

**Resources Committee**

**Employment Release Sub-Committee**

Minutes of Meeting of the  
Employment Release Sub-  
Committee held at Council  
Headquarters, Inverness on Tuesday  
8 March, 2016 at 3.00 p.m.

**PRESENT**

Mr B Fernie  
Mr A Mackinnon  
Dr D Alston  
Mr A Henderson

Mr F Parr  
Mrs M Smith  
Ms I Campbell  
Mr R Greene

Officials in attendance

Mr B Porter, Head of Resources, Care and Learning Service  
Ms M Morrison, Children's Services Manager, Care and Learning Service  
Mr J Batchelor, Head of People and Performance, Corporate Development Service  
Mr C MacCallum, Payroll and Pensions Manager, Finance Service  
Mr A MacInnes, Administrative Assistant, Corporate Development Service

**Mr B Fernie in the Chair**

**1. Apologies for Absence**

An apology for absence was intimated on behalf of Mr D Millar.

**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.

**In accordance with Standing Order 18, with the consent of the meeting, item 5 on the agenda was taken at this point.**

**5. Voluntary Redundancy Application**

There had been circulated to Members only Report No. ER/1/16 by the Head of People and Performance which detailed an application from a member of staff for Voluntary Redundancy which was out with the authority delegated to the Chief Executive and Director of Finance and required the approval of the Employment Release Sub Committee.

The Sub Committee **APPROVED** the application for Voluntary Redundancy as per the Appendix to the report.

#### 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(iii) to assist in service restructuring, 2(iv) to effect financial savings.

<u>Pension Scheme Reference No.</u>	<u>Leaving Date</u>	<u>Criteria</u>
WA845835B	31/03/2016	Criteria 1, 2(iii) and 2(iv) of the Council's Employment Release Scheme
A40571033	31/03/2016	Criteria 1, 2(iii) and 2(iv) of the Council's Employment Release Scheme.
A40550698	31/03/2016	Criteria 1, 2(iii) and 2(iv) of the Council's Employment Release Scheme.
SJ391571D	31/03/2016	Criteria 1, 2(iii) and 2(iv) of the Council's Employment Release Scheme.
A40640582	31/03/2016	Criteria 1, 2(iii) and 2(iv) of the Council's Employment Release Scheme.
A40530525	31/03/2016	Criteria 1, 2(iii) and 2(iv) of the Council's Employment Release Scheme.
53006531 (payroll number)	31/03/2016	Criteria 1, 2(iii) and 2(iv) of the Council's Employment Release Scheme.
YW510236C	31/03/2016	Criteria 1, 2(iii) and 2(iv) of the Council's Employment Release Scheme.

53057991 (payroll number)	31/03/2016	Criteria 1, 2(iii) and 2(iv) of the Council's Employment Release Scheme.
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53006964 (payroll number)	31/03/2016	Criteria 1, 2(iii) and 2(iv) of the Council's Employment Release Scheme.
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**AGREED** that it be delegated to the Director of Finance in consultation with the Chair to approve this application following clarification on the amendment to the pension calculations.

**Post meeting note:** the amendment to the figures was to take account of a living wage enhancement that had been omitted from the earlier calculation.

The meeting ended at 3.10 p.m.