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**Report To:** Policy & Resources Committee      **Date:** 31 March 2009

**Report By:** Corporate Director Regeneration and Resources      **Report No:** RMcG/LA/349/09

**Contact Officer:** Rona McGhee      **Contact No:** 01475 712113

**Subject:** Use of Powers Delegated to the Chief Executive

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## 1.0 PURPOSE OF THE REPORT

1.1 The purpose of this report is to notify the Committee of all decisions taken under the powers delegated to the Chief Executive since the last ordinary meeting of the Committee.

## 2.0 LIST OF DECISIONS TAKEN

2.1 The individual reports setting out details of each use of the Chief Executive's delegated powers form an Appendix to this report and are summarised as follows:-

APPENDIX

<u>Originator</u>	<u>Subject</u>
Head of Organisational Development & Human Resources	Voluntary Severance - Request to Extend Delegated Authority to the Chief Executive
Corporate Director Environment & Community Protection	Inverclyde Interpretation Strategy

## 3.0 RECOMMENDATION

3.1 The Committee is asked to note the use of the powers delegated to the Chief Executive as summarised in this report.

Rona McGhee  
Legal & Administration

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<b>Report To:</b>	<b>Policy &amp; Resources Committee</b>	<b>Date:</b>	<b>31<sup>st</sup> March 2009</b>
<b>Report By:</b>	<b>Head of Organisational Development and Human Resources</b>	<b>Report No:</b>	<b>HR/07/09/AM</b>
<b>Contact Officer:</b>	<b>Alasdair Moore</b>	<b>Contact No:</b>	<b>01475 712015</b>
<b>Subject:</b>	<b>Voluntary Severance – Request to Extend Delegated Authority to the Chief Executive</b>		

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## **1.0 PURPOSE**

- 1.1 The purpose of this report is to advise the Committee that the Chief Executive was granted extended delegated authority in respect of releasing employees through the Council's Voluntary Severance Scheme by an emergency powers report.

## **2.0 SUMMARY**

- 2.1 On the 18<sup>th</sup> December 2008 the Policy and Resources Executive Sub-Committee agreed a report releasing certain employees under the Council's Voluntary Severance Scheme. The report also agreed to give delegated authority to the Chief Executive until the 14<sup>th</sup> February 2009 to release employees as part of the Voluntary Severance Trawl or Budget proposals.
- 2.2 The Chief Executive has used his delegated authority to release 11 employees during this period.
- 2.3 With the Voluntary Severance Trawl still ongoing and the impact of the Budget agreed by the Council currently being implemented, it was considered prudent to review the date of the delegated authority given to the Chief Executive.

## **3.0 RECOMMENDATIONS**

- 3.1 That the Committee note that a report was approved under emergency powers by Councillor McCabe, Councillor McKenzie, Councillor Brooks and the Chief Executive to extend the delegated authority given to the Chief Executive until 31<sup>st</sup> March 2009.
- 3.2 That a report will be submitted to the Policy and Resources Committee of the 31<sup>st</sup> March 2009 to report on the Voluntary Severance Trawl and any employees who may have been released as part of the agreed Budget Savings by the Council.

Head of Organisational Development  
and Human Resources

## **4.0 BACKGROUND**

- 4.1 The Council commenced a Voluntary Severance Trawl of Administrative and Clerical posts in 2008 which is still ongoing.
- 4.2 At its meeting of the 12<sup>th</sup> February 2009, the Council agreed a two year budget. Parts of the budget proposals affected employees and Organisational Development and Human Resources are currently working with Services to consider options for those employees who have been displaced.
- 4.3 One of the options that will be considered for displaced employees is the opportunity to be released under the Council's Voluntary Severance Scheme.

## **5.0 PROPOSALS**

- 5.1 With the ongoing Voluntary Severance Scheme for Administrative and Clerical employees and the impact of the Budget decision in respect of specific employees, it was proposed that the following be considered.
  - a) That the Chief Executive's current delegated authority be extended to the 31<sup>st</sup> March 2009 to allow flexibility when considering the release of employees under the Council's Voluntary Scheme
  - b) That the criteria set out for release in the report to the Policy & Resources Executive Sub Committee of the 18<sup>th</sup> December 2008 remains in place
  - c) That an update report is submitted by the Head of Organisational Development and Human Resources to the Policy and Resources Committee of the 31<sup>st</sup> March 2009.

## **6.0 IMPLICATIONS**

- 6.1 Finance: The one-off and annually recurring costs will be reported in detail to the Policy & Resources Committee on 31<sup>st</sup> March 2009. No employee will be released if the financial implications do not demonstrate value for money.
- 6.2 Human Resources: Any adverse implications will be reported to Policy & Resources Committee in March 2009.
- 6.3 Legal: None

## **7.0 CONSULTATION**

- 7.1 The Budget changes being implemented have been developed via the Joint Budget Group.