

ANGUS COUNCIL

POLICY & RESOURCES COMMITTEE – 28 APRIL 2015

CHIEF EXECUTIVE DISCIPLINARY PROCEDURE

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

ABSTRACT

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

1. RECOMMENDATION

It is recommended that the Policy & Resources Committee:

- (i) Approves the Disciplinary Procedure for the Chief Executive of Angus Council attached as Appendix 1.
- (ii) Notes that a capability framework for the Chief Executive of Angus Council will be submitted to this committee in due course.

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 Reference is made to Report 263/14 following the outcome of a review of the Scottish Joint National Council Scheme of Salaries and Conditions of Service for Chief Officials. Amongst other matters, this report advised that work would be progressed on a disciplinary framework and a capability framework setting out the procedures councils should adopt to deal with these issues when they concern their chief executive.

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

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

4. FINANCIAL IMPLICATIONS

4.1 There are no financial implications associated with this report.

5. CONSULTATION

5.1 The Strategic Director – Resources, Head of Corporate Improvement & Finance and Head of Legal & 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