

Item 11 - Question Time

Response to Mr J Gray

The new Administration has already reiterated its position to maintain the Council's commitment to avoiding any compulsory redundancies, wherever possible, and so to protect the employment of staff.

The Council does however face a significant budget challenge over the next 4 years and all Members will be briefed on this (at the Council meeting on 25 June) by the Director of Finance.

This financial outlook means that the Council will have no option but to reduce its workforce over the next few years and this Administration will continue to work with Trade Unions, through the Staff Partnership Forum, to ensure this reduction is planned and managed to minimise the impact on staff. Highland Council has a good record of reducing its staffing in a planned and managed way and in maintaining the wages and conditions of its staff, including through our participation in national pay agreements, and this Administration is committed to continuing that work.