

**Highland Council
Corporate Resources Committee**

Minutes of Meeting of the **Employment Release Sub-Committee** held remotely on Monday 26 June 2023 at 12 noon.

PRESENT

Mr R Gale
Mr M Green
Mr D Louden

Mr G Mackenzie
Mr C Munro

Officials in attendance

Mr A Yates, Strategic Lead Environmental Health & Bereavement Services, Communities & Place

Mrs H Jones, Senior HR Officer, Resources & Finance

Mr A MacInnes, Interim Senior Committee Officer, Performance & Governance Service

Mr D Louden in the Chair

1. Apologies for Absence

Apologies for absence were intimated on behalf of Mr A Christie and Mr D Millar.

2. Declarations of Interest/Transparency Statement

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 Communities and Place 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.

It was highlighted that the service worked closely with HR and the Trade Unions to agree the selection criteria and the redeployment and redundancy process. Consultation meetings have taken place with the applicants and they had been provided with a copy of their pension/redundancy figures and had been advised to seek independent financial advice. Redeployment opportunities would remain

open until the applicants proposed leaving dates.

In terms of applicant reference number 30642 it was now proposed that the leaving date be 4 August, 2023 and Members were advised of the annual salary savings which had been omitted from the application form. Clarification was sought and provided in relation to the length of the employees contract and the financial benefits to the employee. The Sub Committee sought reassurance that the applicant was given the option of a lump sum retirement grant in terms of the pension scheme benefits and the Pensions team would be instructed to discuss this option with the applicant.

Following consideration, the Sub-Committee **AGREED** that the undernoted applications be granted Employment Release on the following grounds: Criteria 1- on the grounds of redundancy; Criteria 2 (iii) – to assist in service restructuring; Criteria 2 (iv) – to effect financial savings.

<u>Pension Scheme Reference No.</u>	<u>Leaving Date</u>	<u>Criteria</u>
30642	21/07/23	Categories 1, 2(iii) and 2(iv) of the Employment Release Scheme
11620	04/08/23	Categories 1, 2(iii) and 2(iv) of the Employment Release Scheme

The Sub-Committee also **AGREED** that the Pensions team discuss with the applicant (reference 11620) the option of a lump sum retirement grant in their pension scheme benefits.

The meeting ended at 12.23 p.m.