

STAFFING MATTERS

A report inviting council to adopt the new national code on member / officer relationships, and to consider how to deal with the proposed memorandum of understanding between NALC and the SLCC.		
Recommendations:		
Council is recommended to:		
<ul style="list-style-type: none"> (i) Adopt the proposed national code on member / officer relationships, and (ii) To remit the proposed memorandum of understanding between NALC and SLCC to the Staffing and Corporate Resources committee. 		
	Yes	No
Does the decision involve new expenditure?		No
Is there an existing budget for the proposed expenditure (insert code)		N/A
What procurement level is required?		N/A
Are there equalities impacts / an equalities assessment required?	Possibly	
Does this require a full council decision? (Reports for full council decision should still be sent to the relevant committee where possible.)	Yes	
Is there a background paper or papers? (provide links below).		No
<ol style="list-style-type: none"> 1. Council is invited to consider the attached code on member / officer relationships, and to adopt it as its own document. 2. Separately, National Association of Local Councils (NALC) has signed a new agreement with the Society of Local Council Clerks (SLCC) supported by a Memorandum of Understanding (MoU). The MoU gives rise to a number of concerns as to a confusion between the role of the SLCC, and a failure to recognise the split between the SLCC and Association of Local Council Clerks ((ALCC) which is a trades union)). In particular the wording at paragraph 2 of the MoU appears to blur the distinction between professional membership bodies, such as the SLCC, and trades unions, such as the ALCC and Unison. 3. This blurring of the lines continues in paragraphs 8, 9 and 10 of the MoU (the section headed Mutual Promotion) which describes the SLCC as ‘the primary source of advice for officers as employees’. Whilst the MoU is intended to describe the relationship at national level between NALC and SLCC, council may wish to consider whether it accurately describes reality. A request, for instance, for another Trade Union to be voluntarily recognised by council would cut across this paragraph, as would the frequent arrangement adopted whereby officers (typically clerks) appoint an independent solicitor to act for themselves in disputes with their employers. 4. Similarly, paragraph 11 suggests the SLCC would work to promote standard terms and conditions for staff across the sector, and would in this way intervene in the trades union / employer relationship. These are matters on which staff could be consulted, and where the discretion of officers should not be fettered; respectfully, we believe this matter requires further consideration as to whether council wishes to embrace the terms of this MoU, or to distance itself from it. 		
Issues arising from proposal.		
None.		
Rationale for recommendation.		
Not applicable.		