



Assistant Director of Legal, Governance and Monitoring

Julie Muscroft

Governance and Democratic Services

Civic Centre 3

High Street

Huddersfield

HD1 2TG

Tel: 01484 221000

Decision Summary

Committee:

Date:

Committee Clerk:

TEL:

PERSONNEL COMMITTEE

THURSDAY 17 NOVEMBER 2016

Steve Copley

01484 221000

Chair

Councillor David Sheard

Councillors Attended

S Pandor, T Lyons, N Turner, P McBride, G Turner and B Armer

Attendees

Co-optees

Apologies

Councillor David Hall and Councillor Nigel Patrick

Observers

Councillor Julie Stewart-Turner

Councillor John Taylor

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 Martyn Bolt, David Hall and Nigel Patrick.

Councillors Bill Armer and John Taylor substituted for Councillors David Hall and Nigel Patrick.

Members of the Committee also agreed that Councillor Julie Stewart Turner should be involved in today's meeting because of her involvement in the interviews for the Strategic Directors and Service Directors (*See item 10 below*). The Chair of the Overview and Scrutiny has been invited to "observe" the interviews.

2 Minutes of Previous Meeting

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

The minutes of the Personnel Committee meeting on 19 September 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.

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.

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 September 2016.

Contact Rosemary Gibson – 01484 221000

Decision - Members of the Personnel Committee agreed to receive this progress report, and ask for a further progress at the next meeting.

10 Succession Planning and Managing Change

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

Contact Adrian Lythgo – 01484 221000

Decision – Members of the Personnel Committee agreed to approve and support the following recommendations:-

(1). That the appointment of the Strategic Directors from 1 April 2017 be noted, recognising the differential development needs for the roles, plus the appointment of Jacqui Gedman to the position of Deputy Chief Executive from 9 November 2016.

(2). That, having considered the feedback from the consultation process with the current Assistant Directors, the Service Director role descriptions be agreed as a basis for conducting interviews to those posts. Members of the Personnel Committee also acknowledged the feedback surrounding the posts of Service Director for Quality and Performance and Service Director for Customer Transformation and Public Affairs, but

agreed that both of these posts should be advertised and filled as planned. The Committee agreed the need to maintain capacity at a Service Director level.

(3). That the approach to recruiting to vacant Service Director posts is approved, namely, internal advertisements, followed by external advertisements for any posts that cannot be filled.

(4). That the legal requirements under regulation 10 of the maternity legislation in relation to redundancy that are likely to be applicable to one of the candidates are noted.

(5). That, in response to the deputation and representations made by UNISON at today's meeting, the Committee unanimously agreed that there should be no "trade union observers" at any member panel interviews for the posts of Chief Executive, Strategic Director or Service Director.

(6). That, following on from (5) above, Jacqui Gedman and Rosemary Gibson be asked to provide a report for the next Personnel Committee on the procedures for dealing with disputes between representatives of the management and trade union sides in 2017/18.

(7). That the plans of Adrian Lythgo, Chief Executive, to leave the service of Kirklees Council in February 2017, be noted

(8). That the post of Chief Executive be offered to Jacqui Gedman, the current Deputy Chief Executive, on an acting up basis for a 12 month period following the departure of Adrian Lythgo.

(9). That the Council be recommended to approve the appointment described in (8) above and this officer becoming the head of the paid service (including the roles of Electoral Registration Officer and Returning Officer)
