



MINUTES OF THE MEETING OF THE CABINET

**TUESDAY 14 MAY 2019
COUNCIL CHAMBER, TOWN HOUSE, HADDINGTON**

Committee Members Present:

Councillor S Akhtar
Councillor N Hampshire
Councillor W Innes (Convener)
Councillor J McMillan
Councillor F O'Donnell

Other Councillors Present:

Councillor L Bruce
Councillor F Dugdale
Councillor J Findlay
Councillor A Forrest
Councillor J Henderson
Councillor C Hoy

Council Officials Present:

Mrs A Leitch, Chief Executive
Ms A MacDonald, Director of Health and Social Care
Ms M Patterson, Depute Chief Executive – Partnerships and Community Services
Mr J Lamond, Head of Council Resources
Ms S Saunders, Head of Communities and Partnerships
Mr D Proudfoot, Head of Development
Ms F Robertson, Head of Education
Mr T Reid, Head of Infrastructure
Ms F Robertson, Head of Education
Ms J Tait, Head of Children and Adult Services
Mr S Cooper, Team Manager - Communications
Mr C Grilli, Service Manager – Legal and Procurement
Mr E John, Service Manager – Sport, Countryside and Leisure
Ms J Lothian, Sustainable Energy and Climate Change Officer
Mrs K MacNeill, Service Manager – People and Governance
Ms Z McFadzean, HR Business Partner
Ms W McGuire, Team Leader – Strategy and Development

Clerk:

Mrs L Gillingwater

Apologies:

Councillor J Goodfellow

Declarations of Interest:

None

1. MINUTES FOR APPROVAL – CABINET 12 MARCH 2019

The minutes of the meeting of the Cabinet of 12 March were approved.

2. REVISED CASUAL WORKERS POLICY AND CASUAL WORKERS DISCIPLINARY CODE

A report was submitted by the Depute Chief Executive (Resources and People Services) seeking Cabinet approval of amendments to the Casual Workers Policy, following consultation with the Joint Trades Unions and employees prior to the policy being approved by CMT.

Zoe McFadzean, HR Business Partner, presented the report, advising that the Casual Workers' Policy had recently been reviewed to take account of a number of changes in practice. She highlighted the key changes to the Policy, noting that staff and Trades Unions had been consulted. She added that a briefing note on the changes would be prepared for managers.

Ms McFadzean responded to a series of questions from Members, noting that casual posts were advertised through various informal channels in addition to the MyJobScotland website and the Job Centre, and that travel allowances for casual staff were no different to those of permanent staff. She added that, based on benchmarking that had been undertaken to date, East Lothian would be one of the few councils to offer incremental progression for casual employees.

Councillor Akhtar welcomed the report and the consultation with Trades Unions. She highlighted the importance of the role of casual staff and the need to support them through a robust policy.

Councillor Innes also commented on the importance of continuity of service, which was provided by casual employees, and to ensure that such staff were properly recompensed. He particularly welcomed the proposal to introduce incremental progression.

Decision

The Cabinet agreed to approve the revised Casual Workers Policy (attached at Appendix 1 to the report), noting that it would be introduced on 1 June 2019, to allow time for communication of the revised policy to be issued to all staff.

3. THE EAST LOTHIAN COUNCIL (SCOTTISH OPEN, THE RENAISSANCE CLUB) (EXEMPTION) ORDER 2019 AND THE EAST LOTHIAN COUNCIL (LADIES SCOTTISH OPEN, THE RENAISSANCE CLUB) (EXEMPTION) ORDER 2019

A report was submitted by the Depute Chief Executive (Partnerships and Community Services) seeking approval of the making of two Orders under Section 11 of the Land Reform (Scotland) Act 2003, to facilitate the holding of the Aberdeen Standard Investments Scottish Open 2019 Golf Championship and the Aberdeen Standard Investments Ladies Scottish Open 2019 Golf Championship, both to be held at The Renaissance Club, Dirleton, East Lothian.

Eamon John, Service Manager – Sport, Countryside and Leisure, presented the report, advising Members of the need for the Orders for reasons of the safety and security of the players and the safety of the public, and to permit access only by ticket holders during the events. He also drew Members' attention to the consultation on the Orders, to which no objections had been received.

Councillor Findlay questioned whether public access between Gullane and North Berwick would be affected during the periods that the Orders would be in place. He was reassured that the John Muir Way would not be affected by the Orders.

As the Council's Economic Development and Tourism spokesperson, Councillor McMillan highlighted the benefits to East Lothian in hosting high profile golfing events and of the positive relationship between the Council and the golf industry. He also paid tribute to the work done by the East Lothian Local Access Forum.

Councillor Innes welcomed the Scottish Open and Scottish Ladies Open Championships being held in East Lothian. He thanked Council staff for their work to ensure that the competitions would be a success.

Decision

The Cabinet agreed:

- i. to approve the making of The East Lothian Council (Scottish Open, The Renaissance Club) (Exemption) Order 2019; and
- ii. to approve the making of The East Lothian Council (Ladies Scottish Open, The Renaissance Club) (Exemption) Order 2019.

Signed

Councillor Willie Innes
Council Leader and Convener of the Cabinet