

BRIDGEND COUNTY BOROUGH COUNCIL

REPORT TO CABINET

25 APRIL 2017

REPORT OF THE CORPORATE DIRECTOR OPERATIONAL PARTNERSHIPS & SERVICES

CAPABILITY POLICY

1. Purpose of Report

- 1.1 To inform Cabinet of the proposed changes to the Capability policy following consultation with the trade unions and to request authorisation to implement the revised policy.

2. Connection to Corporate Improvement Plan / Other Corporate Priority

- 2.1 There are no direct links to the Corporate Improvement Plan and Corporate Priorities.

3. Background

- 3.1 The Capability policy was last updated in March 2010.
- 3.2 The policy has been rewritten in order that it reflects the style of other HR policies and, at the request of one of the trade unions, provides a more detailed level of procedure within the policy itself [a set of managers' guidelines are also available.

4. Current situation / proposal

- 4.1 The policy has been updated in line with 3.2 above.
- 4.2 The revised policy has been agreed with the 3 recognised trade unions.
- 4.3 The revised policy is attached at Appendix A, with the original being attached at Appendix B.

5. Effect upon Policy Framework & Procedure Rules

- 5.1 There is no impact on the policy framework and procedure rules.

6. Equality Impact Assessment

- 6.1 The original Initial Screening Equality Impact Assessment remains valid.

7. Financial Implications

- 7.1 There are no financial implications arising from the proposed changes to the policy.

8. Recommendation

- 8.1 Cabinet is asked to approve the revised Capability policy with effect from the date of this report.

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Background Documents: None