

The Council had before it a notice of motion by Councillor Ali in the following terms:-

“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 "FairWork 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.”

Councillor Ali moved, seconded by Councillor Tissera:-

That the Council approve the notice of motion.

Councillor Allard moved as an amendment, seconded by Councillor Greig:-

That the Council -

- (1) note that Organisational Design savings options were agreed by Council in March 2024 and that the Partnership, Labour, and Conservative proposed budgets all included this option;
- (2) note that dismissal and re-engagement otherwise known as fire and rehire should only be considered as a last resort, in line with statutory guidance; and
- (3) note the Partnership’s current commitment to ‘no compulsory redundancies’.

On a division, there voted:-

For the motion (14) - Councillors Ali, Blake, Bonsell, Crockett, Graham, Grant, Lawrence, Macdonald, Malik, Nicoll, Mrs Stewart, Thomson, Tissera and Watson.

For the amendment (22) - Lord Provost; Depute Provost; and Councillors Al-Samarai, Allard, Alphonse, Bouse, Hazel Cameron, Clark, Cooke, Copland, Cormie, Davidson, Fairfull, Greig, Henrickson, Hutchison, MacGregor, McLellan, Mennie, Radley, van Sweeden and Yuill.

Declined to vote (4) - Councillors Boulton, Cross, Kuszniir and McLeod.

Absent from the division (1) - Councillor Brooks.

The Council resolved:-
to adopt the amendment.