

PC6

Contact Officer: Steve Copley

KIRKLEES COUNCIL
PERSONNEL COMMITTEE

Monday 24 November 2014

Present: Councillor Sheard (in the Chair)
Councillors Bolt, Calvert, Cooper, D Hall, McBride, G Turner and N Turner

- 1 Membership of Committee**
Apologies for absence noted on behalf of Councillor Robert Christopher Light.
- 2 Minutes of previous meeting**
The minutes of the Personnel Committee meeting on 10 November 2014 were approved.
- 3 Interests**
No interests were declared.
- 4 Admission of the public**
Members resolved to consider items 10 and 11 in private session, as both items contain exempt information.
- 5 Deputations and petitions**
No deputations or petitions were received.
- 6 Public question time**
No questions were submitted.
- 7 Professional fees – Update following the Employee Relations Sub Committee on 28 April 2014**
Rosemary Gibson, the Head of Human Resources, presented a report on the issues surrounding the payment of professional fees, following questions which were raised by UNISON on this topic as part of a presentation on the social work dispute at the Employee Relations Sub Committee on 28 April 2014.

Members of the Personnel Committee noted that the Employee Relations Sub Committee had concluded that, whilst the current policy was being properly applied, they would seek a report from the Head of Human Resources to review the payment of professional fees.

Members of the Committee considered the costs and implications associated with any potential changes to the current policy.

RESOLVED – That the Personnel Committee resolves to maintain the status quo and not pay any professional fees regardless of whether they are a legal requirement to practice except for those few occasions where the council has to be registered.

- 8 Policy on personal accident cover for assaults and accidents at work**
Jacqui Gedman, Director of Economy, Skills and Environment, asked that this item be withdrawn from today's agenda.

RESOLVED – The Personnel Committee agreed to defer consideration of this item.

- 9 Exclusion of the public**

RESOLVED - That acting under Section 100(A)(4) of the Local Government Act, 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information as defined in Part 1 of Schedule 12A of the Act, as specifically stated in the under mentioned minutes.

- 10 Policy on personal accident cover for assaults and accidents at work**
(Exempt information relating to an individual and/or is likely to reveal the identity of an individual. The public interest in maintaining the exemption outweighs the public interest in disclosing the information and providing greater openness in the Council's decision making)

Jacqui Gedman, Director of Economy, Skills and Environment, asked that this item be withdrawn from today's agenda.

RESOLVED – The Personnel Committee agreed to defer consideration of this item.

- 11 Human resources and industrial relations – Update**
(Exempt information relating to consultations and negotiations and contemplated consultations and negotiations in connection with a labour relations matter. The public interest in maintaining the exemption is that the disclosure of information would prejudice the outcome of consultations and negotiations with trade unions, which outweighs the public interest in disclosing the information.)

Further to the Personnel Committee on 10 November 2014, the Committee received a verbal update from Jacqui Gedman, Director of Economy, Skills and Environment, Ruth Redfern, Director of Communities, Transformation and Change and Rosemary Gibson, Head of Human Resources, on the negotiations that are ongoing with the trade unions, together with the next steps in the process.

RESOLVED:-

(1) The update provided by Jacqui Gedman, Director of Economy, Skills and Environment, be noted.

(2) The Director of Economy, Skills and Environment be authorised to conclude the negotiations and reach a collective agreement with the trade unions within the timescales described in today's meeting. A Personnel Committee will be convened in week beginning 15 December 2014, if officers do need to report back on the progress made and/or if there are any new issues which members do need to consider and resolve.