

**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 23 May,  
2008 at 9.45 am.

**PRESENT**

Mrs C Wilson  
Mr A S Park  
Mr A Henderson

Mr J Finnie  
Mr R Rowantree  
Mr G Marsden

Officials in attendance:-

Mr A B Dodds, Chief Executive  
Mr A Geddes, Director of Finance  
Ms M Morris, Assistant Chief Executive  
Mr J Batchelor, Head of Personnel, Chief Executive's Service  
Mr B Porter, Finance Manager (Budget Strategy, Policy and Taxation)

**Mrs C Wilson in the Chair**

**1. Apologies for Absence**

Apologies for absence were intimated on behalf of Mrs J Urquhart, Mrs M Davidson and Mrs D Mackay.

**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 items on the grounds that they involved the likely disclosure of exempt information as defined in Paragraph 11 of Schedule 7A of the Act.

**3. Remit of the Modernising Employment Sub-Committee**

There had been circulated for information a copy of the Sub-Committee's remit which was agreed by the Resources Committee at its meetings held on 28 November, 2007 and 16 April 2008.

The Sub-Committee **NOTED** the agreed remit.

**4. Implementation of Job Evaluation**

There had been circulated Joint Report by the Assistant Chief Executive and the Depute Chief Executive/Director of Finance which provided information on the implementation of Job Evaluation.

The Sub-Committee **AGREED** :

- (i) the refined pay structure as per Appendix 1 of the report
- (ii) the extension of the generic approach for certain posts as per Sections 4 and 5 of the report, subject to a reduction in the number of certain categories of posts
- (iii) the additional costs as per Section 6 of the report
- (iv) the funding strategy as per section 7 of the report
- (v) the proposal for sharing information with the trade unions as per Appendix 7 of the report
- (vi) the implementation date of 1 April 2008 for the new pay structure
- (vii) the equal pay framework as per Appendix 9 of the report
- (viii) that the Chief Executive and Depute Chief Executive/Director of Finance be delegated the authority to make amendments to the equal pay framework
- (ix) that any other major issues are reported to the Project Board in the first instance.

The meeting ended at 12 noon.