

# SENIOR OFFICER AND APPOINTMENTS STAFFING SUB-COMMITTEE

Wednesday, 13 October 2021

Present: Councillor J Williamson (Chair)  
Councillors L Rennie P Cleary  
P Gilchrist S Hayes

## 1 WELCOME AND INTRODUCTION

The Chair welcomed everyone to the meeting and those watching the webcast.

## 2 APOLOGIES

No apologies were received.

## 3 MEMBER'S CODE OF CONDUCT - DECLARATIONS OF INTEREST

Members of the Sub Committee were asked to declare any disclosable pecuniary and non-pecuniary interests, in connection with any item on the agenda and state the nature of the interest. No such declarations were made.

## 4 PUBLIC AND MEMBER QUESTIONS

The Chair reported that no questions from either members of the public or Members had been submitted nor were there any statements or petitions to receive.

## 5 APPRENTICESHIP LEVY AND STRATEGY

The Assistant Director of Human Resources and Organisational Development, introduced the report to the committee.

On a motion moved by Councillor Jannette Williamson, seconded by Councillor Lesley Rennie it was –

**Resolved: That,**

- 1) the report and the work undertaken to date and the ongoing plan to gain best value from the apprentice levy to support the people strategy and council plans be noted;**

- 2) the Council's Apprentice Strategy and supporting action plan be approved.

## 6 EMPLOYMENT APPEALS

The Assistant Director of Human Resources and Organisational Development, introduced the report to the committee.

On a motion moved by Councillor Jannette Williamson, seconded by Councillor Pat Cleary it was –

**Resolved (3:2): That,**

- 1) the request from UNISON to amend the procedure for concerning an employee's exercise of appeal against dismissal, attached as Appendix 1 to the report, be noted;
- 2) the Assistant Director of Human Resources and Organisational Development be requested to undertake further work on an amended disciplinary, capability and related procedure in relation to procedures for appeals against dismissal and bring back a further report to this Sub-Committee.

## 7 ABSENCE MANAGEMENT

The Assistant Director of Human Resources and Organisational Development, introduced the report to the committee.

On a motion moved by Councillor Jannette Williamson, seconded by Councillor Steve Hayes it was –

**Resolved: That, the current position in relation to employee absence within the Council and the work being undertaken to address this be noted**