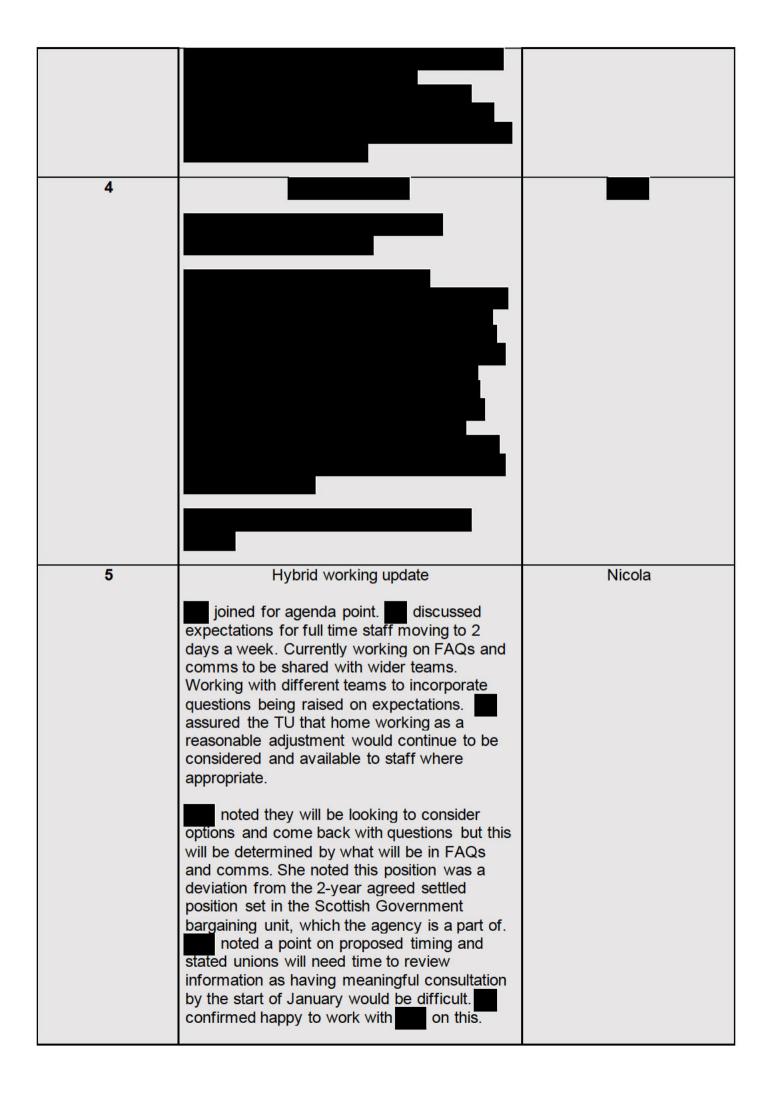


Social Security Scotland Partnership Working Forum

6th Partnership Meeting between Social Security Scotland and Council of Scottish Government Unions (CGSU)

Date:	06/12/23	Location:	Virtual Meeting Room:
Time:	14:30 – 16:00	Chair	Nicola Rudnicki
Attendees:	David Wallace Nicola Rudnicki Janet Richardson	Apologies	

Item number	Topic:	Owner:	
1	Welcome and Introductions	Nicola	
2	Minutes/Action Points from last meeting	Nicola	
		Nicola	



and also reiterated that the TU would like to see an exceptions process developed which would help supporting TU members but also the employer. They also shared that hybrid working in the agency had been raised with the Permanent Secretary at the Corporate Partnership Board and DG Communities Louise Macdonald, who is planning to pick up a conversation with David Wallace and will meet with the TU for an update.

JR noted that although date is mid-January, there will be flexibility with this and it is important to give staff clarity on what this will look like going forward.

NR noted it was discussed at an Ask ET session in Glasgow a couple of weeks ago and colleagues are keen to have a clear message on what this will look like. NR said that disciplining staff on conduct grounds would only take place after informal action had been taken and been unsuccessful.

highlighted if we take a harder stance on office attendance, this should be set out explicitly and that the TU would like to understand what advice has been sought from the Scottish Government HR Policy team around implications for the collectively bargained discipline policy. said that she would also expect SGLD to be consulted because of potential for cases to result in Employment Tribunals. also raised concerns around cases where the unions believe recommendations for reasonable adjustments aren't being dealt with appropriately. also said that it would be helpful to understand what the escalation routes are for when staff are not able to have adjustments agreed, and who the TU can query this with.

Action Point: to share FAQs with CSGU for comment.

