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## Decision Summary

**Committee:**

**Date:**

**Committee Clerk:**

**TEL:**

**PERSONNEL COMMITTEE**

**THURSDAY 14 APRIL 2016**

**Steve Copley**

**01484 221000**

**Chair**

Councillor David Sheard

**Councillors Attended**

R Light, P McBride, S Pandor, G Turner and N Turner

**Attendees**

**Co-optees**

**Apologies**

Councillor Jean Calvert and Councillor David Hall

**Observers**

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### **1 Membership of the Committee**

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

Apologies for absence were noted on behalf of Councillors Jean Calvert and David Hall

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## **2 Minutes of Previous Meeting**

To approve the Minutes of the meeting of the Committee held on 19 January 2016.

The Minutes of the Personnel Committee meeting on 19 January 2016 were approved

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## **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.

No interests were declared

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## **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.

Members resolved to consider items 7, 8 and 9 in private session, as they contain exempt information. The details and reasons are set out at the start of each item.

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## **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.

No deputations or petitions were received.

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## **6 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 7, 8 and 9 in private session.

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## **7 Kirklees Council and work with the North Kirklees Clinical Commissioning Group (CCG)**

To receive an update, following the report to the Personnel Committee on 19 January 2016, on the opportunities to develop the Council's work with the North Kirklees Clinical Commissioning Group (CCG)

Contact: Adrian Lythgo - 01484 221000

Members of the Committee resolved to:-

(1). Note and welcome the temporary joint arrangement with the North Kirklees CCG to appoint Richard Parry as its Accountable Officer, and approves the terms and conditions of employment as described within today's report.

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## **8 Succession Planning and Managing Change**

To receive an update on developments in the period since the Personnel Committee on 19 January 2016, including news of the changes which the Government is considering introducing on exit payments for public sector employees from April 2016 onwards.

Contact: Adrian Lythgo - 01484 221000

Members of the Personnel Committee resolved to:-

(1). Note and support the work on these issues that will apply to the whole of the council and supports the approach described within the report

(2). Authorise the Chief Executive to progress cases involving any Director and Assistant Director level posts. News of any decisions involving these posts to be reported back to the Personnel Committee for information.

(3). Request the Chief Executive and Head of Human Resources to make representations to central government about the potential changes regarding the recovery of exit payments for those earning £80k or more who return to work within the public sector within 12 months of receiving an exit package. Members felt that this proposal would be difficult to implement and would also limit the ability of local authorities to recruit and draw upon the experience and skills of employees who, having been made redundant, may be seeking a new job or role with a council.

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**9 Update on Human Resources and Industrial Relations and Trade Union Relationships in the New Council**

To receive an update on developments in the period since the Personnel Committee on 19 January 2016.

Contact: Rosemary Gibson - 01484 221000

Members of the Personnel Committee resolved to:-

- (1). Note the progress report and supports the work that is being undertaken to develop the working arrangements between the management and trade unions in 2016/17
  - (2). Ask the Head of Human Resources to provide members of the committee with a breakdown on the number of employees employed by the Council in 2016/17, the current memberships of the GMB, UNISON and UNITE unions and how these numbers may begin to change from April 2016 onwards.
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