

FC27. Council of the Future – Fit for the Future: Modernising Industrial Relations

Council considered a report by the Director of Corporate and Housing Services which provided an update on the Council of the Future project which had reviewed industrial relations and partnership arrangements between Falkirk Council and recognised trade unions. A proposed partnership agreement to promote constructive trade union and employer partnership working for the future was presented.

Following feedback from Council of the Future listening events a project was established, called Modernising Industrial Relations. The purpose of the project was to review the industrial relations practices and develop a partnership model between Falkirk Council and trade unions. A working group was established, involving a management representative from each service, and representatives from the recognised trade unions. The project group was chaired by the Head of Human Resources & Business Transformation.

The informal Joint Consultative Committee held between officers and Trade Unions was found to be very productive, allowing for open discussion and resolution of issues. It required to be more focused on partnership working. It was also felt that policies agreed between officers and Trade Unions should be submitted directly to the Executive in any partnership model. In this model there would be no future need for the Joint Consultative Committee.

Decision

Council:-

- (1) noted the work done by the Council of the Future group established to review existing industrial relations and partnership working arrangements;**
- (2) agreed the proposed Partnership Agreement as attached as appendix 1 to the report, and**
- (3) agreed that one Member from each group would be nominated to attend the Tripartite Forum.**