

The Highland Council

Minutes of Meeting of the **Redesign Board** held VIRTUALLY on 27 November 2020 at 3:00PM.

Present:

Mr B Boyd	Mr D Louden
Mr R Bremner	Mr G MacKenzie
Mrs H Carmichael	Mr P Saggars
Mrs M Davidson	Mr P MacPherson, GMB
Mr B Lobban	Mr J Gibson, UNISON

Also Present:

Officials in attendance:

Mrs L Denovan, Executive Chief Officer, Resources & Finance
Mrs C McDiarmid, Executive Chief Officer, Communities & Place
Mr M Bailey, Team Manager, Transformation
Mr D Goldie, Head of Housing and Building Maintenance
Ms M Zavarella, Committee Officer

Business

1. Apologies for Absence

Apologies for absence were intimated on behalf of Mr G Adam, Mr J Bruce, Mrs C Caddick, Mrs M Cockburn, Mr L Fraser, Mr A Jarvie, Mr A MacKinnon, and Mr D Macpherson.

2. Declarations of Interest

There were no declarations of interest.

3. Minutes of the Previous Meeting

The Minutes of the Previous Meeting held on Thursday, 8 October 2020 were **AGREED**.

4. Workforce Planning & Development – Progress Update

There had been circulated Report No. RDB/2/20 dated 16 November 2020 by the Executive Chief Officer Resources & Finance.

During discussion, Members raised the following issues: -

- the progress of the project and amount of information coming back to the Board was welcomed by Members;

- it was positive to have the active involvement and collaboration of union representatives inputting into the project and challenging concepts robustly;
- in response to a question it was confirmed that in the next update to the Redesign Board the items that had been raised as out of scope would be identified along with the relevant services or projects that would be responsible for taking those items forward;
- union representatives were delighted to be involved in projects and any changes regarding workforce planning of the Highland Council should involve the unions as they represent the workforce;
- one of the significant advantages of the Redesign Board is that Members, senior staff, union staff and employees alike had been able to feed into the process and it was important to maintain this moving forward;
- in response to a question about staff involvement in the workforce planning process it was advised that at this stage it was a strategic overview on how the Council managed workforce planning and once there was an agreement on the strategy there would then be conversations with all teams and feedback elicited thereafter;
- at this time, the purpose of the workforce strategy project was primarily to understand workforce planning as a management tool in order to strengthen, diversify, and offer opportunities to benefit all employees across the Council if it is done correctly;
- it was important for workforce planning to be a two-way process, benefiting both the employer and employees with a focus on auditing skills, career progression, and training/development opportunities;
- In response to a question, it was confirmed that the process for communicating to staff was undetermined at this time however, there would be a new employee looking at internal communication with all staff and they would be utilized in determining a strategy to best manage this; and
- several members voiced agreement that organizations function best when communication with staff was clear and open.

Thereafter, Members **NOTED** the progress of the Workforce Planning & Development Project.

The meeting ended at 3:22PM.