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Motherwell, 21st September, 1995 at 2 pm. At a Meeting of the  
INTERIM EXECUTIVE COMMITTEE

PRESENT

Councillor H. McGuigan, Chair; Councillors Craig, Craigie, Hebenton, Logue, Lyle, McCulloch, McKendrick, Mathieson, Moran, G. Murray, Pentland, Shaw and Sullivan.

IN ATTENDANCE

The Chief Executive, Director of Administration, Director of Construction Services, Director of Education, Director of Finance, Director of Housing, Director of Leisure Services, Director of Planning and Development, Director of Social Work and Head of IT Services.

APOLOGIES

Councillors Gray, Lafferty, McCabe, R. McKenna, Murphy and Wallace.

LOCAL GOVERNMENT ETC. (SCOTLAND) ACT 1994 - SECTION 55  
AGREEMENT - MAJOR FINANCIAL TRANSACTIONS

(1) LONG TERM BORROWING TRANSACTIONS

240. There was submitted a report dated 4th September, 1995 by the Director of Finance, relative to advice he had given to each of the five constituent authorities regarding borrowing transactions, and advising that blanket borrowing consent in terms of Section 55 of the Local Government Etc. (Scotland) Act 1994 had been given.

Decided: That the action taken by the Director of Finance be homologated.

(2) CONSTRUCTION OF FOOTBALL STADIUM ETC. AT RAEBOG ROAD, GLENMAVIS

241. There was submitted a report dated 5th September, 1995 by the Director of Planning and Development, regarding a request which he had received from Strathclyde Regional Council, in terms of Section 55 of the Local Government Etc. (Scotland) Act 1984, for the Council's observations on the planning merits of an application for the erection of a football stadium etc. at Raebog Road, Glenmavis.

Decided:

- matter;
- (1) That the Council take no action with regard to this
  - (2) That the Director of Planning and Development be authorised to inform Strathclyde Regional Council according, and
  - (3) That in view of the urgency of replying to the Regional Council, the Council's response be made with immediate effect.

#### BUDGET 1995-96

242. There was submitted a report dated 13th September, 1995 by the Director of Finance, regarding the 1995-96 Budget, and containing his observations on the consequences of the level of shadow funding.

Decided:

- (1) That each Department be allocated the sum of \$2,500 for minor items of expenditure, and
- (2) That the report be noted.

#### APPOINTMENT OF RISK MANAGEMENT AND INSURANCE ADVISERS/BROKERS

243. There was submitted a report dated 18th September, 1995 by the Director of Finance, regarding the appointment of a firm of Brokers to act as advisers on risk management and insurance.

Decided: That authority be given to the Director of Finance to appoint Bowring Marsh and McLennan Limited as the Council's Risk Management and Insurance Advisers/Brokers.

#### LOCAL GOVERNMENT ELECTIONS (CHANGES TO THE FRANCHISE AND QUALIFICATION OF MEMBERS) REGULATIONS 1995

244. There was submitted a letter dated 22nd August, 1995 from the Scottish Office, Home and Health Department, enclosing a copy of the Local Government Elections (Changes to the Franchise and Qualification of Members) Regulations 1995 which had recently been approved by Parliament.

Decided: That the information be noted.

#### SECOND GENERAL REVIEW OF EUROPEAN PARLIAMENTARY CONSTITUENCY BOUNDARIES

245. There was submitted a letter dated 22nd August, 1995 from the Boundary Commission for Scotland, regarding its provisional recommendations for the review of the eight European Parliamentary Constituencies in Scotland.

Decided: That the Boundary Commission be advised that the Council's view was that (a) as a first preference, no alterations be made to present European Constituency arrangements, and (b) failing which the Falkirk East and Falkirk West Parliamentary Constituencies should be removed from the proposed Central Scotland Constituency, to be replaced by Clydesdale Parliamentary Constituency.

ADVICE FROM LOCAL GOVERNMENT STAFF COMMISSION (SCOTLAND)

(1) APPOINTMENTS

246. With reference to paragraph 150 of the Minute of the meeting of this Committee of 24th August, 1995 there was submitted a report

dated 14th September, 1995 by the Director of Administration, relative to advice which had been received from the Local Government Staff Commission (Scotland) in terms of circular

6/95

and its addendum in respect of various aspects on the procedures for the appointment of staff.

Decided: That the Director of Administration be authorised to submit representation on this matter to the Local Government Staff Commission (Scotland) in terms of the report.

(2) SELECTION AND MATCHING OF INDIVIDUALS TO POSTS IN THE NEW COUNCILS

247. With reference to paragraph 154 of the Minute of the meeting of this Committee of 24th August, 1995, there were submitted (1) a report dated 25th August, 1995, by the Director of

Administration,

regarding the comments sent to the Local Government Staff Commission (Scotland) in response to a draft circular which had been received from the Local Government Staff Commission (Scotland) on the selection and matching of individuals to

posts in

the new Councils, and (2) a letter dated 1st September, 1995, from the Local Government Staff Commission (Scotland), enclosing a copy of the re-drafted circular.

Decided:

(1) That the action taken by the Director of Administration in responding to the Local Government Staff Commission

(Scotland) be homologated, and

- (2) That the Council note the contents of the letter of 1st September, 1995 from the Staff Commission.

(3) GRIEVANCES AND APPEALS

248. There were submitted (1) a letter dated 24th August, 1995 from the Local Government Staff Commission (Scotland), regarding arrangements for resolving grievances and appeals by individual employees arising from the reorganisation of local government

in

Scotland which had been formally agreed by the Scottish employers and the Trade Unions through the COSLA/Trade Union Joint Forum, and (2) a letter dated 24th August, 1995 from the Convention of Scottish Local Authorities, enclosing a copy of

the

appeals mechanism for the resolution of grievances and appeals.

Decided: That the information be noted.

INTERIM RECRUITMENT ARRANGEMENTS

249. Under reference to paragraph 202 of the Minute of the meeting of the North Lanarkshire Council of 31st August, 1995, there

was

submitted a report dated 14th September, 1995 by the Director

of

Administration, regarding the recruitment process in respect of

the

two second tier posts in the Finance Department which had been undertaken by Recruitment Panel "A" instead of Recruitment

Panel

"B".

Decided:

(1) That the action taken by Recruitment Panel "A" in relation

be

to the two second tier posts in the Finance Department homologated, and

(2) That Recruitment Panel "B" undertakes the full recruitment

process in respect of the two second tier posts in the Environmental Services Department.

DEPARTMENTAL STRUCTURES - 3RD TIER

(1) GENERAL

250. With reference to paragraph 202 of the Minute of the meeting of the North Lanarkshire Council of 31st August, 1995, there was

submitted a report dated 13th September, 1995 by the Chief Executive, certain proposals for third tier or other posts in particular Departments on grounds of urgency.

Decided:

(1) That favourable consideration be given to the following reports by the Directors of Administration and Finance, relative to Finance, IT and Personnel staffing, and

(2) That a Special Meeting of the Policy and Resources Committee be held on 13th October, 1995, regarding other Departmental structures at third tier and below

with

authority to that Committee to proceed without further reference to the Council being required.

(2) 3RD AND 4TH TIER STRUCTURE IN PERSONNEL DIVISION,  
DEPARTMENT OF ADMINISTRATION

251. There was submitted a report dated 14th September, 1995 by the Director of Administration, relative to the outline structure of the Personnel Division of his Department.

Decided:

(1) That the general structure for the Personnel Services Division of the Department of Administration be approved, as outlined in the report;

(2) That the recruitment process for the post of Chief Personnel Officer and the two posts of Principal Officer be authorised immediately;

(3) That the salary grades for these posts be as follows, viz:-

Chief Personnel Officer P024  
Principal Personnel Officer P012, and

(4) That authority be given to the Director of Administration to adjust the structure and job description with reference to the Management Services duties in order to ensure no overlap with posts in the Chief Executive's Department.

(3) FINANCE DEPARTMENT STRUCTURE AND APPOINTMENT OF  
ACCOUNTING MANAGER

252. There were submitted (1) a report dated 12th September, 1995 by the Director of Finance, regarding proposals for the structure

of his

Department and the appointment of an Accounting Manager, and  
(2) a report dated 18th September, 1995 by the Director of Finance, regarding the transfer of the duties relating to risk management and insurance from the Audit Manager to the Technical Manager.

Decided:

- (1) That the post of Accounting Manager in the Finance Department be advertised immediately;
- (2) That the salary grade for this post be PO27;
- (3) That a further report on the Purchasing Division of his Department be submitted on conclusion of the outcome of discussions on the proposed purchasing consortium of local authorities, and
- (4) That the information contained within the report of 18th September, 1995 by the Director of Finance be noted.

(4) FINANCE DEPARTMENT - IT SERVICES DIVISION -  
APPOINTMENT OF BUSINESS SYSTEMS MANAGER AND  
PRODUCTION SERVICES MANAGER

253. There was submitted a report dated 24th August, 1995 by the Director of Finance, regarding the proposed appointment of a Business Systems Manager and Production Services Manager in the IT Division of his Department.

Decided:

- (1) That the posts of Business Systems Manager and Production Services Manager in the IT Division of the Department of Finance be advertised immediately, and
- (2) That the salary grades for these posts be as follows,

viz:-

Business Systems Manager	PO27
Production Services Manager	PO24

ADOPTION OF GUIDING PRINCIPLES OF STAFF TRANSFERS

254. There was submitted a letter dated 8th September, 1995 from the Convention of Scottish Local Authorities, regarding the transitional arrangements during local government reorganisation which had been agreed by the Joint COSLA/Trade Union Forum, and seeking the Council's observations thereon.

Decided: That the Director of Administration be authorised to respond to the Convention of Scottish Local

Authorities

to advise that the Council adopts the six broad principles suggested by the Joint COSLA/Trade Union

Forum.

PRE-SCHOOL EDUCATION IN SCOTLAND

255. There were submitted (1) a letter dated 23rd August, 1995 from the Convention of Scottish Local Authorities, regarding a consultation document on the Government's plans for pre-school education in Scotland which had been issued by the Scottish Office, and seeking the Council's observations thereon, and (2)

a  
report by the Director of Education, relative to the consultative document.

Decided:

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school
- (1) That the Director of Education be authorised to use his report as the Council's response to the Scottish Office the consultative paper on the future of Scottish pre-education;
  - (2) That in view of the urgency of replying to the Scottish Office, the Council's response be made with immediate effect, and
  - (3) That the contents of the report be noted.

SPECIFIC GRANT FOR GAELIC EDUCATION 1996-97

256. There was submitted a report by the Director of Education, regarding the specific grant scheme to support Gaelic provision by education authorities, including language teaching and Gaelic-medium education.

Decided:

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this  
in  
Gaelic
- (1) That the various initiatives detailed in the report by the Director of Education for the promotion of the Gaelic language and culture be approved;
  - (2) That the Director of Education be authorised to confirm with the Scottish Office, Education Department, that the Council endorses the bids made on its behalf by Strathclyde Regional Council for Gaelic education during the financial year 1996-97, and
  - (3) That the Director of Education be instructed to submit, in due course, a strategic plan for the development of Gaelic education for North Lanarkshire for the period 1996-99

future which would form the basis for specific grant bids in years.

#### RESIDENTIAL AND NURSING HOME CARE FOR ADULTS

257. There was submitted a report dated 24th August, 1995 by the Director of Social Work, regarding guidance which had been provided by the Convention of Scottish Local Authorities on the content of the contracts for residential and nursing home care for adults.

Decided:

- (1) That the Council welcomes the guidance on contracting for residential nursing home care for adults;
- (2) That the Council recognise that the final guidance will include alternative models of contracts, and
- (3) That the Council welcomes the emphasis placed on user involvement and the necessity to ensure that service users and their representatives were aware of their rights and responsibilities.

#### LOCAL GOVERNMENT ETC. (SCOTLAND) ACT 1994 - CHILDREN'S HEARINGS SYSTEM

258. There were submitted (1) a letter dated 28th August, 1995 from the Scottish Office, Social Work Services Group, regarding the new Councils' responsibilities for maintaining a Children's Panel Advisory Committee and a Children's Panel for their areas, and seeking the Council's observations on various issues, and (2) a report dated 12th September by the Director of Social Work, containing his observations on the matters raised by the Scottish Office.

Decided:

- (1) That the Council does not engage in the Joint Children's Panel Advisory Committee but, alternatively, establishes a Children's Panel Advisory Committee solely for the North Lanarkshire area;
- (2) That the Council's requirement to provide clerical/administrative support and suitable accommodation for meetings of the Children's Panel Advisory Committee be acknowledged and that otherwise this matter be referred to the Director of Administration and Director of Social Work for further consideration;

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Work,  
for
- (3) That the future budgetary and financial provision for new Children's Panel Advisory Committee and Children's Panel be the responsibility of the Director of Social Work, and
- (4) That the administrative support for the Panel Chairman and appropriate office accommodation be referred to the Director of Administration and Director of Social Work for further consideration.

#### REVIEW OF ADDICTION PROJECTS

259. There was submitted a report dated 12th September, 1995 by the Director of Social Work, regarding a report which had been approved by Strathclyde Regional Council and which reviewed addition projects throughout the Region.

this Decided: That Strathclyde Regional Council be advised that Council endorses its review of addition projects.

#### DAY SERVICES FOR ADULTS WITH LEARNING DIFFICULTIES

260. There was submitted a report dated 11th September, 1995 by the Director of Social Work, regarding a report which had been approved by Strathclyde Regional Council entitled "Review of Day Services for Adults with Learning Difficulties" and which sought to change the emphasis of the service provided by adult training centres.

this Decided: That Strathclyde Regional Council be advised that Council endorses its report entitled "Review of Day Services for Adults with Learning Difficulties" and the staffing implications thereof.

#### URBAN PROGRAMME - MAINLINING PRIMARY LINK/SUPPORT UNIT, COATBRIDGE

261. There was submitted a report dated 11th September, 1995 by the Director of Social Work, regarding a request which had been received from Strathclyde Regional Council for comments regarding the transfer of the Primary Link and Support Unit situated in Kirkwood/Kirkshaws, Coatbridge to mainline funding.

this Decided: That Strathclyde Regional Council be advised that

Council endorses its decision to transfer the Primary Link and Support Unit at Kirkwood/Kirkshaws, Coatbridge to mainline funding.

CONSULTATION DOCUMENT BY GREATER GLASGOW HEALTH BOARD - "PURCHASING ACUTE SERVICES TO 2001 - RATIONALISATION OF CLINICAL SPECIALITIES"

262. There were submitted (1) a letter dated 30th June, 1995 from the

Greater Glasgow Health Board, enclosing a copy of a consultation

document entitled "Purchasing Acute Services to 2001 - Rationalisation of Clinical Specialities" and seeking the Council's

observations on the document by 30th September, 1995; (2) a letter dated 13th July, 1995 from the Chief Executive, Strathclyde

Regional Council, regarding his Council's response to the document, and (3) a report dated 8th September, 1995 by the Director of Social Work, containing his observations on the consultation document.

Decided: That the Council seek the views of the Lanarkshire Health Board on the effects of the consultation document entitled "Purchasing Acute Services to 2001 - Rationalisation of Clinical Specialities" on the residents within North Lanarkshire who currently had ophthalmology, dermatology and oral surgery and medicine services provided by the Greater Glasgow Health Board.

SCOTTISH HOUSE CONDITION SURVEY 1996

263. There was submitted a report dated 13th September, 1995 by the Director of Housing, regarding an offer which had been made from Scottish Homes to each local authority to "buy into" the second national house condition survey which was due to commence during 1996.

Decided:

- (1) That the Council agree to participate in the second national house condition survey;
- (2) That appropriate financial provision be built into the Revenue Estimates to meet the estimated costs involved in the survey, and
- (3) That in view of the urgency of replying to Scottish Homes, the Council's response be made with immediate effect.

HOUSING IT STRATEGY

264. There was submitted a report dated 13th September, 1995 by the Director of Housing, regarding a proposed short term IT strategy towards the establishment of common IT systems to support the Housing service.

Decided:

- (1) That the Council approve the short term IT system strategy, as detailed in Appendix 3 of the Director of Housing's report, based on the extension of the MDIS housing systems;
- (2) That the appropriate officials be authorised to progress arrangements to meet the timescales established, and
- (3) That this approval be subject to further examination of the cost and technical implications of the proposals with further reports being submitted to the Housing Committee as considered necessary.

CONFERENCES

265. There were submitted notifications in respect of the undernoted Conferences, viz:-

- (1) Convention of Scottish Local Authorities - Reorganisation Programme of Conferences etc.
- (2) Scottish Civic Entertainment Association - Elgin, 10th to 12th October, 1995.
- (3) "How to Deliver Information and Advice in Rural Areas" - Inverness, 18th October, 1995.
- (4) "New Council Services and Equal Opportunities" - Glasgow, 23rd October, 1995.
- (5) Planning Conference - Dumfries, 24th to 26th October, 1995
- (6) "Towards a Sustainable Scotland" - Dunfermline, 7th November, 1995
- (7) "Creative Care at Home - Exchanging the European Experience" - St. Andrews, 15th to 17th November, 1995.
- (8) "Action with Refugee Communities" - Glasgow, 17th November, 1995.
- (9) "Achieving a Flexible Workforce - A Move Towards "Friendly Family" Policies" - Birmingham, 30th November,

1995.

Decided: That the Chief Executive in consultation with the Leader and Depute Leader of the Council be authorised, where necessary or appropriate, to approve attendance at the various Conferences etc.

The Chair, being of the opinion that the following item of business was of an urgent nature, authorised its consideration to enable it to be considered as soon as possible.

COMMUNITY CARE SERVICE DEVELOPMENTS - PHASE I FUNDING FROM HEALTH BOARDS

266. There was submitted a report dated 14th September, 1995, by the Director of Social Work, regarding a report which had been approved by Strathclyde Regional Council on Community Care Service Developments which had implications for the transfer of employees to this Council.

Decided: That this Council advise Strathclyde Regional Council that it endorsed the appointment of an additional 3.5 clerical and administrative staff to implement that part of the Community Care plan which administered the discharge of patients from hospital.

EXCLUSION OF PUBLIC

267. It was agreed in terms of Section 50(A)(4) of the Local Government (Scotland) Act 1973, that the public be excluded from the meeting on the grounds that the business involved the likely disclosure of exempt information as defined in paragraphs 4, 6 and 9 of Part I of Schedule 7(A) of the Act.

EUROCENTRAL INWARD INVESTMENT SITE, MOSSEND - INFRASTRUCTURE REQUIREMENTS

268. There was submitted a report dated 13th September, 1995 by the Director of Planning and Development, regarding a request which had been received from the Lanarkshire Development Agency for a commitment similar to the one which had been given by Strathclyde Regional Council, that certain infrastructure developments at the Eurocentral Inward Investment Site, Mossend, be provided should the Agency be successful in attracting a sizeable inward investor.

Decided: That the Council agree, in principle, to assist this project or similar sized projects at the Eurocentral

Inward Investment Site, Mossend at a cost of approximately \$2.5m spread over a five year period.

PLOTS 7 AND 8, EXCELSIOR PARK, WISHAW - PROPOSED LEASE

269. There was submitted a report dated 13th September, 1995, by the Director of Planning and Development, regarding a request which had been received from Motherwell District Council, in terms of Section 55 of the Local Government Etc. (Scotland) Act 1994,

for

proposed approval to take a Head Lease of industrial floor space to be built on Plots 7 and 8 at Excelsior Park, Wishaw.

Decided: That the Council do not object to Motherwell District Council taking a Head Lease of industrial floor space at Plots 7 and 8, Excelsior Park, Wishaw, at the

initial

rental stated in the report for a period of 15 years, subject to rent reviews at five yearly intervals.

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APPENDIX  
\\*@K2  
\\*@M7

Senior Posts to be Advertised

Post	Initial
Salary	\$
Director of Administration	71,046
Head of Personnel	53,835
Director of Construction Services	71,046
Director of Education	71,046
Director of Environmental Services	66,462
Director of Finance	71,046
Head of Information Technology Services	53,835
Director of Housing	66,462
Director of Leisure Services	66,462
Director of Planning and Development	71,046
Director of Social Work	71,046