

EAST AYRSHIRE COUNCIL

CORPORATE GOVERNANCE COMMITTEE

MINUTES OF SPECIAL MEETING HELD ON TUESDAY 28 NOVEMBER 2006 AT 1000 HOURS IN THE MEETING ROOM, COUNCIL HEADQUARTERS, LONDON ROAD, KILMARNOCK

PRESENT: Councillors John Knapp, Jim O'Neill, Stephanie Young, Brian Reeves, Gordon Cree, John Weir, Drew McIntyre, Harry Wilson, Iain Linton, Ray Murray, Stuart Finlayson, Robert McDill, George Smith, William Crawford and Elaine Dinwoodie.

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

APOLOGIES: Councillors Douglas Reid, Eric Jackson, Tommy Farrell, William Menzies, Eric Ross and Jimmy Carmichael.

CHAIR: Councillor John Knapp, Chair.

EXCLUSION OF PRESS AND PUBLIC

1. 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 paragraphs 1 and 11 of Schedule 7A of the Act.

EAST AYRSHIRE COUNCIL'S MANAGEMENT STRUCTURE – PROPOSED ARRANGEMENTS (Item 12, page 821, 03/07)

2. There was submitted a report dated 23 November 2006 (circulated) by the Chief Executive which sought the Committee's approval of staffing proposals arising from proposed amendments to the Council's Management Structure.

Councillor Knapp seconded by Councillor Crawford moved:-

- (i) to note that subject to approval of Council on 7 December 2006 and with effect from 1 April 2007:-
 - (a) the post of Executive Director of Development and Property Services would be deleted from the establishment;
 - (b) the posts of Head of Economic Development and Property Services, Head of Protective Services and Head of Service (Quality Improvement) would be deleted from the establishment;
 - (c) Administration and Legal Services would be split into Democratic Services and Legal, Procurement and Regulatory Services;

- (d) the revised management structure detailed in Appendices 2 to 5 of the report would be approved; and
 - (e) any severance arrangements arising from the proposals contained in the report would be considered by the Chair's Sub-Committee of the Corporate Governance Committee in accordance with the agreed arrangements;
- (ii) to note that, subject to approval of Council on 7 December 2006 and with effect from 1 April 2008, the post of Head of Corporate Development and Communication would be deleted from the establishment;
- (iii) to agree that, subject to the approval of Council on 7 December 2006 and with effect from 1 April 2007:-
- (a) the post of Administration Manager be re-designated 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;
 - (b) the post of Head of Administration 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;
 - (c) the post of Executive Head of Finance be regraded from CO38 to CO43 and be redesignated Executive Head of Finance and Asset Management;
 - (d) the post of Head of Leisure Services be regraded from CO32 to CO34; and
 - (e) the post of Head of Planning, Development and Building Standards be regraded from CO32 to CO34 and the post be redesignated Head of Planning and Economic Development;
- (iii) to agree that, subject to approval of Council on 7 December 2006:-
- (a) the post of Head of Service (Community Support) be regraded from CO32 to CO34 with immediate effect; and
 - (b) the post of Principal Officer (Quality Development) be regraded to Secondary Head Teachers SCP 16 (and the duties of the post be extended to include responsibility for quality development in Social Services, with immediate effect;
- (iv) to note that a further review would be carried out of the management structure, including proposals for performance appraisal of Chief Officers, after April 2008 and that a further report would be submitted to the appropriate Committee on the findings of the review, with the understanding that any proposed amendments could be brought forward in the interim where these were required as a result of changes brought about by internal or external drivers;
- (v) to note that the proposals were subject to consultation with the relevant Trade Unions; and
- (vi) otherwise, to note the contents of the report.

Councillor Wilson seconded by Councillor McDill moved as an amendment that the proposals contained in paragraphs 9.3 and 9.4 of the report be noted, rather than agreed, pending consideration by Council.

On a division by a show of hands, the motion was carried by ten votes to four.

The meeting terminated at 1014 hours.