

# Public Document Pack



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

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Monday 11 September 2017

## Notice of Meeting

Dear Member

### Personnel Committee

The **Personnel Committee** will meet in the **Leadership Meeting Room - 1st Floor, Civic Centre 3, Huddersfield, HD1 2TG** at **5.30 pm** on **Tuesday 19 September 2017**.

The items which will be discussed are described in the agenda and there are reports attached which give more details.

A handwritten signature in black ink, appearing to read 'Julie Muscroft', on a light-colored background.

**Julie Muscroft**

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

Kirklees Council advocates openness and transparency as part of its democratic processes. Anyone wishing to record (film or audio) the public parts of the meeting should inform the Chair/Clerk of their intentions prior to the meeting.

## **The Personnel Committee members are:-**

### **Member**

Councillor David Sheard (Chair)  
Councillor David Hall  
Councillor Terry Lyons  
Councillor Peter McBride  
Councillor Andrew Palfreeman  
Councillor Shabir Pandor  
Councillor John Taylor  
Councillor Graham Turner  
Councillor Nicola Turner

When a Personnel Committee member cannot be at the meeting another member can attend in their place from the list below:-

### **Substitutes Panel**

#### **Conservative**

B Armer  
D Bellamy  
N Patrick  
G Wilson  
D Firth

#### **Green**

K Allison  
A Cooper

#### **Independent**

C Greaves

#### **Labour**

E Firth  
S Hall  
C Scott  
M Sokhal  
S Ullah

#### **Liberal Democrat**

A Marchington  
A Pinnock  
L Wilkinson

# Agenda

## Reports or Explanatory Notes Attached

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Pages

**1: Membership of the Committee**

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

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**2: Minutes of Previous Meeting**

1 - 4

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

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**3: Interests**

5 - 6

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.

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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.

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**5: Public Question Time**

The Committee will hear any questions from the general public.

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**6: Member Question Time**

To consider questions from Councillors.

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## **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.

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## **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.

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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 10 July 2017.

Contact: Rosemary Gibson – Tel: 01484-221000

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## **10: Succession Planning and Managing Change**

7 - 10

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

Contact: Jacqui Gedman Tel: 01484-221000

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Contact Officer: Steve Copley

**KIRKLEES COUNCIL**  
**PERSONNEL COMMITTEE**

**Monday 10th July 2017**

Present: Councillor David Sheard (Chair)  
Councillor Bill Armer  
Councillor John Lawson  
Councillor Terry Lyons  
Councillor Peter McBride  
Councillor Andrew Palfreeman  
Councillor Shabir Pandor  
Councillor Cathy Scott

Apologies: Councillor David Hall  
Councillor John Taylor  
Councillor Graham Turner  
Councillor Nicola Turner

**1 Membership of the Committee**

Apologies for absence were noted on behalf of Councillors David Hall, John Taylor, Graham Turner and Nicola Turner

Councillors Bill Armer, John Lawson and Cathy Scott substituted for Councillors David Hall, Graham Turner and Nicola Turner.

**2 Minutes of Previous Meeting**

The minutes of the Personnel Committee meetings held on 16 and 24 May 2017 were approved.

**3 Interests**

None declared.

**4 Admission of the Public**

Members resolved to consider items 9-11 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**

No questions were received.

**6 Member Question Time**

No questions were received.

**7 Deputation/Petitions**

No deputations or petitions were received.

**8 Exclusion of the Public**

**RESOLVED** – 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**

*(Exempt information relating to consultations or negotiations, or contemplated consultations and negotiations, in connection with a labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority. The need to maintain confidentiality around negotiations with the trade unions outweighs the public interest in disclosing the information)*

Further to the Personnel Committee on 16 May 2017, the Committee received a verbal update from Jacqui Gedman and Debra Ladlow on the progress being made in the discussions with the trade unions to try to develop the working arrangements between the management and trade unions.

The report focused, in summary, on:-

- The background and events which had led UNISON to call for strike action in the children's social work teams on 5 and 6 July 2017
- The turnout for this industrial action
- The actions which management had taken to try to avert the strike action, and will continue to take to try to deal with the issues raised by UNISON,
- The progress made by the management side to capture and record details of the requests made by trade union representatives for formal time off for their trade union duties, plus the work being undertaken with managers to improve the recording of any "green time", and any other ad hoc and informal time off for other trade union duties. Progress will continue to be tracked in 2017/18 and 2018/19.

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

**10 Succession Planning and Managing Change**

*(Exempt information relating to particular employees. The public interest in maintaining the exemption, which would protect the rights of the individual under the Data Protection Act 1988, outweighs the public interest in disclosing the information and providing greater openness in the council's decision making)*

Following a report at the Personnel Committee on 16 May 2017, Jacqui Gedman explained that, subject to the Council meeting on 11 July 2017 approving the recommendations made by this committee about the appointment of the Chief Executive, the council will look to initiate a recruitment process to fill the post of Strategic Director for Economy and Infrastructure on a permanent basis

Jacqui Gedman went on to seek the permission of the committee to extend the temporary contract of Naz Parkar, the acting Strategic Director for Economy and Infrastructure, for a further period of time to maintain capacity and leadership etc. in the organisation until the recruitment and selection process to fill the post on a permanent basis is complete.

**RESOLVED** – Members of the Personnel Committee agreed to the proposal put forward by Jacqui Gedman to extend the temporary contract of Naz Parkar, the acting Strategic Director for Economy and Infrastructure for a further period of time to maintain capacity and leadership etc. in the organisation until the recruitment and selection process to fill the post on a permanent basis is complete.

**11 Director of Children's Services - Kirklees Council**

*(Exempt information relating to an individual or to information relating to the financial or business affairs of any particular person. The public interest in maintaining the exemption, which would protect the interest of the council and third party organisations concerned, outweighs the public interest in disclosing the information and providing greater openness in the council's decision making)*

Jacqui Gedman introduced a report seeking approval from the committee to appoint a Director for Children's Services for Kirklees Council

The report explained the arrangements that had been put in place following the release of the report by Eleanor Brazil, on behalf of Ofsted, in to Children's Services in Kirklees

Jacqui Gedman also tabled further private and confidential information for members of the committee to consider how the Secretary of State for Education may reply to the response which the council had proposed to deal with the report and its recommendations. Jacqui Gedman explained that the response and the work will probably involve a formal partnership arrangement with Leeds City Council.

## Personnel Committee - 10 July 2017

Jacqui Gedman also acknowledged that while the correspondence and discussions about the proposed response were ongoing, a final and formal letter from the Secretary of State was still awaited.

**RESOLVED** – That the committee agrees with the following recommendations within today's report.

- (1) That the decision taken by the Chief Executive to appoint the Director of Children's Services for Leeds City Council on a temporary basis to work with Kirklees council from the beginning of July 2017, be endorsed.
- (2) That, for the reasons set out in the report, the Director of Children's Services for Leeds City Council be appointed as the Joint Director of Children's Services with Kirklees for a period of up to six months (*Subject to the effect of any direction issued by the Secretary of State for Education.*)



<b>KIRKLEES COUNCIL</b>			
<b>COUNCIL/CABINET/COMMITTEE MEETINGS ETC</b>			
<b>DECLARATION OF INTERESTS</b>			
Personnel Committee			
<b>Name of Councillor</b>			
<b>Item in which you have an interest</b>	<b>Type of interest (eg a disclosable pecuniary interest or an "Other Interest")</b>	<b>Does the nature of the interest require you to withdraw from the meeting while the item in which you have an interest is under consideration? [Y/N]</b>	<b>Brief description of your interest</b>

Signed: ..... Dated: .....

## NOTES

### Disclosable Pecuniary Interests

If you have any of the following pecuniary interests, they are your disclosable pecuniary interests under the new national rules. Any reference to spouse or civil partner includes any person with whom you are living as husband or wife, or as if they were your civil partner.

Any employment, office, trade, profession or vocation carried on for profit or gain, which you, or your spouse or civil partner, undertakes.

Any payment or provision of any other financial benefit (other than from your council or authority) made or provided within the relevant period in respect of any expenses incurred by you in carrying out duties as a member, or towards your election expenses.

Any contract which is made between you, or your spouse or your civil partner (or a body in which you, or your spouse or your civil partner, has a beneficial interest) and your council or authority -

- under which goods or services are to be provided or works are to be executed; and
- which has not been fully discharged.

Any beneficial interest in land which you, or your spouse or your civil partner, have and which is within the area of your council or authority.

Any licence (alone or jointly with others) which you, or your spouse or your civil partner, holds to occupy land in the area of your council or authority for a month or longer.

Any tenancy where (to your knowledge) - the landlord is your council or authority; and the tenant is a body in which you, or your spouse or your civil partner, has a beneficial interest.

Any beneficial interest which you, or your spouse or your civil partner has in securities of a body where -

- (a) that body (to your knowledge) has a place of business or land in the area of your council or authority; and
- (b) either -

the total nominal value of the securities exceeds £25,000 or one hundredth of the total issued share capital of that body; or

if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which you, or your spouse or your civil partner, has a beneficial interest exceeds one hundredth of the total issued share capital of that class.

By virtue of paragraph(s) 2 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

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