

Contact Officer: Steve Copley

KIRKLEES COUNCIL
PERSONNEL COMMITTEE

Tuesday 16th May 2017

Present: Councillor David Sheard (Chair)
Councillor Shabir Pandor
Councillor Terry Lyons
Councillor Nicola Turner
Councillor Peter McBride

Apologies: Councillor Graham Turner

1 Membership of the Committee

Apologies for absence were noted on behalf of Councillor Graham Turner.

2 Minutes of Previous Meeting

The minutes of the Personnel Committee meeting held on 4 April 2017 were approved.

3 Interests

None declared.

4 Admission of the Public

Members resolved to consider items 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 Member Question Time

No questions were received.

6 Deputation/Petitions

No deputations or petitions were received.

7 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.

8 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 4 April 2017, the Committee received a verbal update from Jacqui Gedman and Rosemary Gibson 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 progress made between representatives of the management and trade unions in Kirklees and West Yorkshire to deal with those issues of concern highlighted by the ballot for industrial action from Kirklees UNISON which resulted in the industrial action in Children's Services earlier in 2017. Members of the Committee noted that significant progress had been made and that the UNISON branch in Kirklees was expected to report news of these developments to its members in a meeting on 18 May 2017.

- The progress being made in the discussions between the management and trade union sides 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.

- The offers of help and assistance which have been made to Kirklees to continue to develop the working relationships between the management and trade unions in 2017/18.

RESOLVED: - Members of the Committee agreed to:-

(1). Receive this progress report and support the work that is being undertaken by the management side to develop our working relationships with the trade unions in Kirklees and West Yorkshire

- (2). Ask for a further progress report at the next Personnel Committee
- (3). Ask officers to provide members of the Committee with copies of the recent correspondence between the management and trade union sides for information and reference
- (4). Ask officers to provide a more detailed report for the next Personnel Committee on the costs associated with the time off that is being taken by the representatives of the trade unions, plus the accommodation and facilities provided for them.

9 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 4 April 2017, Jacqui Gedman introduced a report on progress with the timetable to complete the review of the senior management structure.

Today's report focused on questions surrounding:-

- The Acting Chief Executive and the timetable for the appointment of a permanent Chief Executive
- Filling the post of Strategic Director for Economy and Infrastructure on a permanent basis
- Filling the post of Strategic Director for Children and Families on a permanent basis.

Jacqui Gedman withdrew from the meeting while members of the committee discussed the options and proposals with Rosemary Gibson, Head of HR.

RESOLVED: - That the Personnel Committee agreed to:-

- (1). Recommend to Council that the post of Chief Executive be offered to Jacqui Gedman, the Acting Chief Executive, on a permanent basis
- (2). News of today's decisions being shared with the Council meeting in July 2017 , and to approve the appointment described in (1) above and this officer becoming the head of the paid service (including the roles of (Acting) Electoral Registration Officer and (Acting) Returning Officer) as appropriate
- (3). The post of Strategic Director for Economy and Infrastructure being filled on a permanent basis. This post will be advertised internally and externally. The Chief Executive will determine when this process will start.

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(4). The post of Strategic Director for Children and Families being filled on a permanent basis. This post will be advertised internally and externally. The Chief Executive will determine when this process will start.

(5). The establishment of a member panel (based on a ratio of 2.1.1) to consider candidates for the posts described above.