

**Highland Council
Resources Committee**

Minutes of Meeting of the **Employment Release Sub-Committee** held in Council Headquarters, Inverness on Wednesday, 7 September 2016 at 12.30 p.m.

PRESENT

Mr B Fernie
Mr A Mackinnon
Dr D Alston

Mr F Parr
Mr D Millar
Ms I Campbell

Officials in attendance

Mr B Alexander, Director of Care and Learning Service (*by tele conference*)
Mrs A MacPherson, Acting Workforce Planning & Staffing Manager, Care and Learning Service (*items 1 to 4 only*)
Mr C MacCallum, Payroll and Pensions Manager, Finance Service
Ms E Barrie, HR Manager, Corporate Development 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 Mrs M Smith.

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 and Criteria 3 - to meet the wishes of the employee provided at least one other criteria is satisfied.

<u>Pension Scheme Reference No.</u>	<u>Leaving Date</u>	<u>Criteria</u>
97/6027	23/11/2016	Criteria 1 of the Council's Employment Release Scheme
A40640630	30/09/2016	Criteria 2(ii) & 3 of the Council's Employment Release Scheme
A405202300	30/09/2016	Criteria 1 of the Council's Employment Release Scheme

5. Employment Release Application

There had been circulated to Members only Report No. ER/2/16 by the Director of Care and Learning.

Following consideration, the Committee **APPROVED** the recommendation in the report.

The meeting ended at 12.50 p.m.