

EAST AYRSHIRE COUNCIL

POLICY AND RESOURCES COMMITTEE

**MINUTES OF SPECIAL MEETING HELD ON THURSDAY 23 NOVEMBER 2006
AT 1105 HRS IN THE MEETING ROOM, COUNCIL HEADQUARTERS,
LONDON ROAD, KILMARNOCK**

PRESENT: Councillors Drew McIntyre, Brian Reeves, Jim O'Neill, Stephanie Young, Willie Coffey, Douglas Reid, Gordon Cree, John Weir, Isabella Macrae, Harry Wilson, John Knapp, Stuart Finlayson, Robert McDill, Jimmy Kelly, Tommy Farrell, William Menzies, Eric Ross and Elaine Dinwoodie.

ATTENDING: Fiona Lees, Chief Executive; Elizabeth Morton, Depute Chief Executive/Executive Director of Corporate Support; Graham Short, Executive Director of Educational and Social Services; William Stafford, Executive Director of Neighbourhood Services; Jim Kane, Acting Executive Director of Development and Property Services; Alex McPhee, Executive Head of Finance; Martin Rose, Head of Personnel; Robin Baker, Financial Controller; and Anne Marie Carr, Senior Administrative Officer.

APOLOGIES: Provost Jane Darnbrough and Councillor Eric Jackson.

CHAIR: Councillor Drew McIntyre, Chair.

**TRANSFORMING PUBLIC SERVICES - THE NEXT PHASE OF REFORM -
INTEGRATED SERVICE DELIVERY AND GOVERNANCE MODELLING
PROJECT - SHARED SERVICES -
JOINT WORKING IN AYRSHIRE (Item 5, Page 2256, 03/07)**

1. There was submitted a report dated 15 November 2006 (circulated) by the Depute Chief Executive/Executive Director of Corporate Support which updated Members on the progress in relation to the Minister for Finance and Public Service Reform's consultation on Transforming Public Services - Next Phase of Reform, the Scottish Executive's Integrated Service Delivery and Governance Modelling Project and its Shared Services Agenda and, also, the work which had been undertaken on a pan-Ayrshire basis in this respect.

It was agreed:

- (i) to note the actions taken in respect of the three strands of the Scottish Executive's Reform Programme;
- (ii) to endorse the steps taken and proposed to date in respect of the areas outlined in the report;
- (iii) to endorse the steps taken and proposed to date in respect of additional joint working arrangements pan-Ayrshire; and
- (iv) that the Depute Chief Executive/Executive Director of Corporate Support and other relevant Officers report back to Committee in due course.

EXCLUSION OF PRESS AND PUBLIC

2. The 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.

EAST AYRSHIRE COUNCIL'S MANAGEMENT STRUCTURE - PROPOSED ARRANGEMENTS

3. There was submitted a report dated 20 November 2006 (circulated) by the Chief Executive which sought the Committee's approval of amendments to the Council's management structure.

Councillor McIntyre, seconded by Councillor Reeves, moved to recommend to Council:

- (i) that, with effect from 1 April 2007:-
- (a) the post of Executive Director of Development and Property Services be deleted from the establishment;
 - (b) the post of Head of Economic Development and Property Services, Head of Protective Services and Head of Service (Quality Improvement) be deleted from the establishment;
 - (b) Administrative and Legal Services be split into Democratic Services and Legal, Procurement and Regulatory Services;
 - (c) the post of Administration Manager be redesignated Head of Democratic Services and regraded from SO21 to Chief Officer Grade CO32 and further that this be the minimum grade for a Chief Officer;
 - (d) the post of Head of Administrative and Legal Services/Solicitor to the Council be redesignated as Head of Legal/Procurement and Regulatory Services/ Solicitor to the Council and regraded from CO34 to CO38;
 - (e) that the post of Executive Head of Finance be regraded from CO38 to CO43 and be redesignated Executive Head of Finance and Asset Management;
 - (f) that the post of Head of Leisure Services be regraded from CO32 to CO34;
 - (g) the post of Head of Planning, Development and Building Standards be regraded from CO32 to CO34 and that the post be redesignated Head of Planning and Economic Development;
 - (h) the revised management structure as detailed in Appendices 2 to 5 of the report be approved;
 - (i) that any severance arrangements arising from the proposals contained in this report be considered by the Corporate Governance Chair's Sub-Committee in accordance with the agreed arrangements.
- (ii) that, with effect from 1 April 2008, the post of Head of Corporate Development and Communication be deleted from the establishment; and

- (iii) that with immediate effect;
- (a) the post of Head of Service (Community Support) be regraded from CO32 to CO34;
 - (b) the post of Principal Officer (Quality Development) be regraded to SCP16 and the duties of the post be extended to include responsibility for Quality Development in Social Services;
 - (c) a further review be carried out of the management structure, including proposals for performance appraisal of Chief Officers, after April 2008 and that a further report be submitted to Committee on the findings of the review with the understanding that any proposed amendments may be brought forward in the interim where these were required as a result of changes brought about by internal or external drivers.
 - (d) to remit this report to the Corporate Governance Committee for consideration of the staffing proposals;
 - (e) to note that the proposals were subject to consultation with the relevant Trade Unions; and
 - (f) otherwise, to note the contents of the report.

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Councillor Reid, seconded by Councillor W Coffey, moved as an amendment that it be recommended to the incoming Council following the Local Government Elections on 3 May 2007 that a full review of political and departmental structures take place and consequently to defer the proposals detailed in the report.

The paragraphs detailed above at (i)(a) to (i) inclusive; paragraphs (ii) and (iii)(a) to (c) inclusive would be recommendations to Council.

On a division by a show of hands, the motion was carried by 12 votes to 5.

The meeting terminated at 1143 hrs.