

EAST AYRSHIRE COUNCIL

CORPORATE GOVERNANCE COMMITTEE

**MINUTES OF SPECIAL MEETING HELD ON THURSDAY 22 MARCH 2007 AT
1100 HOURS IN THE MEETING ROOM, COUNCIL HEADQUARTERS, LONDON
ROAD, KILMARNOCK**

PRESENT: Councillors John Knapp, Jim O'Neill, Brian Reeves, Gordon Cree, John Weir, Iain Linton, Ray Murray, Stuart Finlayson, Robert McDill, Eric Jackson, George Smith, Tommy Farrell, William Menzies, William Crawford and Eric Ross.
ATTENDING: Fiona Lees, Chief Executive; Elizabeth Morton, Depute Chief Executive/Executive Director of Corporate Support; David Mitchell, Head of Administrative and Legal Services; Martin Rose, Head of Personnel; and Gillian Hamilton, Administrative Officer.

APOLOGIES: Councillors Stephanie Young, Douglas Reid, Drew McIntyre and Harry Wilson.

CHAIR: Councillor John Knapp, Chair

APPEALS SUB-COMMITTEE OF THE CORPORATE GOVERNANCE COMMITTEE

1. There were submitted and approved as a correct record Minutes of the Appeals sub-Committee of the Corporate Governance Committee held on 9 March 2007 (circulated) as shown in the Appendix to these Minutes.

EXCLUSION OF PRESS AND PUBLIC

2. 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 item of business on the grounds that it involved the likely disclosure of exempt information as defined in Paragraphs 1 and 11 of Schedule 7A of the Act.

IMPLEMENTATION OF SINGLE STATUS AGREEMENT

3. There was submitted a report dated 12 March 2007 (circulated) by the Depute Chief Executive/Executive Director of Corporate Support which advised on the recommendations of the Appeals Sub-Committee of the Corporate Governance Committee and recommended action arising therefrom.

Councillor Knapp seconded by Councillor Crawford moved:-

- (i) that Committee accept the recommendations of the Appeals Sub-Committee of the Corporate Governance Committee; and
- (ii) that the revised pay and Grading Scheme be implemented with effect from 1 April 2006.

Councillor McDill seconded by Councillor Linton moved as an amendment:-

- (i) that Committee note the recommendations of the Appeals Sub-Committee of the Corporate Governance Committee;

- (ii) that the revised Pay and Grading Scheme be part implemented in respect of those workers in the green and white circle categories with effect from 1 April 2006; and
- (iii) that Council keep open discussions with the Trade Unions to try and reach a settlement in relation to those workers in the red circle category.

On a division by a show of hands the motion was carried by 12 votes to 3.

The meeting terminated at 1149 hours.

APPENDIX

EAST AYRSHIRE COUNCIL

APPEALS SUB-COMMITTEE OF THE CORPORATE GOVERNANCE COMMITTEE

**MINUTES OF MEETING HELD ON FRIDAY 9 MARCH 2007 AT
0900 HRS IN THE MEETING ROOM, COUNCIL HEADQUARTERS,
LONDON ROAD, KILMARNOCK**

PRESENT: Councillors Tommy Farrell, Gordon Cree, Robert McDill, George Smith and Elaine Dinwoodie.

ATTENDING: Elizabeth Morton, Depute Chief Executive/ Executive Director of Corporate Support; David Mitchell, Head of Administrative and Legal Services; and Anne Marie Carr, Senior Administrative Officer.

CHAIR: Councillor Tommy Farrell, Chair.

TRADE UNION REPRESENTATIVES: David O'Connor and Arthur West, UNISON; Frank Minnery, GMB Scotland; Jennifer Elliott T&G Scotland; Andrew Wilson, Manual Craft Convenor.

MANAGEMENT REPRESENTATIVES: Martin Rose, Head of Personnel; Alex McPhee, Executive Head of Finance; Alex Drain, Job Evaluation Project Manager and George Park, Employee Relations Manager.

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 11 of Schedule 7A of the Act.

**IMPLEMENTATION OF SINGLE STATUS AGREEMENT
(Item 7, Page 2702, 03/07)**

2. There was submitted a report dated 7 March 2007 (circulated) by the Depute Chief Executive/ Executive Director of Corporate Support which provided the Sub-Committee with background information, Trade Union submissions and the management response to these, to allow the Sub-Committee to consider representations from the Trade Unions in respect of the implementation of the Single Status Agreement.

TRADE UNIONS REPRESENTATIONS

3. The Sub-Committee then heard representations from UNISON, GMB Scotland and T&G Scotland. Thereafter, the Sub-Committee heard representations from the Management Representatives. During the process the opportunity was afforded to both the Trade Unions and the Management Representatives to ask questions in respect of their respective representations, and to Sub-Committee Members to do likewise.

ADJOURNMENTS/RECONVENTIONS

4. The Sub-Committee adjourned at 1050 hrs and reconvened at 1108 hrs with the same Members and Officials present and in attendance.

The Sub-Committee adjourned at 1130 hrs and reconvened at 1135 hrs with the same Members and Officials present and in attendance.

DECISION

5. Having heard the representations from UNISON, GMB Scotland and T&G Scotland and the representations from the Management Representatives and having heard the Head of Administrative and Legal Services, the Sub-Committee unanimously agreed, on the basis that nothing raised at this meeting would require a fundamental review of the substantive contents of the proposed Scheme, nor any further deferral of implementation of the Scheme, to recommend to the Corporate Governance Committee that they agree to move forward with the implementation the Scheme. This decision had been taken on the basis that the Members of the Sub-Committee had been satisfied that the issues which had been raised could be addressed through further negotiations between Trade Unions and Management, failing which by application of the Appeal Process where agreement could not be reached.

The meeting terminated at 1205 hrs.