

**AGENDA ITEM 9
REPORT NO. VAL/21/19**

THE HIGHLAND & WESTERN ISLES VALUATION JOINT BOARD

Indemnity for Employees

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Introduction

The Board has agreed that in recognition of the potential exposure of staff to claims by third parties and to claims from the Board as their employer, that it will grant staff an indemnity, as part of their contracts of employment, against liability arising in the course of employment.

Aim

The provision of the indemnity should remove the anxieties of staff, particularly professional staff, in relation to possible claims against them.

Cover

The Board will indemnify employees against claims for any loss or damage which might be made against them. The Board will not seek reimbursement or compensation from employees for any loss or damage sustained by the Board, occasioned by or resulting from any act, neglect, error, or omission of the employees in or about the pursuit of their duties on behalf the Board (including duties carried out on the instruction of the Board for other persons) whilst acting within the scope of their authority. Such indemnity and undertakings will continue in effect after employees cease to be employed by the Board.

Exceptions

This cover will not be provided in cases of fraud, dishonesty, criminal or wilful acts.

Disciplinary Procedures

Although employees may be indemnified, this does not preclude the Board's disciplinary procedures being invoked where appropriate.

22 November 2019