



Assistant Director of Legal, Governance and Monitoring

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Decision Summary

Committee:

Date:

Committee Clerk:

TEL:

PERSONNEL COMMITTEE

TUESDAY 22 SEPTEMBER 2015

Steve Copley

01484 221000

Chair

Councillor David Sheard

Councillors Attended

P McBride, S Pandor, M Sokhal, J Taylor and G Turner

Attendees

Co-optees

Apologies

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 Councillors Jean Calvert and Robert Light. Cllrs Mohan Sokhal and John Taylor substituted for these councillors.

2 Minutes of Previous Meeting

To approve the Minutes of the meeting of the Committee held on 9 July 2015.

The minutes of the Personnel Committee meeting on 9 July 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, 9, 10 and 11 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.

There were no deputations or petitions.

6 Public Question Time

The Committee will hear any questions from the general public.

None.

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, 9, 10 and 11 in private session.

8 Succession Planning, Managing Change and Senior Officer Structure

To receive an update on developments in the period since the Personnel Committee on 16 March 2015.

Officer: Adrian Lythgo: 01484 221000

(1) That members support the direction of travel and model, as described within the second of the three options within paragraph 2 of the report, for the shape of the future senior structure for the council. This will provide the context within which a Director for Children's services will be recruited.

(2) That approval be given to the recruitment of a new Director for Children's Services using the role and job description in Appendix A to the report with an anticipated start date of April 2016 and with recognition that future change in that role and those of the other members of the Executive Team are anticipated.

(3) That members note the ongoing approach to redesigning early intervention and prevention that will impact across a number of Council services, and impact on the future shape of all directorates.

(4) That authority be delegated to the Chief Executive to make arrangements to support the recruitment of a Director for Children's Services which, in line with financial regulations will involve a process based on three quotations and a method statement, to find an appropriate recruitment consultant.

(5) That a recruitment panel be established comprising the Leader of the Council, the portfolio holders for Children and Adults Services plus representation from the Conservative and Liberal Democrat Groups. The Chair of Overview and Scrutiny Management Committee will be invited to be an observer.

(6) That approval also be given to the Chief Executive to secure interim capacity in Children's services recognising the intended retirement of Assistant Director for Family Support and Child Protection, pending the appointment of the new director.

(7) That the proposed date of April 2017 for clarity on the future top management structure based on the functions of New Council be endorsed.

9 Assistant Director Responsibilities for Adult Social Care and Early Intervention

To receive an update on developments in the period since the Personnel Committee on 16 March 2015.

Officer: Richard Parry: 01484 221000

(1) That the role description for the Assistant Director responsible for Early Intervention and Prevention (EIP) is revised to focus on EIP and that the nature of and requirement for the role is subject to review over time.

(2) That the Assistant Director for operational Adult Social Care Services is retained and that the nature of and requirement for the role is subject to review over time.

(3) That officers be requested to secure agreement on funding with Locala/SWYPFT.

(4) That the Directors for Commissioning, Public Health and Adult Social Care and Children and Young People work to develop an appropriately revised job description.

(5) That an appropriate recruitment process, in line with recruitment practice for posts at this level, including relevant member involvement, is followed to secure a high quality appointment

(6) That the need for and focus of the roles should be reviewed as New Council management arrangements are developed.

10 Kirklees Council and work with the North Kirklees Clinical Commissioning Group (CCG)

To receive a report on an opportunity to develop the councils work with the North Kirklees Clinical Commissioning Group (CCG)

Officer: Richard Parry: 01484 221000

(1) That the Committee note the early discussions and receive further updates as appropriate.

(2) That the Committee consider the proposal as part of the wider context for decision making about other senior level posts.

11 Update on Human Resources and Industrial Relations Issues

To receive an update concerning consultations and negotiations with trade unions on human resources and industrial relations issues.

Officer: Rosemary Gibson; 01484 221000

Members of the Personnel Committee resolved to receive and note this progress report.
