

STAFF GOVERNANCE COMMITTEE

ABERDEEN, 21 November 2022. Minute of Meeting of the STAFF GOVERNANCE COMMITTEE. Present:- Councillor Copland, Convener; Councillor Al-Samarai, Vice-Convener; Councillor David Cameron, the Lord Provost; Councillor Steve Delaney, the Depute Provost; and Councillors Blake (as substitute for Councillor Macdonald), Boulton, Davidson, Fairfull (from article 5), Graham, Henrickson (as substitute for Councillor Fairfull for articles 1 to 4), MacGregor, MacKenzie, McLeod and Thomson.

Trade Union Advisers:- Carole Thorpe and Ron Constable (EIS); Kevin Masson and David Willis (GMB); Mark Musk and Brenda Massie (UNISON); Joe Craig (UNITE) and Fiona Sales (UCATT).

The agenda and reports associated with this minute can be viewed [here](#).

Please note that if any changes are made to this minute at the point of approval, these will be outlined in the subsequent minute and this document will not be retrospectively altered.

DECLARATIONS OF INTEREST AND TRANSPARENCY STATEMENTS

1. There were no declarations of interest nor transparency statements made.

MINUTE OF PREVIOUS MEETING OF 3 OCTOBER 2022

2. The Committee had before it the minute of its previous meeting of 3 October 2022 for approval.

The Committee resolved:-

to approve the minute as a correct record.

COMMITTEE BUSINESS PLANNER

3. The Committee had before it the planner of committee business as prepared by the Interim Chief Officer – Governance.

The Committee resolved:-

- (i) to note that item 5 (Workforce Strategy) would now be presented to the January meeting of the Committee; and
- (ii) to otherwise note the planner.

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DEVELOPING THE YOUNG WORKFORCE AND EMPLOYABILITY PROGRAMMES UPDATE - CUS/22/236

4. The Committee had before it a report by the Director of Customer which provided an update on progress and activity currently being undertaken within People and Organisational Development in relation to the Developing the Young Workforce commitments and Employability Programmes to support people, and in particular, young people in Aberdeen's communities, into employment as a means of supporting and developing the Council's workforce for the future and responding to recruitment challenges.

The report recommended:-

that the Committee –

- (a) note the continuing progress made on the developing the young workforce and employability programmes and the assurance provided within the report, that this work supported the Council's specific recruitment challenges in some areas and/or job roles; and
- (b) note the arrangement of a recognition ceremony for all Kickstart Interns who successfully completed their internship with Aberdeen City Council as detailed in the report, to acknowledge the success of the Kickstart Scheme.

The Committee resolved:-

- (i) to note that officers would clarify the number of young people who had participated in the Kickstart Scheme and were still employed by the Council, and circulate this information to Members outwith the meeting;
- (ii) to thank staff for the work that had gone into the programmes and the report; and
- (iii) to approve the recommendations.

CORPORATE HEALTH & SAFETY QUARTERLY UPDATE - JULY TO SEPTEMBER 2022 - COM/22/262

5. The Committee had before it a report by the Director of Commissioning which presented statistical health and safety performance information for the three month reporting period July to September 2022 to provide Members with the opportunity to monitor compliance with health and safety legislation.

Members asked a number of questions in relation to the report, including the statistics around incidents of unacceptable behaviour.

The report recommended:-

that the Committee note the report and provide comment on the health, safety policy, performance, trends, and improvements.

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The Committee resolved:-

to note the report.

MENOPAUSE AWARENESS AND SUPPORT - CUS/22/263

6. The Committee had before it a report by the Director of Customer which provided an update on support currently available for employees around menopause; highlighted legislation changes in this area that could mean changes to policy, guidance and practice; and sought approval from Committee to sign up to a pledge which would support this area of work.

The report recommended:-

that the Committee –

- (a) agree that the Convener and Vice Convener of Staff Governance Committee sign the Menopause Workplace Pledge run by Wellbeing of Women;
- (b) note the current and future planned work by People and Organisational Development on menopause support; and
- (c) instruct the Chief Officer - People and Organisational Development to report back to Committee following the accreditation on the Pledge if any further work was required to ensure the Council was meeting the best practice required including any new policies or updates to policies.

The Committee resolved:-

- (i) to approve the recommendations; and
- (ii) to agree that the Group Leaders also be invited to co-sign the Pledge.

PREGNANCY LOSS SUPPORT - CUS/22/264

7. The Committee had before it a report by the Director of Customer which provided an update on work currently being undertaken for employees around pregnancy loss and sought approval from Committee to sign up to a pledge which would support this area of work.

The report recommended:-

that the Committee –

- (a) agree that the Convener and Vice Convener of Staff Governance Committee sign the Pregnancy Loss Pledge run by the Miscarriage Association;
- (b) note the current and future planned work by People and Organisational Development on pregnancy loss; and
- (c) instruct the Chief Officer - People and Organisational Development to report back to Committee following the accreditation on this Pledge if any further work was required to ensure the Council was meeting the best practice required including any new policies or updates to policies.

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The Committee resolved:-

- (i) to note that officers welcomed the feedback from Members in relation to (a) noting that the Pledge did not make reference to those who may have had an abortion; and (b) did not include detail of the differing legal requirements in respect of stillbirths and miscarriages, and that officers would seek to incorporate this feedback in the support provided by the Council;
- (ii) to approve the recommendations; and
- (iii) to agree that the Group Leaders also be invited to co-sign the Pledge.

- **COUNCILLOR NEIL COPLAND, Convener**