

**Highland Council
Corporate Resources Committee**

Minutes of Meeting of the **Employment Release Sub-Committee** held remotely on Tuesday 10 December 2024 at 4.15 p.m.

PRESENT

Mr A Christie	Mr K Gowans
Mrs M Cockburn	Mr D Louden
Mr D Fraser	Mr M Baird
Mr R Gale	Mr P Oldham

Officials in attendance

Ms N Wallace, Service Lead, Environment, Development/Active Travel, Place Service
Mr I Kyle, Head of Performance & Improvement, People Service
Ms F Smith, Senior HR Officer, Corporate Service
Ms J Sikkema, Senior HR Business Partner, Corporate Service
Ms A Shepherd, Senior Learning & Development Adviser, Corporate Service
Mr A MacInnes, Senior Committee Officer, Corporate Service

Mr D Louden in the Chair

1. Apologies for Absence

An apology for absence was intimated on behalf of Mr A Jarvie.

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;
- 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 consultation meetings had taken place with the applicants and they had been provided with a copy of their redundancy figures and had been advised to seek independent financial advice. Redeployment opportunities had been considered but not successful.

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 (iv) – to effect financial savings.

<u>Pension Scheme/Payroll Reference No.</u>	<u>Leaving Date</u>	<u>Criteria</u>
13033	07/02/25	Category 1 and 2(iv) of the Employment Release Scheme
49565	23/12/24	Categories 1 and 2(iv) of the Employment Release Scheme
27082	10/12/24	Categories 1 and 2(iv) of the Employment Release Scheme
53729	06/01/25	Categories 1 and 2(iv) of the Employment Release Scheme

The meeting ended at 4.50 p.m.