



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

Julie Muscroft

Governance and Democratic Services

Civic Centre 3

High Street

Huddersfield

HD1 2TG

Tel: 01484 221000 Ext 1783

Direct Line: 01484 221000

Fax: 01484 221707

Decision Summary

Committee:

Date:

Committee Clerk:

TEL:

PERSONNEL COMMITTEE

THURSDAY 9 JULY 2015

Helen Kilroy

01484 221000

Chair

Councillor David Sheard

Councillors Attended

R Light, S Pandor, N Turner and M Sokhal

Attendees

Co-optees

Apologies

Councillor Jean Calvert, Councillor Andrew Cooper, Councillor David Hall, Councillor Graham Turner and Councillor Nigel Patrick

Observers

1 Minutes of Previous Meeting

To approve the Minutes of the meeting of the Committee held on 16 March and 20 May 2015.

That the Minutes of 16 March and 20 May 2015 were both approved.

2 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 Councillors David Hall, Jean Calvert, Andrew Cooper and Graham Turner.

Councillor Mohan Sokhal substituted for Councillor Jean Calvert.

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 10 and 11 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.

There were no deputations or petitions received.

6 Public Question Time

The Committee will hear any questions from the general public.

None received.

7 Proposed amendments to Employee Relations Sub Committee Terms of Reference

To seek approval to amend the mechanism by which the outcome of the officer appeal panel may be referred to ER Sub Committee and to clarify the remit of the group where a matter is referred from CNT.

Officer: Rosemary Gibson

(1) That the Terms of Reference for ER Sub Committee be amended so that the Head of Human Resources in consultation with Resources Portfolio Holder replaces the AD Support Service as "gate keeper" in respect of referrals from the officer appeals panel so as to help build trust and confidence in the process.

(2) That wording of point 3 of the Terms of Reference be amended as indicated within the report to read "To hear disputes that have previously been presented to Central Negotiating Team and which resulted in either or both parties disagreeing with the outcome, *'so as to determine whether to support the management case or the Trade Union case or alternatively give clear direction as to the areas where they believe further negotiation is required'*".

8 Policy on Personal Accident Cover for Assaults and Accidents at Work.

To confirm the Council's policy on personal accident cover and employee compensation for assaults and accidents whilst employees are at work and also to clarify the position on accidents occurring on the commute to and from work.

Officer: Rosemary Gibson

Item withdrawn.

9 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 10 and 11 in private session.

10 Policy on Personal Accident Cover for Assaults and Accidents at Work

To consider the application of the principles of the Council's policy on personal accident cover for assaults and accidents at work in relation to an employee.

Officer: Rosemary Gibson

(1) That officers be requested to conclude negotiations in relation to entitlement under the current scheme and that the outcome of negotiations be reported back to the Personnel Committee for information.

(2) Officers be requested to commence negotiations on a revised scheme for Personal Accident Cover for Assaults and Accidents at Work and that the outcome of negotiations be reported back to Personnel Committee for approval.

(3) That the scheme referred to at (2) above include clear arrangements for dealing with cases that may arise in the future.

11 Update on Human Resources and Industrial Relations Issues

To receive an update concerning ongoing consultations and negotiations with Trade Unions on Human Resources Issues.

Officer: Rosemary Gibson

(1) That the information provided in the update be noted.

(2) That a briefing note be prepared for Personnel Committee on Implications of the Budget for Kirklees Council.
