



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

Julie Muscroft

Governance and Democratic Services

Civic Centre 3

High Street

Huddersfield

HD1 2TG

Tel: 01484 221000

Direct Line: 01484 221000

Fax: 01484 221707

Decision Summary

Committee:

Date:

Committee Clerk:

TEL:

PERSONNEL COMMITTEE

THURSDAY 14 JULY 2016

Steve Copley

01484 221000

Chair

Councillor David Sheard

Councillors Attended

S Pandor, M Bolt, T Lyons, P McBride, G Turner, J Lawson and J Taylor

Attendees

Co-optees

Apologies

Councillor David Hall, Councillor Nigel Patrick and Councillor Nicola Turner

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 were noted on behalf of Councillors David Hall, Nigel Patrick and Nicola Turner.

Councillors John Lawson and John Taylor were present as substitutes.

2 Minutes of Previous Meeting

To approve the Minutes of the meeting of the Committee held on 14 April and 25 May 2016

The Minutes of the Personnel Committee meetings on 14 April and 25 May 2016 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.

No interests were 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.

Members resolved to consider items 9 and 10 in private session, as they contain exempt information. The details and reasons are set out at the start of each item.

5 Public Question Time

The Committee will hear any questions from the general public.

No questions were received.

6 Member Question Time

To consider questions from Councillors.

No questions were received.

7 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.

8 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 9 and 10 in private session.

9 Succession Planning and Managing Change

To receive an update on developments in the period since the Personnel Committee on 14 April 2016, plus proposals for the development of the Council's Senior Management structures in 2016/17.

Contact: Adrian Lythgo – 01484 221000

Members of the Personnel Committee resolved to approve the following recommendations within the report:-

(1) That the roles of Deputy Chief Executive and Executive Directors in the Council going forward should be focussed on strategic direction, the commissioning of outcomes and the risk and performance management of outcomes dictated by Council.

(2) That the roles of Service Directors should be focussed on strategic implementation and direct responsibility for services.

(3) That strategic functions should be exercised across the Council as a whole and that future Executive and Service Director future roles will not involve a mix of corporate and service functions.

(4) That Personnel Committee delegate responsibility to the Chief Executive and Directors in the Executive Team to approve business cases for the early achievement of savings, where it is appropriate to do so.

(5) That Personnel Committee has determined that the balance between Executive and Service Director roles should give priority to maximising capacity for Service Director posts and that as a consequence there will be 3 Executive Director roles. Adrian Lythgo, Chief Executive, to develop the new arrangements and management structures for 2016/17, based on this decision.

(6) That Personnel Committee approve the recruitment process set out in paragraph 5 of the report to fill the two vacant posts of (i) Assistant Director for Family Support and Child Protection, and (ii) Assistant Director for Adult Social Care and Wellbeing. This will require the establishment of a member appointment panel, or panels, based on a ratio of 2.1.1.

(7) Chief Executive to revise and update the report in light of today's discussion and decisions

(8) Chief Executive to provide a progress report for members of the Personnel Committee in September 2016.

10 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 14 April 2016.

Contact: Rosemary Gibson – 01484 221000

Members of the Personnel Committee resolved to note the progress report and support the work that is being undertaken to develop the working arrangements between the management and trade unions in 2016/17.
