

## Department of Finance and Corporate Support

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To: Councillors Douglas Reid (Chair), Iain Linton (Vice-Chair), John MacKay, Maureen McKay, Jim Buchanan, Hugh Ross, Jim Todd, Robert McDill, Jim Roberts, Barney Menzies and Kathy Morrice; and Church Representatives: Maria Dorrian and Ian Rennie; Parent Representative: David Fraser; and Teacher Representative: Bryce Wilson.

17 March 2011

Dear Member

### **CABINET - WEDNESDAY 23 MARCH 2011**

You are requested to attend a meeting of **Cabinet** to be held on **WEDNESDAY 23 MARCH 2011** at **1000 HOURS** in the **COUNCIL CHAMBERS, COUNCIL HEADQUARTERS, LONDON ROAD, KILMARNOCK**, in order to consider the undernoted business.

Yours sincerely



Alex McPhee

Executive Director of Finance and Corporate Support

SN/SR

### **B U S I N E S S**

#### **INTIMATE APOLOGIES**

#### **STRATEGIC PLANNING, MANAGEMENT AND RESOURCES AND EQUALITIES**

- 1E. HEALTH AND SAFETY PERFORMANCE REPORT 2010/11: QUARTER 3 (OCTOBER - DECEMBER 2010) (pages 1-16)** - Submit report dated 9 March 2011 ([copy enclosed](#)) by the Depute Chief Executive/Executive Director of Neighbourhood Services to provide information on Health and Safety Performance in Quarter 3 (October - December 2010) of 2010/11.
- 2E. POLICY FOR HEALTH, SAFETY AND WELFARE AT WORK (pages 17-40)** - Submit report dated 14 March 2011 ([copy enclosed](#)) by the Chief Executive to submit, for Cabinet's approval, revisions to the Council's Policy on Health, Safety and Welfare at Work, in accordance with the statutory requirements of the Health and Safety at Work Etc Act 1974, Section 2(2).

COUNCIL HEADQUARTERS  
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KILMARNOCK KA3 7BU  
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- 3E. HEALTH AND SAFETY ROADMAP (pages 41-48)** - Submit report dated 16 March 2011 ([copy enclosed](#)) by the Depute Chief Executive/Executive Director of Neighbourhood Services to recommend to Cabinet the vision for health and safety within the Council and to set out the means by which the vision can be achieved thereby ensuring a record of workplace health and safety that reflects our position as an exemplar Scottish Local Authority.
- 4E. AVENUE CHILDCARE SERVICES (pages 49-51)** - Submit report dated 23 February 2011 ([copy enclosed](#)) by the Executive Director of Educational and Social Services seeking approval for a further three year Service Level Agreement and annual funding for Avenue Childcare Services.

### **PROMOTING LIFELONG LEARNING**

- 5E. GRANT FUNDED PROJECTS 2011/2012 (pages 52-56)** - Submit report dated 17 February 2011 ([copy enclosed](#)) by the Executive Director of Educational and Social Services advising on the outcome of the annual evaluations of grant funded projects and seeking approval for future funding arrangements for 2011/2012.

### **STRATEGIC PLANNING, MANAGEMENT AND RESOURCES AND EQUALITIES**

- 6. TREASURY MANAGEMENT AND INVESTMENT STRATEGY STATEMENT 2011/12 TO 2013/14 (pages 57-73)** - Submit report dated 16 March 2011 ([copy enclosed](#)) by the Executive Director of Finance and Corporate Support to seek Cabinet approval of the proposed Treasury Management Strategy Statement covering the period 2011/12 to 2013/14 that incorporates an annual Investment Strategy and sets out for consideration and approval the required Prudential Indicators.

### **IMPROVING COMMUNITY HEALTH AND WELLBEING**

- 7. EDUCATIONAL AND SOCIAL SERVICES APPROVED RATES AND CHARGES 2011/12 (pages 74-83)** - Submit report dated 9 March 2011 ([copy enclosed](#)) by the Executive Director of Educational and Social Services seeking approval for annual alterations to approved rates and charges for Social Work services for the financial year 2011/12.
- 8. COMMUNITY CARE CONTRACTING 2011-2012 (pages 84-88)** - Submit report dated 11 March 2011 ([copy enclosed](#)) by the Executive Director of Educational and Social Services outlining and seeking approval for Community Care commissioning and contracting priorities for 2011/12.
- 9. SOCIAL WORK STANDBY SERVICE (pages 89-96)** - Submit report dated 11 March 2011 ([copy enclosed](#)) by the Executive Director of Educational and Social Services seeking approval to (i) notify Glasgow City Council that we wish to withdraw from the current Social Work Standby arrangements and give the required 12 months notice; and (ii) work in partnership with North Ayrshire Council and South Ayrshire Council to establish a local out of hours Social Work Service for Ayrshire and Arran.

10. **EXCLUSION OF PRESS AND PUBLIC** - Recommend that Cabinet pass the following Resolution:- "That under Section 50A(4) of the Local Government (Scotland) Act 1973, as amended, the Press and public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Paragraph 1 of Schedule 7A of the Act".

## **STRATEGIC PLANNING, MANAGEMENT AND RESOURCES AND EQUALITIES**

11. **SEVERANCES AND UPDATE ON THE COUNCIL'S REDUNDANCY PAYMENTS SCHEME (pages 97-108)** - Submit report dated 16 March 2011 by the Executive Director of Finance and Corporate Support to (i) seek Cabinet's approval of severance arrangements relating to 3 employees in the Department of Finance and Corporate Support; 6 employees in the Department of Educational and Social Services; and one employee in the Department of Neighbourhood Services; (ii) advise Cabinet of the number of employees who have left the Council's service under the Council's Redundancy Payments Scheme via the Head of Human Resources' delegated authority; and (iii) seek Cabinet's approval for the recommendation that the Chief Executive be given delegated authority to approve all non-teaching severances where employees leave the Council's service on redundancy, efficiency of the service or rule of 85 and are being awarded compensatory added years or strain on the fund costs associated with the severance during the period 24 March 2011 to 31 March 2011, inclusive. **Report not enclosed - Refer to Exclusion of Press and Public paragraph above.**
12. **TEACHER REFRESH SCHEME - REQUESTS FOR EARLY RETIREMENT WITH 2 YEARS ENHANCEMENT (pages 109-111)** - Submit joint report dated 10 March 2011 by the Executive Director of Educational and Social Services and the Executive Director of Finance and Corporate Support to seek Cabinet approval for Teachers in the Department of Educational and Social Services to retire from the Council's service under the terms of the Teachers (Compensation for Premature Retirement) (Scotland) Regulations 1997. **Report not enclosed - Refer to Exclusion of Press and Public paragraph above.**
13. **TEACHERS REQUESTS FOR EARLY RETIREMENT (pages 112-114)** - Submit joint report dated 15 March 2011 by the Executive Director of Educational and Social Services and the Executive Director of Finance and Corporate Support (i) to inform Cabinet that 4 members of staff in the primary and secondary sectors within the Department of Educational and Social Services have been allowed to retire early without enhancement from the Council's service as per the delegated authority of the Executive Director of Educational and Social Services; and (ii) to seek Cabinet approval for a Depute Head of Establishment (currently Acting Head of Establishment) in the Special Sector within the Department of Educational and Social Services to retire early in the efficiency of the service. **Report not enclosed - Refer to Exclusion of Press and Public paragraph above.**

ADDITIONAL ITEM - 5.1E - PATNA/ST XAVIER'S PRIMARY SCHOOL (pages 115-119) - Submit joint report dated 21 March 2011 (copy enclosed) by the Executive Director of Finance and Corporate Support and the Executive Director of Educational and Social Services.