

SCOTTISH BORDERS COUNCIL – 26 January 2023

STARRED ITEMS FROM COMMITTEE MINUTES

Extract from Minute of Meeting of Employee Council – 1 December 2022

1. MINUTE

With reference to paragraph 2 of the Minute of the Meeting held on 1 September 2022, the Employee Relations Manager, Mr Iain Davidson, explained that the Employee Council had previously agreed to approve a new constitution. However, the constitution of the Employee Council was contained in the Scheme of Administration so amendment was beyond their remit. The Employee Council could therefore only recommend to full Council to approve the constitution. Members agreed to amend the Minute to substitute “AGREED to approve the new Constitution....” with “AGREED to recommend to Council to approve the new constitution...”

DECISION

AGREED to approve the Minute as amended.

Extract from Minute of Meeting of Employee Council – 1 September 2022

2. NEW CONSTITUTION

There had been copies of the Scottish Borders Council Colleague Community Constitution with the agenda. Copies of a proposed communications article had also been circulated. The Human Resources Business Partner, Ms Hayley Megson presented the Constitution and explained that a refresh had been planned of the Employee Council with a view to attract a greater number of staffing groups to attend. The language of the Constitution had been amended to provide a clearer outlook of the roles, aims and activities of the Colleague Community. Feedback had been received from employee representatives who had expressed that using the name of Colleague Community in the place of the Employee Council was a positive step to promoting an inclusive and welcoming group. The Employee Relations Manager, Mr Iain Davidson highlighted the proposed communications to staff and emphasised that it was important to publicise the group as much as possible to ensure that staff were aware of the group and the role it carried out. In response to a question regarding which Committee the Constitution would affect, Ms Megson confirmed that the draft Constitution related to the Employee Council and that it would subsequently be known as the Colleague Community. Ms Megson confirmed that any employee could attend a meeting of the Community in addition to the 15 employee representatives stipulated in the Constitution. The Senior Roads Planning Officer, Mr Alan Scott explained that any employee that wished to speak at the meeting would be asked to speak via an appointed employee representatives, and that it was hoped that attendance would improve given that staff were accustomed to meeting via Microsoft Teams. Mr Scott highlighted that regular meetings were held to discuss issues.

DECISION

* **AGREED to *recommend to Council* to approve the new Constitution, subject to the appropriate amendments on the following:**

- (i) **replace the Convenor of the Council as Chairperson with the Executive Member for Service Delivery and Transformation;**
- (ii) **amend the Elected Members appointed to the Committee to replace reference to the Convenor with the Executive Member for Service Delivery and Transformation,**

and include “two other appointed members” in place of “another appointed member”; and

- (II) to include reference to the Colleague Representative Chairperson in the Management Committee section of the Constitution.**