



**Service Director – Legal, Governance and
Commissioning**

Julie Muscroft

Governance and Democratic Services

First Floor, Civic Centre 3

High Street

Huddersfield

HD1 2TG

Tel: 01484 221000

Decision Summary

Committee:

Date:

Committee Clerk:

TEL:

PERSONNEL COMMITTEE

TUESDAY 19 SEPTEMBER 2017

Steve Copley

01484 221000

Chair

Councillor David Sheard

Councillors Attended

Councillor David Hall

Councillor Terry Lyons

Councillor Peter McBride

Councillor Shabir Pandor

Councillor John Taylor

Councillor Graham Turner

Councillor John Lawson

Apologies

Councillor Andrew Palfreeman and Councillor Nicola Turner

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 Andrew Palfreeman and Nicola Turner.

Councillor John Lawson substituted for Councillor Nicola Turner.

2 Minutes of Previous Meeting

To approve the Minutes of the meeting of the Committee held on 10 July 2017.

The minutes of the Personnel Committee meeting held on 10 July 2017 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.

Members resolved to consider items 9-10 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.

In accordance with Council Procedure Rule 10 (2), Members of the Public should provide at least 24 hours' notice of presenting a deputation.

No deputations or petitions were received.

8 Exclusion of the public

That acting under Section 100(A)(4) of the Local Government Act, 1972, the public be excluded from the meeting for 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, as specifically stated in the under mentioned minutes.

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 10 July 2017.

Contact: Rosemary Gibson – Tel: 01484-221000

Members of the Committee agreed to:-

(1). Receive this progress report and ask for a further progress report at the next Personnel Committee

(2). Request a specific report from officers on the results from the work to capture and record details of the requests made by trade union representatives for formal and informal time off for their trade union duties to-date, and a proposal and recommendations for the Personnel Committee to develop the management of these activities, costs and principles further in 2018/19.

10 Succession Planning and Managing Change

To receive an update on developments in the period since the Personnel Committee on 10 July 2017.

Contact: Jacqui Gedman Tel: 01484-221000

Members of the committee agreed to:-

- (1) Note the update provided on the appointments to the positions of Service Directors and Heads of Service in the new management structures for 2017/18
 - (2) Note the update provided on the timetable of events to try to fill the post of Strategic Director for Economy and Infrastructure on a permanent basis by Nov 2017
 - (3) Approve the creation of a permanent post of Director of Corporate Strategy (at a strategic director level with the exact details of the post to be confirmed over the next few months) with a Service Director being appointed to it on an acting up basis, for an initial period of six months, as soon as is possible. The appointment will bring in greater strategic capacity and stability and will also support the development of a long term proposal to provide leadership across the Kirklees Partnership.
 - (4) The Chief Executive and Head of HR to determine the process for filling this post as soon as is possible, which could include:-
 - The Chief Executive progressing the recruitment process to the point of identifying a preferred candidate for the Leaders and Deputy Leaders of the groups, or the members of the committee, to approve
 - The Personnel Committee convening a member panel, based on a ratio of 2.1.1, to interview the prospective candidates
 - (5) The Chief Executive and Head of HR presenting a report back to the Personnel Committee within six months (April 2018) on the development of the management arrangements for 2018/19 onwards, including plans for the post and role of Director of Corporate Strategy from May 2018 onwards
-