



REPORT TO: The Musselburgh Racing Associated Committee

MEETING DATE: Tuesday, 25 June 2019

BY: General Manager

SUBJECT: General Manager's Report

1 PURPOSE

- 1.1 To provide the MRAC with an update on the general management of the Racecourse and any matters requiring the attention of the MRAC

2 RECOMMENDATIONS

- 2.1 The MRAC is asked to note, and where required, approve the following items:
HR Matters and Landscaping Work

3 BACKGROUND

3.1 HR Matters

- 3.1.1 On 28 February 2019 the racecourse employees were represented at an ACAS early conciliation meeting by Bill Farnsworth, Douglas Kennedy, Philip Duncan and Barry Fletcher (GMB). The MRAC were represented by Bruce Caldwell, Fiona O'Donnell, Alex McCrorie and Carlo Grilli.

Unfortunately, the conciliation meeting was unsuccessful and there was no agreement between the parties.

On 26 April 2019, the General Manager escalated a grievance, which was raised by the Racecourse staff, to Cllr O'Donnell. On Monday 3 June, the Racecourse Staff and their Trade Union Rep met with Cllr O'Donnell, Alex McCrorie and Carlo Grilli to discuss the grievance.

- 3.1.2 We have appointed a person to fill the role of Marketing Manager Maternity Cover during Aisling Johnstone's maternity leave, which is expected to start in June.

3.1.3 We have appointed a Track & Grounds Manager to fill the vacant post of Head Groundsman.

3.2 **Landscape Work**

Completed on budget

4 **POLICY IMPLICATIONS**

4.1 None

5 **EQUALITIES IMPACT ASSESSMENT**

5.1 The subject of this report does not affect the wellbeing of the community or have a significant impact on equality, the environment or economy

6 **RESOURCE IMPLICATIONS**

6.1 Financial – See above

6.2 Personnel - See above

6.3 Other – NA

7 **BACKGROUND PAPERS**

7.1 None

AUTHOR'S NAME	Bill Farnsworth
DESIGNATION	General Manager
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DATE	Monday, 17 June 2019