



## CABINET - 30TH APRIL 2013

**SUBJECT: SURVEILLANCE OF EMPLOYEES**

**REPORT BY: ACTING CHIEF EXECUTIVE**

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- 1.1 The Policy and Resources Scrutiny Committee considered the report at its meeting held on 16th April 2013. The report responded to a request from the Chairman of the Policy and Resources Scrutiny Committee for details of surveillance undertaken on Caerphilly CBC employees and the engagement of Conquest Surveillance to undertake such activity. The Chairman had agreed to a request that Mr D. Bezzina, Unison, address the Scrutiny Committee in respect of this item on behalf of the trade unions.
- 1.2 Details were received of employee surveillance undertaken by the Authority, the legal framework for such activity, the process for agreeing employee surveillance, the background to the appointment of Conquest Surveillance and the associated costs and benefits.
- 1.3 It was noted that during the preparation of the report, the Authority's internal Audit Section was asked to review the arrangements for employee surveillance. One of the findings of the review was that the engagement of Conquest Surveillance was not compliant with Standing Orders from a procurement perspective. As a consequence, arrangements would be made for a formal procurement process to be undertaken and no new employee surveillance cases would be agreed until this exercise had been completed.
- 1.4 Following a full discussion on the content of the report and having regard to the views of the trade unions as presented at the meeting, Members of the Scrutiny Committee recommended that: -
  1. The content of the report be noted.
  2. A formal procurement process be undertaken for a contractor to undertake employee surveillance and during this period surveillance remain suspended.
  3. The Authority engage in detailed discussions with the trade unions with a view to the development of current robust procedures into an HR policy document which will be made available to all members of staff.
- 1.5 Cabinet is asked to consider these recommendations.

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Appendices:  
Appendix 1 Agenda item 6(3) - Policy and Resources Scrutiny Committee Report dated 16th April 2013.