



To: Councillor Allan, Convener; Councillor Houghton, Vice Convener; and Councillors Allard, Cameron, Copland, Delaney, Graham, Macdonald and Reynolds.

Trade Union Advisers: Carole Thorpe and Ron Constable (EIS); Mike Middleton and Brenda Murdoch (GMB); Sid Sandison and Thomas Whyte (SSTA); Kenny Luke and Alison Robertson (UNISON); Joe Craig and Mishelle Gray (UNITE); and Rob Stephen and 1 vacancy (VOICE).

Town House,  
ABERDEEN, 26 April 2018

## **STAFF GOVERNANCE COMMITTEE**

The Members of the **STAFF GOVERNANCE COMMITTEE** are requested to meet in **Committee Room 2 - Town House** on **FRIDAY, 4 MAY 2018 at 2.00 pm.**

FRASER BELL  
CHIEF OFFICER - GOVERNANCE

### **B U S I N E S S**

#### **DETERMINATION OF URGENT BUSINESS**

1.1 There are no items at this time

#### **DETERMINATION OF EXEMPT BUSINESS**

2.1 Members are requested to determine that any exempt business be considered with the press and public excluded

#### **DECLARATIONS OF INTEREST**

3.1 Members are requested to declare any interests (Pages 5 - 6)

## **REQUESTS FOR DEPUTATION**

4.1 None at this time

## **MINUTE OF PREVIOUS MEETING**

5.1 Minute of Previous Meeting - None

## **COMMITTEE PLANNER**

6.1 Committee Business Planner (Pages 7 - 10)

## **NOTICES OF MOTION**

7.1 There are no items under this heading

## **REFERRALS FROM COUNCIL, COMMITTEES AND SUB COMMITTEES**

8.1 There are no items under this heading

## **PARTNERSHIP APPROACH ARRANGEMENTS**

9.1 Trade Union Consultation Protocol - RES/18/009 (Pages 11 - 24)

## **STAFF GOVERNANCE STANDARDS**

10.1 There are no items under this heading

## **WORKFORCE STRATEGY**

11.1 There are no items under this heading

## **COUNCIL POLICIES AFFECTING STAFF**

12.1 Revised Equal Pay Policy - RES/18/013 (Pages 25 - 38)

12.2 Review of the Managing Substance Misuse Policy - RES/18/012 (Pages 39 - 58)

## **HEALTH, SAFETY & WELLBEING OF STAFF**

- 13.1 Sickness Absence Update - RES/18/014 (Pages 59 - 64)
- 13.2 Employee Assistance Scheme Quarterly Report - GOV/18/013 (Pages 65 - 74)
- 13.3 Employee Assistance Scheme Annual Report - GOV/18/008 (Pages 75 - 84)

## **ESTABLISHING AND PROMOTING VALUES FOR THE ORGANISATION**

- 14.1 There are no items under this heading

## **EMPLOYEE APPEALS AND DISPUTES**

- 15.1 Appeals Sub Committee Procedure - GOV/18/006 (Pages 85 - 96)

## **EXEMPT / CONFIDENTIAL BUSINESS**

- 16.1 There are no items under this heading

EHRIsAs related to reports on this agenda can be viewed at  
[Equality and Human Rights Impact Assessments](#)

Website Address: [www.aberdeencity.gov.uk](http://www.aberdeencity.gov.uk)

Should you require any further information about this agenda, please contact Stephanie Dunsmuir, tel 01224 522503 or email [sdunsmuir@aberdeencity.gov.uk](mailto:sdunsmuir@aberdeencity.gov.uk)