

**ANGUS COUNCIL**

**POLICY & RESOURCES COMMITTEE – 11 OCTOBER 2016**

**CHIEF EXECUTIVE CAPABILITY PROCEDURE**

**REPORT BY SHARON FAULKNER, HEAD OF HR, IT & OD**

**ABSTRACT**

This report outlines the development of the Capability Procedure for the Chief Executive of Angus Council.

**1. RECOMMENDATION**

It is recommended that the Policy and Resources Committee approves the Draft Capability Procedure for the Chief Executive of Angus Council (Appendix 1).

**2. ALIGNMENT TO THE ANGUS COMMUNITY PLAN/ SINGLE OUTCOME AGREEMENT/ COUNCIL PLAN**

This report contributes to the achievement of the following local outcome(s) contained within the Angus Community Plan and Single Outcome Agreement 2013-2016.

Through our workforce strategy we will create and maintain a workforce which is led and managed effectively, is the right size and shape, is committed and motivated and has the skills, knowledge and tools it needs.

**3. BACKGROUND**

3.1 The Capability Procedure for the Chief Executive of Angus Council has been developed in line with the SJNC Capability framework for Chief Executives and forms part of Angus Council's Performance at Work Procedures. Amendments to the national framework were made to ensure that capability procedures across the Council are applied as consistently as possible for all employees.

**4. FINANCIAL IMPLICATIONS**

4.1 There are no financial implications associated with this report.

**5. CONSULTATION**

5.1 Consultation has taken place with the Chief Executive and his trade union representative in relation to the draft Capability Procedure.

5.2 The Strategic Director – Resources, Head of Corporate Improvement and Finance and Head of Legal and Democratic Services have been consulted on the terms of this report.

**NOTE:** No background papers, as detailed by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to a material extent in preparing the above report.

**SHARON FAULKNER, HEAD OF HR, IT & ORGANISATIONAL DEVELOPMENT**  
**personnel@angus.gov.uk**