



AGENDA ITEM 4

VALUATION JOINT BOARD FOR CENTRAL SCOTLAND

Subject: Redundancy Policy and Employment Termination Policy
Meeting: Central Scotland Valuation Joint Board
Date: 26th November, 2010
Author: Brian Byrne, Assessor/Electoral Registration Officer

1.0 Introduction

As Clackmannanshire Council provides Human Resources/Personnel services to the Valuation Joint Board, the Board generally adopts the Human Resources policies of Clackmannanshire Council. However, in practice these policies have to be interpreted in terms of the management and governance structure of the Assessor's Office and the Joint Board.

It is intended over the next year to review all such policies where such interpretation may lead to confusion; so that a specific Valuation Joint Board wording is established. The Board has already approved a Capability Policy and I now ask for approval of the "Redundancy Policy" and its associated "Employment Termination Payments Policy"

2.0 The Policies

The "Redundancy Policy" and the "Employment Termination Payments Policy" of Clackmannanshire Council have been rewritten as a Board specific policies to take account of the Board's governance structure and in particular the legal requirements for dealing with an Assessor or with Depute Assessors appointed by the Board under Section 27(2) of the Local Government Etc. (Scotland) Act 1994. As the Redundancy Procedure could ultimately result in dismissal, such statutory considerations must be reflected in the policy.

Section 27(6) of the Local Government Etc. (Scotland) Act 1994

An assessor or depute assessor appointed under this section shall hold office during the pleasure of the valuation authority but shall not be removed from office (or required to resign as an alternative thereto) except –

- (a) by a resolution of the authority passed by not less than two-thirds of the members present at a meeting of the authority the notice of which specifies as an item of business the consideration of the removal from office of the Assessor or his being required to resign; and
- (b) with the consent of the Secretary of State,

and before deciding whether or not to give such consent the Secretary of State shall give the authority and the assessor an opportunity of being heard by a person appointed by the Secretary of State.

Appendix 1 shows the Redundancy Policy and Appendix 2 shows the proposed Employment Termination Payments Policy in Board specific versions.

5.0 Recommendations

The Valuation Joint Board is asked to approve both Policies and Procedures.

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Brian Byrne
11th November, 2010

Appendix

1.0 CSVJB - Redundancy Policy & Procedure

2.0 CSVJB – Employment Termination Payments Policy & Procedure