

**EAST AYRSHIRE COUNCIL**

**CORPORATE GOVERNANCE COMMITTEE**

**MINUTES OF SPECIAL MEETING HELD ON THURSDAY 19 APRIL 2007 AT 0900 HOURS IN THE MEETING ROOM, COUNCIL HEADQUARTERS, LONDON ROAD, KILMARNOCK**

**PRESENT:** Councillors John Knapp, Jim O'Neill, Brian Reeves, Gordon Cree, John Weir, Drew McIntyre, Ray Murray, Stuart Finlayson, Robert McDill, Eric Jackson, George Smith, Tommy Farrell, William Menzies, William Crawford, Eric Ross and Elaine Dinwoodie.

**ATTENDING:** Elizabeth Morton, Depute Chief Executive/Executive Director of Corporate Support; Jackie Donnelly, Executive Head of Social Work; David Mitchell, Head of Legal, Procurement and Regulatory Services; Martin Rose, Head of Personnel; and Gillian Hamilton, Administrative Officer.

**APOLOGIES:** Councillors Stephanie Young, Douglas Reid, Harry Wilson and Iain Linton.

**CHAIR:** Councillor John Knapp, Chair.

**ADDITIONAL ITEM**

1. The Chair at his discretion and in terms of Standing Order 19 (iii) requested that a further report on Age Regulations be considered by reason that an urgent decision was required.

It was agreed to consider the report detailed in paragraph 10 below.

**MINUTES**

**SUB-COMMITTEE MINUTES**

2. There were submitted and approved as a correct record the undernoted Sub-Committee Minutes (circulated), viz ;-
- 2.1 **APPEALS SUB-COMMITTEE OF THE CORPORATE GOVERNANCE COMMITTEE OF 16 APRIL 2007 - APPENDIX 1**

**CENTRAL JOINT CONSULTATIVE COMMITTEE**

3. There were submitted for information and noted Minutes of the meeting of the Central Joint Consultative Committee held on 2 April 2007 (circulated).

**CHAIRS' MONITORING GROUP**

4. There were submitted for information and noted Minutes of the meeting of the Chairs' Monitoring Group held on 10 April 2007 (circulated).

**EXCLUSION OF PRESS AND PUBLIC**

5. The Committee resolved that under Section 50(A) (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 involved the

likely disclosure of exempt information as defined in Paragraphs 1 and/or 11 of Schedule 7A of the Act.

## **STAFFING**

### **RESTRUCTURE OF LEISURE DEVELOPMENT SERVICE – COMMUNITY HEALTH IMPROVEMENT PARTNERSHIP**

6. There was submitted a joint report dated 10 April 2007 (circulated) by the Depute Chief Executive/Executive Director of Corporate Support and the Executive Director of Neighbourhood Services which sought approval for a restructure of the Community Health Improvement Partnership (CHIP) Project Team in the Leisure Development Section within the Department of Neighbourhood Services.

It was agreed:-

- (i) to approve the staffing proposals contained in paragraph 3 of the report, subject to consultation with Trade Unions; and
- (ii) otherwise to note the report.

### **DEPARTMENT OF CORPORATE SUPPORT AND CHIEF EXECUTIVE'S OFFICE (FINANCE AND ASSET MANAGEMENT) – AMENDMENTS TO STAFFING STRUCTURE (Item 3, Page 2564, 03/07)**

7. There was submitted a joint report dated 10 April 2007 (circulated) by the Chief Executive and the Depute Chief Executive/Executive Director of Corporate Support which sought approval for amendments to the staffing structure of the Finance and Asset Management Service within the Chief Executive's Office and the Department of Corporate Support.

It was agreed:-

- (i) to approve the staffing implications of the restructure proposals contained within the report, subject to consultation with Trade Unions; and
- (ii) otherwise to note the report.

### **STRATEGIC DEVELOPMENT OF OLDER PEOPLE'S SERVICES (Item 25, Page 2278, 03/07)**

8. There was submitted a joint report dated 10 April 2007 (circulated) by the Depute Chief Executive/Executive Director of Corporate Support and the Executive Director of Educational and Social Services which sought approval for amendments to the staffing structure within the Social Work Service of the Department of Educational and Social Services.

It was agreed:-

- (i) to approve the staffing proposals contained in paragraph 3 of the report; and
- (ii) otherwise to note the report.

### **STRATEGIC DIRECTION OF SOCIAL WORK SERVICES**

9. There was submitted a joint report dated 10 April 2007 (circulated) by the Depute Chief Executive/Executive Director of Corporate Support and the Executive Director

of Educational and Social Services which (i) reported back on the full implications of the 21<sup>st</sup> Century Social Work Review "Changing Lives"; (ii) made recommendations on a number of changes which would best position Social Work Services to further develop and successfully meet current and emerging challenges; (iii) strengthened arrangements for driving forward Community Plan Action Plan responsibilities through developing stronger links and partnership arrangements (iv) sought approval on revised operational and management arrangements within the Social Work Service and across the Department of Educational and Social Services; and (v) sought approval for amendments to the Social Work structure within the Department of Educational and Social Services to enhance service development.

It was agreed:-

- (i) to approve the staffing recommendations contained in paragraph 7 of the report, subject to consultation with Trade Unions; and
- (ii) otherwise to note the report.

### **AGE REGULATIONS**

- 10.** There was submitted a report dated 18 April 2007 (tabled) by the Depute Chief Executive/Executive Director of Corporate Support which sought approval of (i) a normal retirement age for all Council employees, including teachers; and (ii) revisions to the Council's current arrangements for exercising Employer's Discretions in respect of enhanced redundancy payments having regard to the terms of the Local Government (Discretionary Payments and Injury Benefits) (Scotland) (Amendment) Regulations 2006-551/2006/609.

It was agreed:-

- (i) that a normal retirement age of 65 years be adopted for all Council employees;
- (ii) that the Council continue to exercise its discretion to make enhanced redundancy payments agreed under the terms of the Local Government (Discretionary Payments and Injury Benefits) (Scotland) (Amendment) Regulations 2006;
- (iii) that payments agreed under the Local Government (Discretionary Payments and Injury Benefits) (Scotland) (Amendment) Regulations 2006 be made in accordance with the tariff detailed in appendix 3 of the report; and
- (iv) otherwise to note the report.

The meeting terminated at 0920 hours.

**APPENDIX I**

**EAST AYRSHIRE COUNCIL**

**APPEALS SUB-COMMITTEE OF THE CORPORATE GOVERNANCE COMMITTEE**

**MINUTES OF MEETING HELD ON MONDAY 16 APRIL 2007 AT  
1000 HRS IN THE MEETING ROOM, COUNCIL HEADQUARTERS,  
LONDON ROAD, KILMARNOCK**

**PRESENT:** Councillors John Knapp, Brian Reeves, Gordon Cree and William Crawford.

**ATTENDING:** Martin Rose, Head of Personnel and Anne Marie Carr, Senior Administrative Officer.

**APOLOGY:** Councillor Robert McDill.

**CHAIR:** Councillor John Knapp, Chair.

**EXCLUSION OF PRESS AND PUBLIC**

1. The Sub-Committee resolved 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 item of business on the grounds that it involved the likely disclosure of exempt information as defined in Paragraph 1 of Schedule 7A of the Act.

**GRIEVANCE APPEAL NO G3/07**

2. There was submitted a copy of the Grievance and Disputes Procedures together with submissions by the Trade Union Representative on behalf of the Appellants and report dated 5 April 2007 by the Depute Chief Executive/Executive Director of Corporate Support which enclosed submissions by the Appellants' Representative (all circulated).

**OUTCOME OF APPEAL**

3. Having heard both parties, the Sub-Committee unanimously agreed that the grounds of the appeal had not been substantiated and the appeal had not been upheld.

The meeting terminated at 1035 hrs.