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**Report to Clackmannanshire Council**

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**Date of Meeting: 28<sup>th</sup> September**

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**Subject: Workforce Committee – Proposed Change in Remit**

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**Report by: Council Leader**

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**1.0 Purpose**

- 1.1. To ask Council to change the remit of the Workforce Committee

**2.0 Recommendations**

- 2.1. Council changes the remit of the Workforce Committee to delegate to it the hearing of appeals by employees below the level of Head of Service.

**3.0 Considerations**

- 3.1. At its meeting of 15<sup>th</sup> December 2016, the Council agreed to remove from the remit of the Workforce Committee, as set out in the Scheme of Delegation, its responsibility for hearing appeals by employees below the level of Head of Service raised in line with Human Resources policies and procedures.
- 3.2. The appeals taken to the Workforce Committee were invariably to do with terminating the employment relationship due to disciplinary or capability issues.
- 3.3. Instead of such decisions being heard by the Workforce Committee, the Council agreed to establish a Chief Officer panel comprising two Chief Officers, one of which must be either the Chief Executive or Depute Chief Executive who would be supported by appropriate advisers.
- 3.4. Heads of Service appeals were retained by the Committee because of the role that elected members play in their appointment.
- 3.5. The administration wishes to reinstate the Workforce Committee because it believes that elected members should ultimately be accountable for terminating the employment relationship.

**4.0 Sustainability Implications**

- 4.1. None

## 5.0 Resource Implications

### 5.1. Financial Details

5.2. The full financial implications of the recommendations are set out in the report. This includes a reference to full life cycle costs where appropriate. Yes

5.3. Finance has been consulted and have agreed the financial implications as set out in the report. Yes

### 5.4. Staffing

## 6.0 Exempt Reports

6.1. Is this report exempt? Yes  (please detail the reasons for exemption below) 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 area has a positive image and attracts people and businesses

Our communities are more cohesive and inclusive

People are better skilled, trained and ready for learning and employment

Our communities are safer

Vulnerable people and families are supported

Substance misuse and its effects are reduced

Health is improving and health inequalities are reducing

The environment is protected and enhanced for all

The Council is effective, efficient and recognised for excellence

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

## 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?  
Yes  No  NA

## 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 Please list any appendices attached to this report. If there are no appendices, please state "none".

## 11.0 Background Papers

11.1 Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered)

Yes  (please list the documents below) No

Council's Scheme of Delegation 2012

Council Paper Workforce Committee Proposed Change in Remit dated 15<sup>th</sup> December 2016

### Author(s)

NAME	DESIGNATION	TEL NO / EXTENSION
Councillor Les Sharp Signed: L Sharp	Council Leader	2286

