



To: Councillor Copland, Convener; Councillor Al-Samarai, Vice-Convener; Councillor David Cameron, the Lord Provost; Councillor Steve Delaney, the Depute Provost; and Councillors Boulton, Clark, Macdonald, McLeod and Thomson.

Trade Union Advisers: Zemeta Chefeke and Carole Thorpe (EIS); Kevin Masson and David Willis (GMB); Jason Currie and 1 vacancy (SSTA); Mark Musk and Alison Robertson (UNISON); Joe Craig and Mishelle Gray (UNITE); Fiona Sales (UCATT) and Rob Stephen and 1 vacancy (VOICE).

Town House,
ABERDEEN, 12 April 2024

STAFF GOVERNANCE COMMITTEE

The Members of the **STAFF GOVERNANCE COMMITTEE** are requested to meet in **Committee Room 2 - Town House on MONDAY, 22 APRIL 2024 at 10.00am**. This is a hybrid meeting and Members may also attend remotely.

The meeting will be webcast and a live stream can be viewed on the Council's website. <https://aberdeen.public-i.tv/core/portal/home>

JENNI LAWSON
CHIEF OFFICER – GOVERNANCE

B U S I N E S S

NOTIFICATION 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 AND TRANSPARENCY STATEMENTS

3.1. Members are requested to declare any interests

DEPUTATIONS

4.1. None at this time

MINUTE OF PREVIOUS MEETING

5.1. Minute of Previous Meeting of 22 January 2024 - for approval (Pages 5 - 8)

COMMITTEE PLANNER

6.1. Committee Business Planner (Pages 9 - 12)

NOTICES OF MOTION

7.1. None at this time

REFERRALS FROM COUNCIL, COMMITTEES AND SUB COMMITTEES

8.1. None at this time

WORKFORCE STRATEGIES

9.1. Workforce Deep Dive – Approach to Workforce Capacity and Hard to Fill Roles - CORS/24/107 (Pages 13 - 44)

COUNCIL POLICIES AFFECTING STAFF

10.1. Equality, Diversity and Inclusion Policy - CORS/24/102 (Pages 45 - 76)

HEALTH, SAFETY & WELLBEING OF STAFF

11.1. Zero Tolerance Update and Action Plan - CORS/24/111 (Pages 77 - 92)

11.2. EAS Annual Progress Update Occupational Health and Absence Annual Update January 2023 –December 2023 - CORS/24/114 (Pages 93 - 118)

11.3. Corporate Health and Safety – October– December 2023 - CORS/24/110 (Pages 119 - 140)

Integrated Impact Assessments related to reports on this agenda can be viewed [here](#)

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Website Address: aberdeencity.gov.uk

Should you require any further information about this agenda, please contact Stephanie Dunsmuir, email sdunsmuir@aberdeencity.gov.uk