



To: All Members of the Council

Town House,  
ABERDEEN, 10 February 2025

## **RECONVENED COUNCIL**

The Members of the **COUNCIL** are requested to meet in Council Chamber - Town House on **MONDAY, 17 FEBRUARY 2025 at 10.30am**. This is a hybrid meeting therefore Members may also attend remotely.

**\*\*\*\* Please note this agenda has been produced for the purposes of the website and webcast. If Members and officers could refer to the original agenda for the meeting of 5 February for any annotations made and associated page numbers, that would be appreciated \*\*\*\***

ALAN THOMSON  
INTERIM CHIEF OFFICER - GOVERNANCE

### **BUSINESS**

#### **GENERAL BUSINESS**

- 9.3 Governance Review of Trusts - 2024 Update - CORS/24/350 (Pages 3 - 34)
- 9.4 Council Annual Effectiveness Report - CORS/24/349 (Pages 35 - 56)
- 9.5 February 2025 RAAC Update - F&C/25/030 (Pages 57 - 76)
- 9.6 Accounts Commission Findings - s102 Report Council Tax Refunds - A Significant Fraud - CORS/25/031 (Pages 77 - 108)
- 9.7 Treasury Management Policy - CORS/25/013 (Pages 109 - 134)

## **NOTICES OF MOTION**

### 10.1 Notice of Motion by Councillor Ali

“Treating citizens fairly at work is important for the wellbeing of Aberdeen as a community. Aberdeen City Council relies on our own staff to deliver vital services to the public, and our ability to serve the public fundamentally relies on valuing our own staff.

The Scottish Government’s policy of "Fair Work First" highlights many important principles, and states that "Fire and re-hire" tactics do not align with the principles and expected practice of Fair Work.

This approach is taken forward by the UK government's Employment Rights Bill which proposes 28 new individual employment rights, and includes proposals to severely restrict the "Fire and re-hire" of staff by employers.

We support the approach by the UK and Scottish governments and, we believe "Fire and re-hire" is a detriment to staff, and agree that officers must not use "Fire and re-hire" with our own staff. We note that the Council approved in its 2024/25 General Fund budget savings of up to £5m per annum from organisational redesign, and these savings should not be from "Fire and re-hire". To reassess the delivery of previously approved budget savings in future years, this should be referred to the 2025/26 budget meeting on 5 March 2025.”

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

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