relation to enabling Trade Unions equal opportunity to recruit new members.

2. Background

- 2.1** The Scottish Joint Council's guiding principles are to support and encourage stable industrial relations, negotiation and consultation between councils as employers and recognised trade unions. The SJC has a strong commitment to joint negotiation and consultation at all levels, and to this end encourages employees to join and remain in recognised unions. Co-operation between employers, employees and unions will help ensure the successful delivery of services. Councils are therefore encouraged to provide facilities to allow recognised Trade Unions to organise effectively for individual and collective representation. The Council wholeheartedly supports this principle

3. Main Issues

- 3.1** As part of the induction process Trade Unions and or Convenors are invited to attend at the end of the sessions as a matter of course in order to recruit. The joint Trade Unions have requested a specific slot in the course. Employee Development have advised that currently as a half day course there is no time for presentations by individual Trade Unions and or Convenors.
- 3.2** Nominations have been sought from Trade Unions to attend front page training to enable activists to operate the Intranet software which will enable the facilitation of a Trade Union site on the Councils Intranet site. To date no nominations have been received.
- 3.3** A number of the Trade Unions requested equipment, notice boards, filing cabinets and computer equipment to assist in the recruitment process. To date Corporate Personnel have requested the assistance of ICT & Business Development in the provision of computer equipment and are seeking further information on the number of notice boards required. The Council Officers are attempting to locate any unused filing cabinets.

- 3.3** Currently the schedule of terms and conditions state “The Council, as your employer, supports the system of collective bargaining in every way and believes in the principle of solving industrial relations problems by discussion and agreement. For practical purposes this can only be conducted by representatives of the employer and of the employees. If collective bargaining of this kind is to continue and improve for the benefit of both, it is essential that the employees' organisations should be fully representative. The Council is in association with other Local Authorities represented on the National and Scottish Councils dealing with Local Authorities' Services. It is equally sensible for you too, to be in membership of a trade union representing you on the appropriate negotiating body and you are encouraged so to do. Details of the Trade Unions on the appropriate negotiating body are available for you to refer to and application should be made to any office of Personnel for particulars”.
- 3.4** The Head of Personnel agreed with the Trade Unions that a further information sheet be issued with the Contract of Employment and to date limited information has been received by Corporate Personnel.

4. Personnel Issues

- 4.1** There are no personnel implications.

5. Financial Implications

- 5.1** There are no financial implications.

6. Conclusions

- 6.1** Corporate Personnel agree with the Trade Unions that it is advantageous to continue to support the system of collective bargaining and the promotion of recognised Trade Unions in the pursuance of conducive employment relations between the Council and its employees.

7. Recommendations

- 7.1** That Trade Unions continue to have the ability to attend at the end of scheduled induction courses.
- 7.2** That Trade Unions provide nominations for attendance at Front Page training in order to facilitate a Trade Union section on the Council's Intranet site.

7.3 That Trade Unions provide the necessary contact information in order that a joint Trade Union leaflet can be issued alongside the Contract of Employment.

Tricia O'Neill
Head of Personnel Services

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Background Papers: Nil

Wards Affected: All wards