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**Service Director, Legal Governance and
Commissioning**

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Please ask for Steve Copley

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Wednesday 17 January 2018

Notice of Meeting

Dear Member

Employee Relations Sub-Committee

The **Employee Relations Sub-Committee** will meet in the **Leadership Meeting Room - 1st Floor, Civic Centre 3, Huddersfield, HD1 2TG** at **3.00 pm** on **Thursday 25 January 2018**.

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 Employee Relations Sub-Committee members are:-

Member

Councillor David Sheard (Chair)
Councillor Andrew Cooper
Councillor David Hall
Councillor Lisa Holmes
Councillor Naheed Mather
Councillor Marielle O'Neill
Councillor John Taylor
Councillor Nicola Turner
Councillor Graham Turner

When an Employee Relations Sub-Committee member cannot be at the meeting another member can attend in their place from the list below:-

Substitutes Panel

Conservative

D Firth
B Armer
D Bellamy
N Patrick
G Wilson

Green

K Allison

Independent

C Greaves
T Lyons

Labour

C Scott
M Sokhal
E Firth
S Hall
S Ullah

Liberal Democrat

J Lawson
A Marchington
A Pinnock
L Wilkinson

Agenda

Reports or Explanatory Notes Attached

Pages

1: Membership of the Committee

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

2: Minutes of Previous Meeting

1 - 4

To approve the Minutes of the meeting of the Committee held on 28 April 2014.

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.

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.

5: Deputations/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.

6: 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.

7: Refuse Collection Services

7 - 426

To ask members of the Sub Committee to consider the outcome of a Central Negotiating Team meeting on 7 December 2017.

The issue has been referred to the Sub Committee at the request of the trade unions.

Contact: Debra Ladlow, HR Manager. Tel 01484 221000

ERSC1

Contact Officer: Steve Copley Tel. 01484 221000

KIRKLEES COUNCIL

EMPLOYEE RELATIONS SUB COMMITTEE

Monday 28 April 2014

Present: Councillor Sheard (in the Chair)
Councillors Calvert, Marchington and Pandor

In Attendance:

Steve Copley – Principal Governance and Democratic Engagement Officer
Rosemary Gibson - Head of HR
Luke Ricketts – HR Manager
Alison O’Sullivan – Director of Children and Adults
Ruth Redfern – Director of Communities, Transformation and Change

Darren Crowe - UNISON
Cath McHendry- UNISON
Graham Paisley - UNISON

1 Membership of Committee

Apologies for absence noted on behalf of Cllr Nicola Turner. Cllr Andrew Marchington substituted for Cllr Nicola Turner

2 Minutes of previous meeting – 25 June 2012

The minutes of the Sub Committee on 25 June 2012 were approved as a correct record.

3 Interests

No interests were declared.

4 Admission of the public

It was agreed that item 7 be considered in private

5 Deputations and petitions

There were no deputations or questions

6 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 item of business on the grounds that it involves the likely disclosure of exempt information as defined in Part 1 of Schedule 12A of the Act, as specifically stated in the under mentioned minute)

7

Social work in Kirklees

(Exempt information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the Authority or a member of the Crown and employees of, or office holders under the Authority. The public interest in maintaining the exemption outweighs the public interest in disclosing the information and providing greater openness in the Council's decision making)

The Sub Committee convened to receive and consider oral and written submissions from UNISON and the Management Side in relation to the work of social workers in Kirklees.

The discussion focused on the following issues, following previous discussions between UNISON and the Management Side in the Central Negotiating Team in December 2013.

- * Staffing levels in the social work teams, including the use of agency staff
- * Parity with the grades and grading of social work staff, including the use of market rate supplements
- * The payment of disturbance allowances
- * The payment of professional fees

Consideration of these issues had been referred to the Employee Relations Sub Committee at the request of UNISON.

RESOLVED – That in response to the issues raised in today's meeting, the Sub Committee would:-

(1) Ask the Management Side to prepare a report for Cabinet on the concerns and questions raised about caseloads and staffing levels in the social work teams in Kirklees, including the figures and questions surrounding the use of agency staff, and how these caseloads and staffing levels compare with other local authorities.

(2) Be reluctant to change the Council's current grading scheme and accepts that the Management Side does have to use some "market rate supplements" to recruit and retain staff for some key posts. However, as the problem of recruiting and retaining social work staff for some posts is a common problem for all local authorities in West Yorkshire, the Sub Committee reaffirmed the advice from CNT and would ask the Management Side to discuss the matter at a West Yorkshire level to see what solutions can be identified.

(3) Confirm that travel and disturbance are separate and that different rates apply – travel and fuel rates respectively. However, the Management Side should clarify the HMRC basis of how the fuel rates are being calculated; noting that if the HMRC fuel rate has changed then the new rate should be applied. Management were also asked to provide evidence

on the origin to the statements on “15p per mile” for fuel, which is causing some confusion for managers and staff.

(4) Confirm that the approach taken with regards to the payment of professional fees fits within the existing policy. However, the Sub Committee would ask the Management Side to prepare a fuller report for Cabinet to review the current policy on the payment of professional fees for staff across the council looking forward from 2014/15 onwards, including information on the costs and implications for the Council and its services if the policy were to be changed.

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KIRKLEES COUNCIL					
COUNCIL/CABINET/COMMITTEE MEETINGS ETC					
DECLARATION OF INTERESTS					
Employee Relations Sub-Committee					
Name of Councillor					
Item in which you have an interest	Type of interest (eg a disclosable pecuniary interest or an "Other Interest")	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]	Brief description of your interest		

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) 4 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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