

THE HIGHLAND COUNCIL
RESOURCES COMMITTEE'S
MODERNISING EMPLOYMENT SUB-COMMITTEE

Minutes of Meeting of the Modernising
Employment Sub-Committee held in
Council Headquarters, Glenurquhart
Road, Inverness on Friday 16 January,
2009 at 10.00 am.

PRESENT

Mr A S Park
Mrs C Wilson
Mr M Rattray
Mr A Henderson

Mrs J Urquhart
Mr J Finnie
Ms L Munro

Officials in attendance:-

Mr A Dodds, Chief Executive
Ms M Morris, Assistant Chief Executive
Mr J Batchelor, Head of Personnel

Mrs C Wilson in the Chair

1. APOLOGIES FOR ABSENCE

An apology for absence was intimated on behalf of Dr D Alston.

2. EXCLUSION OF THE PUBLIC

The Sub-Committee **RESOLVED** that, under Section 50A(4) of the Local Government (Scotland) Act 1973, the public be excluded from the meeting during discussion of the following item on the grounds that it involved the likely disclosure of exempt information as defined in Paragraph 11 of Schedule 7A of the Act.

3. JOB EVALUATION UPDATE

There was circulated to Members only a Report by the Assistant Chief Executive which provided an update on Job Evaluation.

The Sub-Committee **AGREED**:

- (i) that the new pay and grading structure be implemented following the endorsement of the External Equality Impact Assessor;
- (ii) that extending pay protection to employees, not identified as being 'red circled' under the agreed Job Evaluation Scheme, is unaffordable and unacceptable; and
- (iii) that the trade unions be advised that they and the Council have until 31 March 2009 to reach a collective agreement on conditions of service failing which a further report will be submitted to the Sub-Committee.

The meeting ended at 11.30 am

