

ANGUS COUNCIL

RESOURCES & CENTRAL SERVICES COMMITTEE

21 OCTOBER 2004

ASSISTED REMOVAL/RELOCATION SCHEME

REPORT BY CHIEF EXECUTIVE

ABSTRACT

This report seeks Committee approval relating to the application of the terms of the Council's Assisted Removal/Relocation Scheme.

1. RECOMMENDATION

The Committee approve the reimbursement of legal fees paid by a recently appointed temporary employee of the Roads Department relating to the lease of her permanent home and in light of this case authorise the Personnel Services Manager to amend the terms of the Assisted Removal/Relocation Scheme accordingly.

2. BACKGROUND

The council operates an Assisted Removal/Relocation Scheme as part of its package to attract suitable candidates to vacancies. The scheme provides assistance for such items as travelling, legal fees and soft furnishings. The scheme is open to new entrants to the council, and existing employees who are promoted, who live outwith a 30 mile radius of their new work location and who, in the interests of the council, are required to move home.

An issue relating to the application of the scheme has arisen following the appointment of a Senior Technician within the Roads Department. This individual has been employed on a temporary contract lasting two years.

The individual meets all the general qualifying criteria for the scheme. She has had to move home to take up the job but, understandably, in light of the temporary nature of her appointment, has chosen to lease rather than to sell her current home, while taking up rented accommodation in this area.

As a consequence, she does not meet the specific criterion for the payment of legal fees. The scheme states that expenses incurred in the sale or purchase of houses will be reimbursed. It is silent in respect of costs relating to leasing.

Although these circumstances do not meet the letter of the scheme, these expenses are arguably entirely in accord with its spirit, which is intended to encourage and enable individuals whom we wish to employ to come and work for us.

The Director of Finance and Personnel Services Manager are of the view that a flexible interpretation of the scheme should be taken and that the individual's legal fees should be reimbursed. The Committee is asked to approve this course of action and to agree that the terms of the Assisted Removal/Relocation Scheme be amended accordingly.

3. FINANCIAL IMPLICATIONS

The costs arising from providing assistance with the individual's removal/relocation can be met from within the Director of Road's revenue budget.

4. HUMAN RIGHTS IMPLICATIONS

There are no human rights implications associated with this report.

5. CONSULTATION

The Director of Finance and Director of Law & Administration have been consulted on the terms of this report.

A B Watson
Chief Executive

HR/PerServMan

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