PLEASE NOTE THAT THE MINUTE REQUIRES TO BE APPROVED AS A CORRECT RECORD AT THE NEXT COUNCIL MEETING AND MAY BE AMENDED

EAST AYRSHIRE COUNCIL

CABINET

MINUTES OF MEETING HELD ON WEDNESDAY 4 NOVEMBER 2026 AT 1000 HOURS IN THE COUNCIL CHAMBERS, COUNCIL HEADQUARTERS, LONDON ROAD, KILMARNOCK/BY VIDEO CONFERENCE

MEMBERS PARTICIPATING: Councillors Jim McMahon, Elaine Cowan, Graham Barton, Barry Douglas, Neal Ingram, Clare Maitland, Linda Mabon, William Lennox and Neill Watts; and Religious Representatives: Dr David Lewis and Babs Mowat; Parent Representative: John Semple; and Teacher Representative: Hazel Malakoty.

OFFICERS PARTICIPATING: David Mitchell, Depute Chief Executive; Linda McAulay-Griffiths, Director of Education and Skills and Chief Education Officer; Craig Young, Chief Governance Officer; Erik Sutherland, Acting Director of Health and Social Care Partnership; Colin Hastings, Head of Finance and Chief Financial Officer; Gary Craig, Head of Housing and Communities; Paul Toland, Head of ICT and Digital; Amanda Lowe, Head of People and Culture; David Anderson, Service Manager - Partnerships & Estates; Simon Bell, Strategic Lead: Asset Investment; Fiona Docherty, Interim Financial Strategy and Accounting Manager; David Doran, Health and Safety Manager; Martin Smith, Senior Accountant; and Lynn Young, Democratic Services Team Leader.

APOLOGY: Councillor Douglas Reid.

CHAIR: Councillor Jim McMahon, Depute Leader of the Council.

CHAIR'S REMARKS

1. The Chair thanked Councillor Iain Linton for his attendance and contribution into Cabinet meetings over the years and welcomed Councillor William Lennox to his first meeting of Cabinet, as Cabinet Member with responsibility for Resources and Economy.

DECLARATIONS OF INTEREST

2. No declarations of interest were intimated by the Members participating in relation to the items of business on the Agenda.

EAST AYRSHIRE PERFORMS - SUMMARY REPORT

3E. There was submitted a report (circulated) by the Head of Finance and Chief Financial Officer which advised Members of a number of important performance measures as at 30 September 2026 (Period 6), which included the projected financial position for the year, progress of the capital programme, workforce and digital strategies.

The Head of Finance and Chief Financial Officer advised that in terms of paragraph 6 of the report, the collective reported underspend was £0.776m and not £1.476m as detailed.

Cabinet agreed:-

(i) to note the financial management position as shown in paragraphs 4 to 17 of the report;

(ii) to note the financial resilience indicators reported in paragraph 18 of the report;

(iii) to note the re-profiling of capital budgets from 2026/27 to future years as per paragraphs 20 to 22 of the report;

(iv) to note the contract figure exceeded the accepted tender value by more than 10% in respect of the upgrade works at both Western Road and Garlaff Waste Facilities, as referenced in paragraphs 23 and 24 of the report;

(v) to note the information in respect of People highlighted in paragraphs 25 and 26 of the report;

(vi) to note the information in respect of the Digital Strategy as at paragraph 27 of the report; and

(vii) otherwise, to note the contents of the report.

Religious representative Babs Mowat joined the meeting during consideration of the above item.

Councillors Ingram and Lennox, and Religious Representative Babs Mowat left the meeting during consideration of the above item.

Religious Representative Dr David Lewis, and Teacher Representative Hazel Malakoty left the meeting following determination of the above item.

POLICY REVIEW SCHEDULE

4E. There was submitted a report dated 20 October 2026 (circulated) by the Head of People and Culture which recommended to Cabinet the proposed revisions and updates to the Employment Policies as detailed within paragraph 2 of the report.

Cabinet agreed:-

(i) to the revisions to the Positive Recruitment Policy as detailed within paragraph 7 of the report;

(ii) to note the revisions to the Enhanced Leave Policy, as detailed within paragraph 8 of the report;

(iii) to the revisions to the Flexible Retirement Policy as detailed within paragraph 9 of the report;

(iv) to the additions to the Disciplinary, Grievance, Whistleblowing and Dignity at Work Policies as per the request following Appeals Panels and Employment Tribunal Judgement as detailed in paragraph 10 of the report; and

(v) otherwise, to note the contents of the report.

CHIEF OFFICERS, LOCAL GOVERNMENT EMPLOYEES, CRAFT OPERATIVES: LOCAL GOVERNMENT PENSION SCHEME EMPLOYERS' DISCRETIONS

5E. There was submitted and noted a report dated 20 October 2026 (circulated) by the Head of People and Culture which confirmed the position of the Council's Statement of Policy of Employers' Discretions for Local Government Pension Scheme (LGPS) to

continue to meet regulatory requirements. There were no proposed changes to the Councils current policy.

Parent Representative John Semple left the meeting at this point.

EXCLUSION OF PRESS AND PUBLIC

6. Cabinet Resolved:- "That under Section 50A(4) of the Local Government (Scotland) Act 1973, as amended, the Press be excluded from the meeting for the following item of business on the grounds that it involved the likely disclosure of exempt information as defined in Paragraph 9 of Schedule 7A of the Act".

RENT REVIEW AND LEASE ASSIGNATION - UNIT 4, MOORFIELD PARK NORTH, KILMARNOCK

7. There was submitted a report dated 26 October 2026 (circulated) by the Depute Chief Executive which sought Cabinet approval to agree the assignation of the lease between the companies identified within the report for Unit 4, Moorfield Park North and settle the rent review for the property effective from 8 September 2026. The extent of the premises was shown outlined in red on the plan.

Cabinet agreed:-

(i) to the assignation of the lease between the companies identified within the report for Unit 4, Moorfield Park North;

(ii) to authorise the Chief Governance Officer to take such steps necessary to affect the assignation of the lease;

(iii) to authorise settlement of the rent review for Unit 4, Moorfield Park North for the amount set out within the report where the rent had been increased in line with market evidence effective from 8 September 2026; and

(iv) otherwise, to note the contents of the report.

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The meeting terminated at 1158 hours.