

MINUTES – DIRECTOR’S MEETING 23rd August 2022 at 6.30pm

1. Attendance

Present: Murdo MacKay (Chairman), Neil Campbell (Secretary), Neil MacDonald, Rhoda MacDonald, Roddy MacDonald, Richard MacLennan (arrived at 6.45pm), Linda Armstrong (Commercial Manager), Julia Parr (Community Participation Project Officer) and Deborah Coghill (Office Manager)

Also Present were Andrew MacDonald and Mairi MacKenzie,

Apologies: Norman Ian MacKay, Finlay MacLennan, and George MacLeod

The Chairman introduced and welcomed Mairi MacKenzie and Andrew MacDonald to the Directors’ Meeting and invited them each to say a little bit about themselves.

2. **Declarations of Interest:** Murdo declared an interest on the planning issue.

3. **Approval of Minutes:** The Minutes of 17th May 2022 were approved.

4. Matters Arising/Review of Action Points:

Loch An Duin: Andrew (and Dougie) to go with Neil to measure the volume of the loch.

Drainage Under Road: Three quotes were sought and one has still to come in, so the Directors agreed to proceed with whichever quote proved to be the lowest.

Storage Containers: The Directors gave agreement for the containers to be ordered.

Updates:

Financial

June Profit & Loss YTD figures and August Cash Flow Projections were presented.

Commercial Manager’s Report

Gaelic Communities Fund: The staff and Directors noted their thanks for all the good work Rachel Campbell had done over her ten week placement with the Trust during the summer.

Staff: Fire and Rehire Policy - It is a condition of several funders that organisations formally state their opposition to the practice of 'fire and rehire'. The following statement was circulated to the Board on 6th June 2022 with support received from the majority.

The West Harris Trust oppose the use of ‘fire-and-rehire’, a practice where employers dismiss and then re-employ employees on changed terms and conditions, or where the prospect of doing so is put to employees during negotiations about changing their terms and conditions.

The West Harris Trust instead supports the practice of Fair Work and providing terms of employment reflective of industry good practice.

Review of Staff Terms and Conditions: The Directors approved all the suggested changes, but asked that the Sick Leave be changed to 13 weeks full pay, followed by 13 weeks half pay for a period of sickness absence

NFU Risk Management: Health and Safety policies need to be updated to include the new Facilities Block at Pairc Niseaboist and the improved facilities at Seilebost School. The Directors agreed the four days constancy work.

Website Update: The Directors agreed to the quote for transferring the TnM website content to WHT, meaning only one website requires to be maintained. They also approved a content update and the addition of an online booking page for events, and another online booking page for use of the Beach Wheelchair and Mats.

Hybrid Meetings: The Directors agreed to purchase a Meeting Owl.

Harris Forum: Linda had previously circulated the revised Harris Forum Constitution for comment from the Directors. There were no comments.

AGM: The date of the AGM was set for Tuesday 27th September 2022 at 7.30pm.

(7.24pm Murdo left the room)

Harbon: CnES have said that as the turbine has been broken for 11 months, planning permission needs to be re-applied for. This has been questioned, with the support of our local Councillors. The Directors agreed that if the impasse continues then they would make it public.

(7.34pm Murdo returned to the room)

Community Participation

The Report was presented. The Directors suggested that some litter pickers and fluorescent tabards be purchased and look at the possibility of doing a Community Beach Clean in 2023.

5. **Health and Safety:** No further issues were reported.
6. **AOCB:** The Directors agreed to appoint Mairi MacKenzie and Andrew MacDonald as “provisional” Directors, the appointment to be formalised at the AGM.
7. **Brainstorming:**
Marquee: The Directors decided that the marquee should be taken down and not used again. Mairi agreed to speak to Peter MacLennan to see if the Lochs Showground might be interested in it.
8. **Close:** Meeting finished at 7.52pm

Date of Next Meeting: 20th September 2022

Proposed dates for 2022

25th October

22nd November

20th December