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**Report to: Council**

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**Date of Meeting: 13 August, 2015**

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**Subject: Workforce Committee**

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**Report by: Chief Executive**

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## **1.0 Purpose**

- 1.1. The purpose of this paper is to advise Council of a matter relating to the membership and operation of the Workforce Committee.

## **2.0 Recommendations**

- 2.1. It is recommended that Council:

a) notes that the main Opposition Group have advised that they will not serve on the Workforce Committee in future;

b) notes that at the time of writing this report, one of the main Opposition's representatives on the Committee has resigned;

c) notes that a report will come to the October Council meeting with proposals for the future hearing of employee appeals and trade union disputes; and

d) notes that should the Committee require to be convened in the interim it can operate on a reduced membership (subject to quorum requirements).

## **3.0 Considerations**

- 3.1 The remit of the Workforce Committee is set out in the Scheme of Delegation as follows: *Hearing appeals by our employees and disputes raised by recognised trade unions, in line with HR policies and procedures. The committee does not have authority to change or make Council policies.*

- 3.2 I have been formally advised by the main Opposition group that it no longer feels it appropriate that any of the group will serve on the Workforce Committee in the future. The main Opposition group is of the view that appeals should be handled by officers rather than by elected members serving on the committee.

- 3.3 Two of the six members of the Workforce Committee are from the main Opposition group (as per the Council's policy on political balance). At the time

of writing this report, one of those members (Councillor Watt) had resigned from the Committee.

- 3.4 A report will now come forward to the October Council meeting with proposals for the hearing of employee appeals and trade union disputes in future. The Committee can still operate with only four members should it be convened (its quorum is three).

#### **4.0 Sustainability Implications**

- 4.1 There are no sustainability implications arising directly from this report.

#### **5.0 Resource Implications**

##### *5.1 Financial Details*

There are no financial implications arising directly from this report.

##### *5.2 Staffing*

There are no financial implications arising directly from this report.

#### **6.0 Exempt Reports**

- 6.1 Is this report exempt? No

#### **7.0 Declarations**

The recommendations contained within this report support or implement our Corporate Priorities and Council Policies.

- (1) **Our Priorities** (Please double click on the check box )

The Council is effective, efficient and recognised for excellence

- (2) **Council Policies** (Please detail)

N/a

#### **8.0 Equalities Impact**

- 8.1 Have you undertaken the required equalities impact assessment to ensure that no groups are adversely affected by the recommendations? N/A

#### **9.0 Legality**

- 9.1 It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes

#### **10.0 Appendices**

- 10.1 None

## 11.0 Background Papers

Letter to Chief Executive from main Opposition Leader dated 19 July, 2015

Letter to Chief Executive from Councillor Watt dated 3 August, 2015

### author(s)

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Elaine McPherson	Chief Executive	

### Approved by

NAME	DESIGNATION	SIGNATURE
Elaine McPherson	Chief Executive	

