

Contact Officer: Steve Copley

## KIRKLEES COUNCIL

### PERSONNEL COMMITTEE

**Thursday 14th April 2016**

Present: Councillor David Sheard (Chair)  
Councillor Robert Light  
Councillor Peter McBride  
Councillor Shabir Pandor  
Councillor Graham Turner  
Councillor Nicola Turner

Apologies: Councillor Jean Calvert  
Councillor David Hall

Observers: None

**1 Membership of the Committee**

Apologies for absence were noted on behalf of Councillors Jean Calvert and David Hall

**2 Minutes of Previous Meeting**

The Minutes of the Personnel Committee meeting on 19 January 2016 were approved

**3 Interests**

No interests were declared

**4 Admission of the Public**

Members resolved to consider items 7, 8 and 9 in private session, as they contain exempt information. The details and reasons are set out at the start of each item.

**5 Deputation/Petitions**

No deputations or petitions were received.

**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 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.

**7 Kirklees Council and work with the North Kirklees Clinical Commissioning Group (CCG)**

*(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 19 January 2016, Adrian Lythgo provided a report which explained the arrangements, including the terms and conditions of employment, surrounding the appointment of Richard Parry, Director of Commissioning, Public Health and Social Care, to the role of Accountable Officer for the North Kirklees Clinical Commissioning Group from 1 April 2016.

Adrian Lythgo answered members questions on the steps that will be taken to allow Richard Parry to carry out the duties associated with both posts in 2016/17.

**RESOLVED** – That the Committee notes and welcomes the temporary joint arrangement with the North Kirklees CCG to appoint Richard Parry as its Accountable Officer, and approves the terms and conditions of employment as described within today's report.

**8 Succession Planning and Managing Change**

*(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)*

Following a report at the Personnel Committee on 19 January 2016, Adrian Lythgo and Rosemary Gibson provided a report on a suggested approach to deal with the management of voluntary redundancy and access to pension entitlements in 2016/17, whilst at the same time having regard to the skills needed for new council and an obligation to mitigate redundancies.

The report focused, in particular, on a series of changes which the government is consulting on and hoping to introduce from 1 April 2016 onwards, to tighten up the rules on exit payments and access to pensions for all employees working within the public sector. News of these proposals is also being discussed with the trade unions.

**RESOLVED** – That the Committee:-

(1). Note and support the work on these issues that will apply to the whole of the council and supports the approach described within the report

(2). Authorise the Chief Executive to progress cases involving any Director and Assistant Director level posts. News of any decisions involving these posts to be reported back to the Personnel Committee for information.

(3). Request the Chief Executive and Head of Human Resources to make representations to central government about the potential changes regarding the recovery of exit payments for those earning £80k or more who return to work within the public sector within 12 months of receiving an exit package. Members felt that this proposal would be difficult to implement and would also limit the ability of local authorities to recruit and draw upon the experience and skills of employees who, having been made redundant, may be seeking a new job or role with a council.

**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 19 January 2016, the Committee received a verbal update from Rosemary Gibson, Head of Human Resources, 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 in 2016/17.

Rosemary Gibson explained that:-

- Meetings have taken place with representatives of the GMB, UNISON and UNITE unions
- A set of principles on the way forward have been agreed
- Time off for trade union representatives will be based on a new ratio of 1:1000 trade union members
- Further work is being undertaken to clarify how much time off should be allowed, and how this can be managed and used. However, there will be some flexibility in these arrangements to deal with busy and peak periods of activity. Quarterly monitoring reports will also have to be provided on how much time has been taken and used.
- Management support will be provided for those council employees who are trade union representatives, where this involves all of their contractual hours
- Kirklees UNISON will have an e-mail address, which will be available for use from April 2016 onwards.

**RESOLVED:** - That the Committee:-

(1). Note the progress report and supports the work that is being undertaken to develop the working arrangements between the management and trade unions in 2016/17

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(2). Ask the Head of Human Resources to provide members of the committee with a breakdown on the number of employees employed by the Council in 2016/17, the current memberships of the GMB, UNISON and UNITE unions and how these numbers may begin to change from April 2016 onwards.