

**Highland Council
Corporate Resources Committee**

Minutes of Meeting of the **Employment Release Sub-Committee** held in Council Headquarters, Inverness on Thursday 7 December 2017 at 12 noon.

PRESENT

Mr A Mackinnon
Mr D Louden

Mr R Bremner (by video conference)

Officials in attendance

Mr K Murray, Area Education Officer (South), Care and Learning Service
Ms J Sikkema, HR Business Partner, Corporate Resources Service
Ms A MacPherson, Workforce Staffing & Planning Manager, Care & Learning Service
Mr A MacInnes, Administrative Assistant, Chief Executive's Service

Mr A Mackinnon in the Chair

1. Apologies for Absence

Apologies for absence were intimated on behalf of Mr A Baxter, Mr R Laird, Mr A Christie, Ms K Stephen and Mr J Finlayson.

2. Declarations of Interest

There were no declarations of interest.

3. 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 on the grounds that the matter for discussion involved the likely disclosure of exempt information as defined in Paragraph 1 of Part I of Schedule 7A of the Act.

4. Applications for Employment Release

There had been circulated to Members only:-

- i. Employment Release applications from the Care and Learning Service;
- ii. a copy of the Employment Release Scheme; and
- iii. an explanatory note of the calculations involved in determining the financial implications of applications for employment release.

The Sub-Committee **AGREED** that the undernoted applications be granted Employment Release on the following grounds: Criteria 1 – on the grounds of redundancy; 2(ii) to avoid redundancy of another employee; 2(iii) to assist in service restructuring; 2(iv) to effect financial savings; 2(v) other justifiable circumstances which would be in the interests of the service; and 3 – to meet the

wishes of the employee provided at least one of the other criteria is satisfied.

<u>Pension Scheme Reference No.</u>	<u>Leaving Date</u>	<u>Criteria</u>
94/1557	07/01/18	Categories 2(ii), 2(iv), 2(v) and 3 of the Employment Release Scheme
WM401522A	19/01/18	Categories 1, 2iii and 2iv of the Employment Release Scheme
32071253 (Payroll number)	19/01/18	Categories 1, 2iii and 2iv of the Employment Release Scheme
A015103947	10/12/17	Categories 1, and 2iv of the Employment Release Scheme

The meeting ended at 12.10 pm.

**Highland Council
Corporate Resources Committee**

Minutes of Meeting of the **Employment Release Sub-Committee** held in Council Headquarters, Inverness on Thursday 8 February 2018 at 12.35 p.m.

PRESENT

Mr A Mackinnon
Mr M Reiss (by telephone conference)

Mr D Louden
Mr R Laird

Officials in attendance

Ms A MacPherson, Workforce Staffing & Planning Manager, Care & Learning Service
Mr A MacInnes, Administrative Assistant, Chief Executive's Service

Mr A Mackinnon in the Chair

1. Apologies for Absence

Apologies for absence were intimated on behalf of Mr A Baxter, Mr R Bremner, Ms K Stephen and Mr J Finlayson.

2. Declarations of Interest

There were no declarations of interest.

3. 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 on the grounds that the matter for discussion involved the likely disclosure of exempt information as defined in Paragraph 1 of Part I of Schedule 7A of the Act.

4. Application for Employment Release

There had been circulated to Members only:-

- i. Employment Release application from the Care and Learning Service;
- ii. a copy of the Employment Release Scheme; and
- iii. an explanatory note of the calculations involved in determining the financial implications of applications for employment release.

The Sub-Committee **AGREED** that the undernoted application be granted Employment Release on the following grounds: Criteria 1- on the grounds of redundancy; Criteria 2 (iv) – to effect financial savings.

<u>Pension Scheme Reference No.</u>	<u>Leaving Date</u>	<u>Criteria</u>
NB493623A	21/02/18	Categories 1 and 2(iv) of the Employment Release Scheme

The meeting ended at 12.40 pm.