

**GOVERNANCE
COMMITTEE DECISION SHEET**

STAFF GOVERNANCE COMMITTEE - MONDAY, 3 OCTOBER 2022

Please let the Committee Officer know as soon as possible if you do not agree with any action proposed in this decision sheet. These are decisions of the Committee and there is an expectation that action will be taken. If for any reason it is apparent that you will not be able to act on these instructions in full or in part or that there will be a delay, please let the Committee Officer know as it may be necessary to advise the Committee or seek further instructions from the Committee.

	Item Title	Committee Decision	Cluster Required to take action	Officer to Action
3.1	<u>Declarations of Interest and Transparency Statements</u>	The Committee resolved: Councillor McRae advised, for reasons of transparency, that he was a member of UNITE, but did not feel that this was an interest which required to be declared, nor which would prevent him from participating in the meeting.	Governance	S Dunsmuir
5.1	<u>Minute of Previous Meeting of 27 June 2022</u>	<u>The Committee resolved:</u> to approve the minute as a correct record.	Governance	S Dunsmuir
6.1	<u>Committee Business Planner</u>	<u>The Committee resolved:</u> (i) to note the reasons outlined in the planner for the delay to the Workforce Strategy report and that this would now be reported to Committee in November; (ii) to note that the Chief Officer – People and Organisational Development had advised that the content of the business planner would be reviewed to ensure that it was in line with the Target Operating Model 1.2, the	Governance	S Dunsmuir for planner

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		<p>Workforce Strategy, any forthcoming legislation, and the Partnership statement;</p> <p>(iii) to note that a report would be brought to the next meeting in relation to support for both pregnancy loss and the menopause; and</p> <p>(iv) to otherwise note the planner.</p>	People and Organisational Development	<p>I Newcombe</p> <p>S Dunsmuir for planner</p>
9.1	<u>Leadership and Management Development - CUS/22/223</u>	<p><u>The Committee resolved:</u></p> <p>(i) to note the refreshed approach to Leadership and Management development and the upcoming delivery timeline;</p> <p>(ii) to agree that a coaching approach to managing and leading should act as a core foundation within all the management development programmes; and</p> <p>(iii) to instruct officers to report back on progress with the scheme in a year's time.</p>	People and Organisational Development	<p>S Scott</p> <p>S Scott</p> <p>S Dunsmuir for planner</p>
10.1	<u>Employer Pension Discretions Policy – Local Government Pension Scheme - CUS/22/158</u>	<p><u>The Committee resolved:</u></p> <p>(i) to approve the Council's revised Employer Pension Discretions policy as attached at Appendix A, which details the Council's declared policy on the specified pension discretions in respect of the Local Government Pension Scheme;</p> <p>(ii) to note the delegation of decisions in respect of application of certain of the specified discretions in Appendix A, to</p>	People and Organisational Development	K Foley

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		<p>the appropriate Chief Officer, in consultation with the Chief Officer People and Organisational Development and the Chief Officer Finance, where it is indicated that individual cases will be considered on their merits or where a decision is required (unless the authoriser is specified); and</p> <p>(iii) to note the delegation of decisions in respect of application of other non-specified discretions to the Chief Executive or nominated deputy on a case-by-case basis.</p>		
10.2	<u>Corporate Health & Safety Policy - COM/22/214</u>	<p>The Committee resolved:</p> <p>(i) to approve the Corporate Health and Safety Policy as attached at Appendix A which from 4th October 2022 will replace the previous policy.</p>	Governance	C Leaver
11.1	<u>Corporate Health & Safety Quarterly Update - April-June 2022 - COM/22/213</u>	<p>The Committee resolved:</p> <p>(i) to note that officers would review the format of the report appendix with colleagues in Data and Insights to assist with clarity; and</p> <p>(ii) to otherwise note the report.</p>	Governance	C Leaver
11.2	<u>Employee Assistance Scheme / Occupational Health / Sickness Absence Six Monthly Report - CUS/22/217</u>	<p>The Committee resolved:</p> <p>(i) in relation to the data on page 119 of the report around the usage of the Employee Assistance Service, to note that officers would clarify the percentage split between male, female and non-binary staff in the Council workforce and circulate this information to Members outwith the</p>	People and Organisational Development	K Foley

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		meeting; (ii) to note the ongoing support including the proposal to introduce reasonable adjustment passports; and (iii) to otherwise note the report.		

If you require any further information about this decision sheet, please contact Steph Dunsmuir, email sdunsmuir@aberdeencity.gov.uk