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ADDITIONAL CIRCULATION



To: Councillor Crockett, Convener; and Councillors Boulton, Cooney, Dickson, Jackie Dunbar, Forsyth, Laing, McCaig, May, Noble, Taylor, Young and Yuill.

Town House,
ABERDEEN, 10 July 2013

URGENT BUSINESS COMMITTEE

The undernoted items are circulated in connection with the meeting of the **URGENT BUSINESS COMMITTEE** to be held here in the Town House on **THURSDAY, 11 JULY 2013 at 2.00pm.**

JANE G. MACEACHRAN
HEAD OF LEGAL AND DEMOCRATIC SERVICES

BUSINESS

GENERAL BUSINESS

- 3a Recruitment and Retention Incentive Payments for Teachers - Appendix 1 (Pages 1 - 4)
- 3b Delegation of Powers to Authorise Officers under the Civic Government (Scotland) Act 1982 - Report by Director of Corporate Governance (Pages 5 - 6)
- 3c Energy Cities Challenge Cup - Report by Director of Education, Culture and Sport (Pages 7 - 14)

Should you require any further information about this agenda, please contact Martyn Orchard 01224 523097 or email morchard@aberdeencity.gov.uk

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ABERDEEN

CITY COUNCIL

Protocol on the use of Recruitment and Retention Incentive Payments for Teachers

Introduction

On occasion, it may prove difficult to recruit the appropriate candidates to teaching posts in a particular sector, subject area or school. In order to ensure that pupils within Aberdeen City Council schools receive the best possible learning experience and that the Council can comply with the class size maxima set out in the SNCT Terms and Conditions of Employment for Teachers, it may be necessary to consider offering an additional incentive payment to attract high quality candidates to hard to fill posts in the City.

General Principles

Recruitment and Retention Incentive Payments should only be offered where one or more of the following criteria are met:

- It has not been possible to recruit to the post(s) through a number of recruitment cycles
- There are no other options open to the Authority in terms of sourcing appropriate candidates
- There is a real risk of schools not being appropriately staffed
- There is a real risk the Authority will be unable to comply with the class size maxima as set out in the SNCT terms and conditions of employment for teachers.
- As the purpose of the scheme is to attract additional teachers to the City, it will not be payable to teachers who are currently under contract within the City. In circumstances in which a teacher already employed within the City moves into a post in another school which has been deemed difficult to fill due to a lack of applicants for a particular establishment, the Director has the discretion to apply the payment, in consultation with HR.

Provisions of the Scheme

- The amount payable under the scheme will be £5,000 in total, paid in two instalments; £3,000 will be paid on commencement of employment with the remaining £2,000 being paid on completion of 3 years' satisfactory service. Satisfactory service means that no competence, conduct or capability issues have been raised formally with the individual. If the individual is at any time during the first 3 years managed under a formal competence, conduct or capability process, the 2nd instalment will not be paid.
- Payment will be by means of an ex gratia payment paid through the Council payroll and will be subject to Tax and National Insurance deductions.
- Teachers leaving the employment of the Council during the first 3 years will be liable to repay an element of the recruitment incentive payment in line with the following schedule:

| | |
|--------------------|------|
| < 6 months service | 100% |
|--------------------|------|

| | |
|----------------------|-----|
| 6-12 months service | 75% |
| 13-24 months service | 50% |
| 25-36 months service | 25% |

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ABERDEEN CITY COUNCIL

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|-----------------|-------------------------------------------------------------------------------------------|
| COMMITTEE | Urgent Business Committee |
| DATE | 11 July 2013 |
| DIRECTOR | Stewart Carruth |
| TITLE OF REPORT | Delegation of powers to authorise officers under the Civic Government (Scotland) Act 1982 |
| REPORT NUMBER: | CG/13/082 |

1. PURPOSE OF REPORT

To delegate powers to the Head of Legal and Democratic Services and the Head of Asset Management and Operations in order to authorise officers under the Civic Government (Scotland) Act 1982.

2. RECOMMENDATION(S)

That the Committee:

- a) Delegates powers to the Head of Legal and Democratic Services and the Head of Asset Management and Operations to authorise officers as required in respect of the rights of entry and inspection contained in Section 5 of Part I of the Civic Government (Scotland) Act 1982 ("the 1982 Act"); and
- b) Delegates powers to the Head of Legal and Democratic Services and the Head of Asset Management and Operations to authorise officers as required in respect of inspection and testing of vehicles as contained in Section 11 of Part I of the 1982 Act.

3. FINANCIAL IMPLICATIONS

The recommendations can be achieved within existing budget, utilising existing resources.

4. OTHER IMPLICATIONS

Approving the report recommendations will support the licensing authority's exercise of its statutory functions in terms of the 1982 Act.

5. BACKGROUND/MAIN ISSUES

Police Scotland has reviewed licensing provision across Scotland and has adopted a similar approach throughout the country. This has

coincided with the retirement of the Taxi Inspector. The Police duties for taxis are now covered by the Police Divisional Co-ordination Unit at Queen Street rather than at the Taxi Inspection Centre.

The legislation provides for enforcement to be carried out by police officers or authorised officers of the licensing authority. It appears that enforcement in practice has been carried out for a number of years on a shared basis between the Taxi Inspector and the staff at Fleet Services.

To avoid any challenge to this in the future it is considered appropriate to grant specific delegated powers to the relevant Heads of Service for the purposes of ensuring that the licensing provisions in Part 1 of the 1982 Act, any related conditions and policies of the licensing authority are complied with and to avoid any evasion thereof.

6. IMPACT

Public - This report may be of interest to members of the public as it supports the good governance of the licensing regime under the 1982 Act, which is of benefit to them.

Equality and Human Rights Impact Assessment (EHRIA) – An EHRIA has not been completed as this report does not impact negatively or disproportionately on the protected characteristics or the Public Sector Equality Duty.

7. MANAGEMENT OF RISK

The report recommendations are required to secure the proper oversight of the licensing regime.

8. BACKGROUND PAPERS

The Civic Government (Scotland) Act 1982

9. REPORT AUTHOR DETAILS

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ABERDEEN CITY COUNCIL

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| COMMITTEE | Urgent Business |
| DATE | 11 July 2013 |
| DIRECTOR | Gayle Gorman |
| TITLE OF REPORT | Energy Cities Challenge Cup |

1. PURPOSE OF REPORT

The purpose of this report is to bring before this Committee an application from Aberdeen Football Club (AFC) towards the costs to deliver an Energy Cities Challenge Cup in the city on the 4th September 2013.

2. RECOMMENDATION(S)

That the committee:

- i) Acknowledge receipt of a request from Aberdeen Football Club to support the delivery of the Aberdeen v Viking FK (Stavanger) match and associated activities which will take place in the city during Offshore Europe 2013.
- ii) To agree that £25,000 of financial assistance should be provided from the Common Good Fund.

3. FINANCIAL IMPLICATIONS

The financial strategy for the Common Good is such that working balances are to be maintained at a level whereby two years' worth of Common Good expenditure could be met if required. Current expenditure levels are £2.85 million, therefore cash balances require to be retained at a minimum level of £5.7 million.

Current predictions are such that by March 2014, surplus funds will be £6.3 million, leaving approximately £600,000 available for one-off items of expenditure such as this. This provides an opportunity for the Common Good Fund to provide the necessary funding.

The total cost of the event is £63,500. AFC is requesting £25,000 from the Council. A breakdown of the event budget and the costs for which Aberdeen Football Club is seeking support is detailed in appendix 1. This report recommends that the committee note the application and exercise reasonable judgment that financial support should be provided from the Common Good Fund.

4. OTHER IMPLICATIONS

Where the provision of grant funding by the Council is in excess of £2,500 it means that there requires greater consideration of the various aspects of the local code of practice for funding external bodies and 'following the public pound'. Specific requirements apply in relation to information provided, financial management history and a funding agreement being in place to recognise the purpose and outcomes of the funding as well as the roles and responsibilities of both the Council and the organisation. This would be put in place by staff in Education, Culture and Sport.

The committee should be aware that the city council is also supporting, in conjunction with the energy industry, the Offshore Energy Festival which will be taking place on the same day as the football match, in a number of venues throughout the city centre.

5. BACKGROUND/MAIN ISSUES

- 5.1 AFC has invited Norwegian Tippeligaen football club Viking FK (Stavanger) to take part in a match at Pittodrie Stadium on Wednesday 4th September 2013 to compete for the Energy Cities Community Cup.

This match takes place during Offshore Europe 2013 and follows on from the previous game, which took place in Stavanger during Offshore Europe 2012. This event will continue to develop the relationship between the two cities.

The main aim of this event as detailed by AFC is to:

- Establish and grow relationships with other football clubs with like minded aims and values as AFC with a view to sharing knowledge and best practice, particularly in areas of community engagement through football and youth development.
- Offer the opportunity for citizens of Aberdeen to experience, at no cost, professional football in a live sporting arena.
- Engage with the local community
- Promote the advancement of public participation in sport in Aberdeen City through the promotion of participation in football and other sporting activities and acting as advisors in relation to the development of football and other sporting activities
- Promote the advancement of health benefits of physical activity and provision of assistance in relation to sports – related and healthy lifestyles matters
- Promote the advancement of community development by encouraging participation in football clubs and other sports clubs, literacy, numeracy, employment skills, life skills. Social inclusion, and social activities to all sections of the community

- Promote equality and diversity by encouraging participation and integration into a range of inclusive and accessible programmes which strive to bring together all sections of the community, regardless of race, religion, creed, age, gender, sexuality or physical activity
 - Promote the advancement of education by the promotion of programmes and activities which have an education value
- 5.2 AFC has already advertised that this match will be free for all and in addition they plan to deliver a programme of community activity from the 25th August until the match day on the 4th September 2013.
- 5.3 The financial assistance request to the City Council is to provide £25,000 to assist in the delivery of on and off pitch event activities planned and identified in Appendix 1. The event programme is all inclusive and assists the city council in maintaining and developing the city's continued civic pride and showcase Aberdeen's ability to host major sporting events. Aberdeen Football Club expects around 7,000 spectators to attend the match event with the free tickets being controlled via the use of a voucher system and distributed to schools and local communities throughout the city.
- 5.4 In the longer term the football club has an aspiration to invite teams from other oil and gas cities to broaden this exchange of cultural awareness and operational behaviours, whilst continuing to make the event accessible for all members of the local community. This would also offer further opportunities for collaborating with other football clubs demonstrating examples of best practice in their community and youth initiatives.

An outline of the event costs is detailed in Appendix 1.

5.5 Criteria for Common Good Support

In considering the request for funding the purposes to which the funds held in the Common Good can be applied have to be taken into consideration.

At its meeting of 6 December 2012 the Finance and Resources Committee considered an updated financial strategy for the Common Good and agreed that the purpose and nature of Common Good expenditure would be as follows:

Purpose – is to ensure that is it prudently conserved for future generations.

Nature of Expenditure – the items of expenditure which can be met from the Common Good are as follow:

- Upholding the dignity of the City;

- The prudent management, upkeep and improvement of those items of Council Property which form part of the Common Good;
- Safeguarding the corporate rights of the community and defending its interests;
- Granting donations to public institutions or charities – this must be exercised in the interests of the general public of the City;
- Any other purpose, which in a reasonable judgement of the Council is for the good of the community as a whole or in which the inhabitants may share; as distinct from the interest or benefit of any particular individual or group.

Overall, the purposes for which Common Good funds may be utilised are limited to the City and its interests.

In addition, recent practice has excluded any activity from receiving assistance from the Common Good for which Aberdeen City Council or other public body has a statutory duty to support.

It has been assessed in consultation with officers within Legal and Democratic Services, that this application may meet the criteria to be eligible for assistance from the Common Good but it is for members to exercise reasonable judgement and decide if this event is for the good of the community as a whole or one in which the inhabitants may share.

6. IMPACT

The management of the Common Good contributes towards the most efficient and effective use of the Council's funds.

It is essential that the Common Good is managed in such a way that it continues to be able to support the wide range of ventures it presently does.

This report relates to 'Aberdeen – the Smarter City':

- We will promote and improve opportunities for physical activity and sport to enable Aberdeen's citizens to lead more active, healthier lives.

The report relates to the Arts, Heritage and Sport strand of the Community Plan, specifically in relation to the Sports, Leisure and Recreation vision of developing Aberdeen as an "Active City".

The report relates closely to the objectives of "Fit for the Future, the sport and physical activity strategy for Aberdeen City (2009-2015)". These objectives are:

- Promote and increase opportunities for participation in sport and physical activity for everyone in Aberdeen.
- Provide a comprehensive and high quality range of sports facilities in Aberdeen.

- Maximise social, educational, health and economic benefits of sport and physical activity in Aberdeen.
- Develop and sustain pathways which nurture local, regional and national sporting people to reach their potential.
- Raise the profile of sport in Aberdeen.

7. BACKGROUND PAPERS

There are no background papers to this report

8. REPORT AUTHOR DETAILS

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APPENDIX 1 - EVENT ACTIVITIES AND ACHIEVEMENT OF EVENT OBJECTIVES

The activities surrounding the event have been designed for the good of the community as a whole, to be as accessible to local residents, and to be as inclusive as possible. The events involved while incurring a significant cost to AFC to undertake, will not incur any subscription or entrance fee for attendees.

| ACTIVITY | DATE / TIME | DELIVERED BY | VENUE | RELATIVE OBJECTIVE(S) | AFC INVESTMENT | FUNDING REQUESTED |
|---------------------------------------------------|-----------------------------------------------------------|--------------------------------------------------|-----------|-----------------------|----------------|-------------------|
| Community activities working group | Summer 2013 | ACC / AFC / Stavanger | Pittodrie | A | £1,450 | £250 |
| Energy Cities 4v4 Festival (2005-2007 age groups) | Sunday 25 th August | SFA / AFC | TBC | D, E, F & H | £250 | £250 |
| Primary Schools Trophy Tour | Monday 26 th to Friday 30 th August | AFC / Stavanger / Offshore Europe representative | Various | D, E, F & G | £500 | £500 |
| Coaches In-Service & PCS Workshop | Sunday 1 st September 10am to 3pm | AFC / Stavanger / SFA Coaches | ASV | D, E, F & H | £1,600 | £1,300 |
| Multi-Cultural Football Festival | Sunday 1 st September 3pm to 6pm | AFC | ASV | D, E, F & G | £800 | £800 |
| Walking Football Festival | Sunday 1 st | | | | | |

| | | | | | | |
|--------------------------------|------------------------------------------------------------------|-----|---------------------------|-------------|---------|---------|
| | September 6pm to 8pm | AFC | ASV | D, E, F & G | £650 | £650 |
| 'Travel in Style' Workshops | Monday 2 nd & Tuesday 3 rd September | AFC | Pittodrie | D, E, F & G | £1700 | £1700 |
| Family Fan Park | Wednesday 4 th September 17.00 – 19.45 | AFC | RDS Concourse (outdoor) | D, E, F & G | £1,000 | £750 |
| Junior Match-day Club | Wednesday 4 th September 18.00 – 19.00 | AFC | ASV | D, E, F & G | £350 | £250 |
| Rock RDS | Wednesday 4 th September 18.45 – 19.30 | AFC | RDS Concourse (indoor) | D, E, F & G | £500 | £100 |
| Pipe Band Stadium March | Wednesday 4 th September 19.00 – 19.45 | TBC | Stadium / pitch perimeter | D, E, F & G | £600 | £350 |
| MATCH: Aberdeen FC v Viking FK | Wednesday 4 th September 19.45 KO | AFC | Pittodrie Stadium | B, C | £44,000 | £18,000 |

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|----------------------------------------------------------------------------------|---------------------------------------------------------|-----|-------------------|---------------------------|----------------|----------------|
| Half-time Match Activities – AFC Girls playing small sided games on the pitch | Wednesday 4 th September 20.30 – 20.45 | AFC | Pittodrie Stadium | B | £100 | £100 |
| Delivery of Energy Cities Community Cup Marketing Plan | Various (see Appendix A) | AFC | Pittodrie Stadium | A, B, C, D, E, F, G, H | £10,000 | £ - |
| TOTALS | | | | | £63,500 | £25,000 |