

NATIONAL EMPLOYERS ORGANISATION FOR LOCAL GOVERNMENT SERVICES

CONSTITUTION AND RULES OF THE ORGANISATION

1. TITLE

The Organisation shall be known as the Employers Organisation for Local Government Services (hereinafter referred to as "the Organisation") and it shall be serviced by Local Government Association (hereinafter referred to as the LGA).

2. ADDRESS

The address of the Organisation shall be Local Government Association, 18 Smith Square, London SW1P 3HZ.

3. OBJECTS

The objects of the Organisation shall be:

- (i) to represent local authorities as employers of local government services and craft employees
- (ii) to secure the largest possible measure of co-operation between local authorities as employers in the consideration and determination of salaries, wages and service conditions of those employees
- (iii) to appoint members to represent the Organisation on the National Joint Council for Local Government Services; the Joint Negotiating Committee for Local Authority Craft and Associated Employees; the Joint Negotiating Committee for Local Authority Chief Executives; the Joint Negotiating Committee for Local Authority Chief Officers; the National Joint Council for Workshops for the Blind (hereinafter referred to as the "National joint negotiating bodies") in such numbers as are provided for in the constitutions of those joint bodies; and to represent the Organisation in negotiations with representatives of public analysts.

4. MEMBERSHIP

The Organisation shall consist of the following 12 members, who shall constitute the Governing Body of the Organisation:

- 9 persons appointed by the Local Government Association
- 1 person appointed by the Welsh Local Government Association
- 1 person appointed by the N Ireland Local Government Association
- 1 person appointed by the National Association of Local Councils

Any member may be represented at a meeting of the Organisation by a substitute with full powers, provided that such substitute has been duly appointed by the appropriate body mentioned in Rule 4(a) above. Substitutes at meetings of committees of the Organisation (other than the Employer Sides of the National

joint negotiating bodies - see Rule 12 below) shall be appointed only from amongst the remaining members of the Organisation.

The failure of any of the bodies referred to in Rule 4(a) and (b) to appoint the number of representatives provided for by this constitution shall not vitiate the decisions of the Organisation.

5. RETIREMENT OF MEMBERS

The members of the Organisation shall retire on 30 September in each year or as otherwise determined by the appointing body and shall be eligible for reappointment.

6. CASUAL VACANCIES

On the occurrence of a casual vacancy, a new member shall be appointed by the body in whose representation the vacancy occurs and shall sit until the end of the period for which the previous member was appointed.

7. CHAIR AND VICE-CHAIR

The Organisation shall elect at its annual meeting a Chair and Vice-Chair who, at the end of their year of office, may offer themselves for re-election, subject to compliance with the provisions of Rule 5 above.

The Chair and / or Vice-Chair may only be removed from office during the period for which they have been elected, except as provided in Rule 5 above, by a special resolution of the Organisation which is approved by a majority of the members present and voting at the meeting at which the resolution is moved.

8. OFFICIALS

SECRETARY

The Principal Adviser Employment and Negotiations, of the time being of the Improvement & Development Agency (IDeA) shall hold the office of Secretary of the Organisation.

TREASURER

The Principal Adviser Employment and Negotiations, of the time being of the Improvement & Development Agency (IDeA) shall hold the appointment of Treasurer of the Organisation.

OTHER STAFF

The Organisation shall be served by staff appointed from time to time by the Improvement & Development Agency (IDeA), who shall appoint such staff as they may think fit, taking into account any views of the Organisation.

9. COMMITTEES

In addition to appointing members to represent them on the National joint negotiating bodies, the Organisation may appoint such committees as may be considered necessary. The organisation may delegate any of its powers to any such committee, but may require a report to be submitted of action taken.

10. MEETINGS OF THE ORGANISATION

The Annual Meeting of the Organisation shall be held in the month of October each year at which the Secretary shall submit a statement of representatives appointed to serve on the Organisation in accordance with Rule 4 above. In addition the Organisation shall ordinarily meet as often as may be necessary. Notice of meetings of the Organisation and of any Committee thereof shall be sent to the respective members at least one week before the date of such meeting.

The Chair shall call a special meeting of the Organisation, if so requested, by a requisition signed by one-third of the members of the Organisation. The requisition and also the notice convening the meeting shall state the nature of the business proposed to be transacted and no other matters shall be discussed. The meeting shall take place within 14 days after the receipt of the requisition by the Chair.

Voting at meetings of the Organisation and its committees shall be by a show of hands or otherwise as the Organisation, or committee, as the case may be, shall determine. No motion shall be regarded as carried unless the majority of representatives present and voting have approved it. In the event of equality of voting on any issue the Chair shall have a second and casting vote.

11. QUORUM

A quorum shall be one-third of the members of the Organisation, or Committee as the case may be.

12. PROCEDURES AND RULES TO BE FOLLOWED BY THE EMPLOYERS' SIDES OF THE NATIONAL JOINT NEGOTIATING BODIES

Any member who cannot attend a full meeting of one of the National joint negotiating bodies (including a meeting of the Employers' Side of the body) may be represented by a substitute with full powers provided that such substitute, who need not be a member of the Organisation, has been duly appointed by the appropriate body mentioned in Rule 4(a) above. Substitutes at meetings of any committee appointed by the National joint negotiating body concerned shall, however, be appointed only from amongst the remaining members of the Employers' Sides of that body.

Otherwise, the provisions of Rules 4(c) to 11 inclusive shall, where appropriate, govern the proceedings of the Employers' Sides constituted or appointed by the organisation under Rule 3 and any of their committees.

13. AMENDMENT OF CONSTITUTION

The constitution may be amended with the assent of the Local Government Association.

14. POWERS AND DUTIES

In pursuance of the objects as set out in Rule 3 the Organisation shall have the power to carry out the following functions:-

- To establish the needs of local authorities on pay, service conditions and related employment issues
- To evaluate which of those said needs of local authorities are best achieved by collective action at national level
- To determine the most effective means of collective action at national level in meeting the said needs of local authorities
- To represent the interests of local authorities as employers in discussions and negotiations with the trade unions within the National joint negotiating bodies referred to in Rule 3 above
- To review the Schemes of the National joint negotiating bodies associated with the Organisation in respect of both pay and service conditions to enable local authorities effectively to carry out their employment policies; and to establish the most effective balance and relationship between local, regional and national interests
- To develop and represent views on employment, training and research policies and programmes of outside bodies which may have significant implications on the Organisation's functions
To give advice to local authorities on any matter coming within the objects of the Organisation or the National joint negotiating bodies to which it appoints representatives

15. FINANCE

The agreed expenses of the Organisation shall be met by the Improvement & Development Agency (IDeA).

16. PROPERTY AND DISSOLUTION

The provisions of the Memorandum or Articles of Association of the Improvement & Development Agency (IDeA) for the time being in force with regard to funds, property and dissolution shall have affect so far as the Organisation is concerned as if those provisions were repeated in this constitution.