

CLACKMANNANSHIRE COUNCIL

Report to: Clackmannanshire Council

Date of Meeting: 15 December, 2016

Subject: Workforce Committee – Proposed Change in Remit

Report by: Council Leader

1.0 Purpose

1.1 The purpose of this report is to ask Council to change the remit of the Workforce Committee.

2.0 Recommendations

2.1 It is recommended that Council removes from the remit of the Workforce Committee the hearing of appeals by employees below the level of Head of Service.

3.0 Background & Considerations

3.1 The remit of the Council's Workforce Committee as set out in the Scheme of Delegation is to hear *"appeals by our employees and disputes raised by recognised trade unions, in line with Human Resources' policies and procedures."*

3.2 The Administration does not believe it is appropriate that elected members should ordinarily be part of the process of hearing employee appeals as dealing with those is a management function.

3.3 Accordingly, the Administration proposes that the Workforce Committee no longer has a role in employee appeals below the level of Head of Service and that these should instead be heard and decided upon by a chief officer panel of two which must include either the Chief Executive or the Depute Chief Executive, along with appropriate advisers.

3.4 The Workforce Committee would continue to have a role in hearing any appeals by posts at Head of Service level and above given the elected member role in appointing to these positions.

4.0 Sustainability Implications - N/A

5.0 Resource Implications – N/A

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

The Council is effective, efficient and recognised for excellence

8.0 Equalities Impact

8.1 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 Appendix - None

11.0 Background Papers – Scheme of Delegation

Author(s):

NAME	DESIGNATION	
Councillor Robert McGill	Council Leader	Signed: R McGill