

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.*)