



Subject:	Motion: GLL and Trades Unions – Response from GLL
Date:	23rd September, 2022
Reporting Officer:	John Walsh, Chief Executive
Contact Officer:	John Walsh, Chief Executive

Restricted Reports	
Is this report restricted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
If Yes, when will the report become unrestricted?	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Sometime in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

Call-in	
Is the decision eligible for Call-in?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

1.0	Purpose of Report/Summary of Main Issues
1.1	To consider a response from GLL to a motion on GLL and Trades Unions which was passed by the Standards and Business Committee at its meeting on 23rd August.
2.0	Recommendation
2.1	The Committee is asked to note the response and take such action thereon as may be determined.
3.0	Main Report
	<u>Key Issues</u>
3.1	The Standards and Business Committee, at its meeting on 23rd August, agreed to adopt the following motion, which had been proposed by Councillor Ferguson and seconded by Councillor Michael Collins:

“This Council recognises the importance of collective bargaining in the workplace and the central role of trade unions to this process, as representative voices for workers. Moreover, in a period where very many workers are opting to take industrial action, the Council recognises the right of workers to do so, and the role it can play in winning much needed pay increases during a cost-of-living crisis and while inflation continues to rise.

The Council notes that there are ongoing issues in Council leisure centres across our city, which workers and their trade unions have been attempting to resolve. The Council also notes, with disappointment, that GLL does not officially recognise trade unions in Council leisure facilities, denying workers the ability to collectively bargain effectively.

This Council agrees that GLL should officially recognise trade unions in Belfast City Council leisure centres and will write to the leadership of the organisation to urge it to do so.

The Chief Executive of the Council will also convene a meeting with the relevant trade unions to hear directly about the issues facing workers in our leisure centres and commit to address them with GLL.”

3.2 A response has been received from Mr. G. Kirk, Senior Regional Director of GLL, a copy of which is attached.

3.3 Mr. Kirk begins by explaining that, as a worker owned, charitable social enterprise with an elected worker board, the interests of its people are represented at the highest level within the company. The nature of GLL’S business means that it is organised primarily on a partnership basis and the company has a good record of working closely with Trades Unions in these local environments. He highlights the fact that the Trades Union forum in Belfast works particularly well, with both GLL’s management and the Trades Unions being able to raise issues and discuss collectively, in order to reach a favourable conclusion for both parties. This arrangement has, he points out, worked very well for the past seven years and has created very strong partnership working and outputs for staff under this model. GLL does not, therefore, see any reason for this to change.

<p>3.3</p> <p>3.4</p>	<p>He goes on to state that there is strong evidence in the outputs across the City, within staffing teams, that reinforces how successful the social enterprise partnership between the Council and GLL has been. There have been over 200 GLL promotions in recent years, which demonstrates an inward focus on staff and excellent delivery of learning and development opportunities. All of GLL's staff received an average 4% pay increase in April 2022, in recognition of the current cost of living challenges which many face. In partnership with the Council, there have been seventeen leisure employment academies, resulting in over 100 local people gaining training and then employment within leisure centres. Alongside this, GLL has employed six graduates for its successful Trainee Manager programme, thereby ensuring succession planning for its future leisure leaders. GLL also opened a customer service centre in Belfast twelve months ago, creating 60 new jobs for local people and a further 25 new staff will be employed when Templemore Baths open in October, 2022.</p> <p>Mr. Kirk adds that GLL notes that, while at times there can be challenges, there is a healthy partnership created through the Trades Union forum, allowing items to be resolved through collaborative working. He concludes by stating that GLL looks forward to future staffing success in the year ahead and will address any issues that arise from the planned meetings.</p> <p><u>Financial and Resource Implications</u></p> <p>None associated with this report.</p> <p><u>Equality or Good Relations Implications</u></p> <p>None associated with this report.</p>
<p>4.0</p>	<p>Document Attached</p>
	<p>Response from Senior Regional Director, GLL.</p>