

EAST AYRSHIRE COUNCIL

RECRUITMENT AND PERSONNEL COMMITTEE

Minutes of meeting in Cumnock and Doon Valley District Council Offices, Lugar, on 27 June 1995

PRESENT: Councillors J Boyd (Chair), D Coffey, W Doyle, T Farrell, J Kelly, A McIntyre and D Sneller.

ATTENDING: D Montgomery, Chief Executive; G Fraser; A Fairbairn and J Ross (Interim Personnel Adviser).

APOLOGY FOR ABSENCE: Councillor G Turnbull.

1. MINUTES OF PREVIOUS MEETING

The minutes of the previous meeting were submitted and approved.

2. SENIOR STAFF APPOINTMENTS

There was submitted a report (tabled) by the Chief Executive of June 1995 to advise the Recruitment and Personnel Committee of the appointments which had been made in respect of senior staff as follows:-

<u>Director</u>	<u>Department</u>	<u>Date of Appointment</u>
John Mulgrew	Education	19 June 1995
John Hillis	Housing	19 June 1995
James Dickie	Social Work	21 June 1995
Robert McLeary	Property	21 June 1995
Gordon Clark	Finance	26 June 1995
Ian McLachlan	Personnel Services	26 June 1995

It was then agreed to note the contents of the report.

3. FURTHER SENIOR OFFICER APPOINTMENTS

There was submitted a report (issued) by the Chief Executive of June 1995 to emphasise the critical importance that senior posts as yet unfilled in any departmental structure approved by the Policy and Resources Committee being advertised and appointments made to them without delay.

The report highlighted the case of the Director of Commercial Operations, where the current timescale for preparation for the next round of CCT - ideally starting in July 1995 for 1980 Act work and from October 1995 onwards for 1988 Act work - made an early appointment imperative if competitiveness is not to be lost.

The report then outlined the further posts proposed for immediate advertisement as follows.

(% of Chief Executive's
salary)

Director of Commercial Operations	82½%
Director of Community Services	80%
Director of Development Services	80%
Director of Support Services	80%
Depute Chief Executive	75%
Head of Leisure Service	60%
Head of Protective Services	60%
Head of Economic Development	60%
Head of Planning	60%
Head of Roads and Transportation	60%
Head of Information Technology	60%
Head of Contract and Technical Services	60%
Head of Administration	55%
Head of Legal Services	55%

Having heard Mr Montgomery in explanation and in answer to members' questions and when the Committee heard that the Council had the option of reviewing salaries at a future date, it was agreed:-

- (a) to note the decision of the Policy and Resources Committee that the above posts be established as indicated;
- (b) that adverts in respect of those posts be placed by Friday 30 June 1995;
- (c) that leeting be arranged to take place during the last week in July 1995;
- (d) that interviews be arranged to take place from the second week in August 1995;
- (e) that the Committee continue to request the submission of reports by short-leeted applicants;
- (f) that it be recommended to the Council that following the adoption of a Committee structure for the Council on 29 June 1995, the Chairs of appropriate Committees for posts in departments which would report direct to their particular Committees be added to the membership of the Recruitment and Personnel Committee and that they be invited to participate in the leeting and interviewing panel; and
- (g) otherwise, to note the contents of the report.