

FROM COMMUNITY LEARNING – 25 JANUARY 2000

CO62/00 REDUNDANCY/EARLY RETIREMENT

The Committee considered a report which set out the background in respect of an application for redundancy from an employee who previously worked at the Box Office prior to its closure.

RESOLVED -

1. That the awarding of redundancy, linked to early retirement, for the employee in relation to her former employment in the Box Office be supported.
2. That the attention of the Personnel Committee be drawn to the need to have clarity of advice and information in cases involving redundancy, ill health retirement and redeployment.

FROM PERSONNEL – 4 JANUARY 2000

P25/00 RESOURCES DIRECTORATE RESTRUCTURING

Further to the meeting of the Policy and Resources Committee held on 10 November 1999 (Minute 77/00 refers), the Committee considered proposals for the restructuring of the Resources Directorate. It was noted that in order to support the new political management proposals and the changes to senior management structures, functions within the Corporate Administration Division were to be transferred away from that Division.

RESOLVED –

1. That the changes to the structures in relation to the Corporate Administration Division be approved, subject to formal consultation with the Trades Unions.
2. That the work of the Human Resources Project Team be considered further, and recommendations on its future role be made to the next meeting of the Personnel Committee.
3. That the Policy and Resources Committee be recommended to designate the Head of Regulatory Services as the Proper Officer for Registration matters, once the transfer of responsibilities has been agreed and implemented, and that the Registrar General be informed accordingly.

P28/00 POLICE CHECKS

The Committee considered a report which proposed the introduction of charges for undertaking Police Checks. At the meeting of the Policy and Resources Committee on 19 October 1999 (Minute

PR63/00 refers), a sum of £1000 was set to be raised from Police Checks in the year 2000/1.

RESOLVED –

1. That a charge of £20 be levied for each check processed for profit making organisations.
2. That the Head of Human Resources be directed to commence consultations with appropriate directorates on the proposal to extend a £10 charge to non profit making organisations and childminders/foster carers who charge for their services/receive payments.
3. That a report on the outcome of the consultation be submitted to a future meeting of this Committee.

P29/00

POLICY FOR DEALING WITH MATTERS OF DISCIPLINE AND CAPABILITY

Further to the meeting of the Committee held on 20 January 1998 (Minute P48/98 refers), the Committee considered a report which proposed changes to the Council's policy and procedure for dealing with matters of discipline and capability. It was reported that the proposed revisions had been circulated to the Trade Unions and Council Managers.

The Committee noted that a letter from UNISON listing a number of comments on the revised policy for dealing with matters of discipline and capability had been circulated at the meeting.

RESOLVED –

That consideration of the revised policy be deferred to the next meeting of the Committee to enable further discussions between staff side and employer side representatives.