



## Local Government Staff Commission (Scotland)

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### CIRCULAR 7/95

Chief Executives of new Councils

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Dear Chief Executive

### RESIDENCE REQUIREMENTS

1. The Commission has received a number of complaints about residence requirements which have been laid down by some new councils as a condition of accepting appointments.
2. Clearly it is reasonable that an employer should expect his staff, particularly senior staff whose attendance may be required out of office hours, at official functions, or for emergencies, to have domestic arrangements which enable them to be present for duty whenever required and on occasion at short notice. The Commission sees no objection to conditions of service which make such a requirement.
3. However, the requirement should be couched in relevant terms of ease and speed of travel to work. This is not necessarily the same as a requirement to live within the boundaries of the council. The Commission's advice therefore is that the latter type of requirement is unnecessary and should be avoided. The Commission will be prepared to consider and to act upon complaints, lodged under its new complaints procedure, that unreasonable residence requirements have been put to candidates for posts.
4. Councils which have in mind to set residence requirements of any description as a condition of accepting employment should first seek clearance from the Commission for the terms of the proposed requirement.

Yours sincerely,

R G E Peggie

