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**Report to Emergency Decision Making Forum**

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**Date of Meeting: 27 March 2020**

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**Subject: Re-instating previous employees**

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**Report by: Chris Alliston and Lindsay Thomson**

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**1.0 Issue**

- 1.1. There are currently, and it is likely that there will be in future during the period of the pandemic, staff shortages in areas delivering priority services. Currently our policy position is that we do not re-engage former members of staff who have entered into a settlement agreement and received a payment ending their employment.

**2.0 Options and Impacts**

**2.1. Option 1**

Retain current position

*Impact*

We have consistently advised former members of staff that they will not be re-employed.

We may not be able to deliver key services

**Option 2**

Amend policy position for the period of the pandemic and engage former staff on a temporary basis (provided they have not been employed by us more recently than 4 weeks ago) only in those areas delivering priority services. This re-engagement would be on the basis of business continuity requirements and risk assessment only.

*Impact*

Perceived unfairness to those who have not been re-engaged in the past. Re-engaging staff who have already received a “pay –off”.

No issue in relation to tax or employment legislation (including continuous service regulations – provided more than 4 weeks since employment has elapsed). Opportunity to gain resource and organisational knowledge from

former employees in priority service areas. Employment will be on a temporary basis.

### 3.0 Recommendations

3.1. It is recommended that the EDMF agree option 2.

### 4.0 Resource Implications

#### 4.1. *Financial Details*

4.2. 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 x

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

### 5.0 Exempt Reports

5.1. Is this report exempt? Yes  (please detail the reasons for exemption below) No x

### 6.0 Legality

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

#### Author(s)

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