



**Assistant Director of Legal, Governance and
Monitoring**

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Decision Summary

Committee:

Date:

Committee Clerk:

TEL:

PERSONNEL COMMITTEE

MONDAY 11 MAY 2015

Steve Copley

01484 221000

Chair

Councillor David Sheard

Councillors Attended

J Calvert, A Cooper, R Light, P McBride, G Turner, N Turner and N Patrick

Attendees

Co-optees

Apologies

Councillor David Hall

Observers

1 Membership of the Committee

This is where Councillors who are attending as substitutes will say for whom they are attending.

Apologies for absence noted on behalf of Councillor David Hall. Cllr Nigel Patrick substituted for Cllr David Hall.

2 Minutes of Previous Meeting

To approve the Minutes of the meeting of the Committee held on 16 March 2015.

The Minutes of the Personnel Committee meeting on 16 March 2015 were approved.

3 Interests

The Councillors will be asked to say if there are any items on the Agenda in which they have disclosable pecuniary interests, which would prevent them from participating in any discussion of the items or participating in any vote upon the items, or any other interests

None declared.

4 Admission of the Public

Most debates take place in public. This only changes when there is a need to consider certain issues, for instance, commercially sensitive information or details concerning an individual. You will be told at this point whether there are any items on the Agenda which are to be discussed in private.

It was agreed that items 8 and 9 would be considered in private session.

5 Deputation/Petitions

The Committee will receive any petitions and hear any deputations from members of the public. A deputation is where up to five people can attend the meeting and make a presentation on some particular issue of concern. A member of the public can also hand in a petition at the meeting but that petition should relate to something on which the body has powers and responsibilities.

Any Member of the Public wishing to make a deputation is required to give notice in writing to the Assistant Director – Legal, Governance and Monitoring at least 24 hours prior to the start of the meeting.

There were no deputations or petitions.

6 Public Question Time

The Committee will hear any questions from the general public.

None received.

7 Exclusion of the Public

To resolve that under Section 100(A)(4) of the Local Government Act 1972, the public be excluded from the meeting during consideration of 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.

The Personnel Committee agreed to exclude the public at this point, to consider items 8 and 9 in private session.

8 HR and IR issues - Update

To consider an update on events following the Personnel Committee on 16 March 2015.

(Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority. The need to maintain confidentiality around negotiation with Trade Unions outweighs the public interest in disclosing the information)

Contact Officer: Rosemary Gibson 01484 221000

Members of the Personnel Committee resolved:-

(1). That the progress report by Jacqui Gedman, the Director of Economy, Skills and Environment, be noted. This focused on:-

- The completion of the negotiations between the management and trade union sides and the signing of a collective agreement and memorandum of understanding at the end of March 2015.
- A new approach for dealing with reviews, deployment, redundancy and redundancy pay.
- The agreement to implement a Living Wage for Kirklees Council employees of £7.88 from 1 April 2015
- An agreement to reduce the mileage rates paid to employees for using their own car for work to the current HMRC rates of 45p per mile from 1 June 2015 onwards

(2). That Jacqui Gedman, the Director of Economy, Skills and Environment, provide a briefing note on the outcome of the negotiations and the key changes and issues for 2015/16, so that this can be shared with all the leaders of the groups and their councillors

9 Securing additional interim senior capacity for Adult Social Care

To consider a request to secure additional interim senior capacity to support the change programme in Adult Social Care.

(Information relating to the financial or business affairs of any particular person (including the authority holding that information). The need to ensure confidentiality around terms associated with the recruitment outweigh the public interest in disclosing the information)

Contact Officer: Richard Parry 01484 221000

Members of the Personnel Committee resolved:-

(1). That Members of the Personnel Committee approve the request submitted by Richard Parry, the Director for Commissioning, Public Health and Adult Social Care to secure additional interim senior capacity to support the change programme in Adult Social Care, based on an approach to securing this capacity through either:-

- (a). Employing an individual on a self-employed basis, or
- (b). Employing the individual via a recruitment agency, or
- (c). Employing the individual as an employee of Kirklees Council.

(2). That Richard Parry, the Director for Commissioning, Public Health and Adult Social Care, plus another Director, plus the Cabinet Member with responsibility for Adult Social Care in 2015/16, to take responsibility for the interview and appointment.
