



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

**Julie Muscroft**

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**Tel:** 01484 221000

## Decision Summary

**Committee:**

**Date:**

**Committee Clerk:**

**TEL:**

**PERSONNEL COMMITTEE**

**MONDAY 18 DECEMBER 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 Nicola Turner

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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.

No apologies for absence were noted

Members of the Committee also acknowledged that this would be the last meeting which Rosemary Gibson, Head of HR, would attend before retiring from the service of the Council in December 2017

Members offered Rosemary Gibson their best wishes for the future.

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## **2 Minutes of Previous Meeting**

To approve the Minutes of the meeting of the Committee held on 19 September 2017.

The minutes of the Personnel Committee meeting held on 19 September 2017 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 9-11 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 Public Question Time**

The Committee will hear any questions from the general public.

No questions were received.

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## **6 Member Question Time**

To consider questions from Councillors.

No questions were received.

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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.

No deputations or petitions were received.

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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.

That the public be excluded for the rest of the meeting.

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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 September 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 officers to contact the regional union offices to make them aware of the action which Kirklees UNISON may be seeking to promote to follow up on the outcome of the CNT meeting on 7 December 2017 regarding the work of managers and staff in Cleansing over the Christmas and New Year holiday period.
  - (3) Note that, following the retirement of Rosemary Gibson, Debra Ladlow will become the Joint Secretary (Management Side), pending the arrival of Deborah Lucas, Head of People Services, in February 2018.
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## **10 Director of Children's Services**

To follow up on the decisions taken at the Personnel Committee on 10 July 2017 and the appointment of a Director of Children's Services for the Council.

Contact: Jacqui Gedman. Tel: 01484 221000

Members of the committee agreed with the recommendations in the report, that:

- (1) For the reasons set out above the Director for Children's Services (DCS) for Leeds (who is currently Steve Walker) continue to be appointed as the joint DCS with Kirklees with immediate effect until either the termination of the partnership agreement with Leeds or earlier if agreed with the relevant bodies. This is for the reasons set out in detail in the report.
  - (2) The Committee notes that the relevant bodies referred to above will be as set out or implied in the final direction or any change to the direction from the DfE
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## **11 Succession Planning and Managing Change**

To receive an update on developments in the period since the Personnel Committee on 19 September 2017.

The Personnel Committee will also be asked to convene a sub-committee meeting at the end of its meeting on 18 December 2017, to consider the appointment of a Service Director.

Contact: Jacqui Gedman. Tel: 01484 221000

Members of the committee agreed to:

- (1) Note the update provided regarding the senior leadership recruitment, including the news that Debbie Hogg, Service Director for Finance, IT and Transactional Services, will be leaving Kirklees in 2018, to take up a new position with Doncaster Council.
- (2) Note the update provided regarding changes to the Heads of Service in Children and Families
- (3) Establish a sub committee to make arrangements in association with the appointment of Elaine McShane to the post of Service Director - Child Protection & Family Support

*(NOTE: - In light of this decision, a sub committee, consisting of Cllrs David Hall, Shabir Pandor, David Sheard and Nicola Turner, took place at the close of the Personnel Committee to confirm the appointment of Elaine McShane to the post of Service Director - Child Protection & Family Support for the reasons set out in the discussion and report at the Personnel Committee. Notice of this sub committee meeting was provided within the agenda for the Personnel Committee)*

- (4) To approve the extension of Naz Parkar's temporary contract but as Service Director for a 6 month period to ensure Kirklees is strategically positioned within the region and that the new Strategic Director for Economy and Infrastructure has additional capacity whilst assessing the current leadership in this area.