

**GOVERNANCE  
COMMITTEE DECISION SHEET**

**STAFF GOVERNANCE COMMITTEE - MONDAY, 12 APRIL 2021**

	Item Title	Committee Decision	Cluster Required to take action	Officer to Action
3.1	<b><u>Declarations of Interest</u></b>	There were no declarations of interest.	N/A	N/A
5.1	<b><u>Minute of Previous Meeting of 1 February 2021</u></b>	<b><u>The Committee resolved:-</u></b> to approve the minute as a correct record.	Governance	S Dunsmuir
6.1	<b><u>Committee Business Planner</u></b>	<b><u>The Committee resolved:-</u></b> to note the business planner.	Governance	S Dunsmuir
8.1	<b><u>Referral from City Growth and Resources Committee of 3 February 2021 - £500 Bonus Payment to Health &amp; Social Care Staff</u></b>	<b><u>The Committee resolved:-</u></b> (i) to note the letter to the Minister for Local Government and Housing and the subsequent reply from the Cabinet Secretary for Finance; (ii) to regret that the Cabinet Secretary for Finance fails to address the Council's request to fully fund a one-off £500 payment to all local government workers and call on the Scottish Government to reconsider this request; (iii) to agree that the Scottish Government's continued underfunding of local government and inclusion of a Council Tax freeze for the year 2021-22, directly impacts on local government workers by constraining the ability of councils to fund additional payments to staff; (iv) to agree the position adopted by Unison Scotland, GMB Scotland, EIS and Unite the	Governance / Chief Executive	S Dunsmuir / G Halfyard

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		<p>Union Scotland who have all demanded that the £500 payment for NHS workers be extended to all workers in NHS, local authorities, and social care settings;</p> <p>(v) to note the Scottish Joint Council Trade Unions representing local government workers in Scotland have rejected the pay offer from COSLA and are consulting their members on the way forward; and</p> <p>(vi) to instruct the Chief Executive, following consultation with the Convener of City Growth and Resources Committee, to write a joint letter to the Cabinet Secretary for Finance and the Minister for Local Government &amp; Housing demanding a fair and just settlement for local government including for councils to provide the one-off £500 payment to reward the heroic efforts of all local government workers across Scotland showing that they are as equally valued as NHS and social care staff, and to fully fund local authorities to pay local government workers the pay rise they deserve.</p>		
9.1	<p><b><u>Increase the Distribution of Naloxone – Test of Change - RES/21/094</u></b></p>	<p><b><u>The Committee resolved:-</u></b></p> <p>(i) to note that the Chief Officer – People and Organisational Development would take on board the comments around communication to staff, including making it clear that the training could be undertaken without any commitment to participating in the scheme, as well as the suggestion of a Q&amp;A being prepared for staff who might be interested in volunteering;</p> <p>(ii) to note that consideration would be given during the test of change to the points raised</p>	People and Organisation	I Newcombe / K Foley

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		<p>around the inclusion of first aid training and any potential future allowance for those participating;</p> <p>(iii) to request that the Chief Officer – People and Organisational Development provide information in the report back to Committee on the number of occasions where Naloxone had been administered;</p> <p>(iv) to note that the Chief Officer – People and Organisational Development would discuss the involvement of Trade Unions in the ongoing work of the project, including whether a separate meeting could be set up on a monthly basis with Trade Unions to discuss the test of change;</p> <p>(v) to note the Improvement Project Charter attached at Appendix A of the report; and</p> <p>(vi) to instruct the Chief Officer, People and Organisational Development, to report back to Staff Governance Committee, following the test of change, to indicate the lessons learned and any plans for further work and/or roll out.</p>		
10.1	<b><u>Recruitment Update - RES/21/076</u></b>	<p><b><u>The Committee resolved:-</u></b></p> <p>(i) to note that the Chief Officer – People and Organisational Development would endeavour to provide further detail outwith the meeting on the reduction in FTE posts and the type of posts which may have been reduced, while noting this may not be possible due to the fluctuation in the number of posts as a result of, for example, service redesign; and to request that the above information also include figures in respect of the VSER figures for this year;</p> <p>(iii) to request that the Chief Officer – People and</p>	People and Organisation	I Newcombe / L Strachan

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		<p>Organisational Development circulate the Equality and Human Rights Impact Assessment which had been undertaken before the re.cr.uit scheme was introduced, as well as information on the number of employees who might be unable to access the scheme online and a breakdown where possible of whether these members of staff were in a particular service or age group, noting that the People and Organisation team were also supporting these members of staff to access the system; and</p> <p>(iii) to note the progress made on each of the three areas covered within the report.</p>		
11.1	<b><u>Corporate Health &amp; Safety Policy - COM/21/079</u></b>	<p><b><u>The Committee resolved:-</u></b></p> <p>(i) to approve the Corporate Health and Safety Policy as attached at Appendix A which from 1st May 2021 will replace the previous policy; and</p> <p>(ii) to note that the policy will be used as a training and development tool during the remainder of 2021.</p>	Governance	C Leaver  R McKean (for information)
12.1	<b><u>Corporate Health and Safety Update - October-December 2020 - COM/21/060</u></b>	<p><b><u>The Committee resolved:-</u></b> to note the report.</p>	Governance	C Leaver
12.2	<b><u>EAS Update April-December 2020, Occupational Health and Absence Update July-December 2020 - RES/21/062</u></b>	<p><b><u>The Committee resolved:-</u></b> to note the report.</p>	People and Organisation	K Foley
13.1	<b><u>Equally Safe at Work Employer Accreditation Programme - RES/21/092</u></b>	<p><b><u>The Committee resolved:-</u></b> to note the report.</p>	People and Organisation	K Tennant

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13.2	<b><u>Equality, Diversity and Inclusion Action Plan - RES/21/077</u></b>	<b><u>The Committee resolved:-</u></b> to agree the approach to and implementation of the proposed equality, diversity and inclusion action plan for the Council as an employer.	People and Organisation	L Strachan / D Buck

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