

Contact Officer: Steve Copley

## **KIRKLEES COUNCIL**

### **EMPLOYEE RELATIONS SUB-COMMITTEE**

**Thursday 25th January 2018**

Present: Councillor Graham Turner (Chair)  
Councillor Andrew Cooper  
Councillor Lisa Holmes  
Councillor Naheed Mather  
Councillor John Taylor  
Councillor Nicola Turner  
Councillor Nigel Patrick

In attendance: Jacqui Gedman, Chief Executive  
Will Acornley, Head of Environment and Greenspace  
Joanne Bartholomew, Service Director - Commercial,  
Regulatory and Operational Services  
Rachel Spencer-Henshall, Strategic Director - Corporate  
Strategy & Service Director - Policy, Intelligence & Public  
Health  
Debra Ladlow, HR Manager  
Maureen Manson, HR Partner  
Gary Cleaver  
Andrew Eastwood  
Paul Holmes  
Lyll Singleton  
Andrew Maud  
Andrew Thompson  
Dave Williams

Apologies: Councillor David Sheard  
Councillor David Hall  
Councillor Marielle O'Neill  
Councillor Shabir Pandor

#### **1 Membership of the Committee**

Apologies for absence were noted on behalf of Councillors David Hall, Marielle O'Neill, Shabir Pandor and David Sheard

Councillors Nigel Patrick and Graham Turner substituted for Councillors David Hall and Shabir Pandor

Members of the Sub Committee also agreed that, in the absence of Councillor David Sheard, Councillor Graham Turner should chair today's meeting.

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### 2 **Minutes of Previous Meeting**

The minutes of the Employee Relations Sub Committee on Monday 28 April 2014 were received and approved as a correct record.

### 3 **Interests**

No formal declarations of interest were submitted.

However, Councillor Nicola Turner did indicate that she knew one of the trade union representatives at today's meeting.

### 4 **Admission of the Public**

Members resolved to consider item 7 in private session, as it contains exempt information. The details and reasons are set out at the start of the item.

### 5 **Deputations/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 **Refuse Collection Services**

(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).

The Chair welcomed everyone to the meeting and explained that the purpose of the meeting was to consider the decisions taken at the Central Negotiating Team meeting on 7 December 2017, and asked everyone to acknowledge that today's discussions were confidential along with the materials and submissions provided. However, it was explained that news of the decisions taken by today's meeting could be shared by the management and trade union sides.

The Sub Committee considered oral and written submissions from UNISON and the management side regarding matters relating to refuse collection services in Kirklees

Members noted that the trade union and management sides held a Central Negotiating Team meeting on 7 December 2017, which had been chaired by Rachel Spencer Henshall. Mr Paul Holmes, the joint secretary for the trade union side, having been informed of the outcome of that meeting, had referred consideration of the matter(s) to the Employee Relations Sub Committee

The Chair invited Rachel Spencer Henshall to explain the issues which the Central Negotiating Team had been asked to consider, along with her decision on the

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outcome of that meeting. It was explained that the meeting had, in summary, been asked to consider three issues:-

- (i) Holidays and work during the Christmas and New Year holiday period 2017
- (ii) Allegations of bullying
- (iii) The current refuse collection rounds

The Chair then invited Paul Holmes to introduce the case for the trade unions which he did after first explaining that he had sent a letter to Cllr David Sheard to indicate that the trade unions appeal at today's meeting would only focus on (i) above, as the other matters were being dealt with separately. Members of the Sub Committee went on to ask questions about the case and the submission

The Chair then asked Joanne Bartholomew to introduce the case for the management side. Members of the Sub Committee and Paul Holmes went on to ask questions about the case and the submission

The Sub Committee then adjourned for a brief period, at the request of the trade unions, following which councillors and Paul Holmes continued to ask questions.

Paul Holmes went on to raise an objection, which he asked to be recorded in the minutes, as he felt that he, on behalf of the trade union side, had not been allowed to ask some questions about some of the points made in the presentation of the management side case which did cover many of the issues raised in the Central Negotiating Team meeting on 7 December 2017.

The Chair then asked Joanne Bartholomew and Paul Holmes to provide a summary of their cases

The Chair then asked for an adjournment to allow members to consider their decision having heard the submissions and summaries from both the trade union and management sides.

When the meeting reconvened, the Chair thanked everyone for attending today's meeting and explained that the Sub Committee had reached an agreement on a decision and that, due to the late finish, he would prepare and issue this in writing to both sides as soon as was possible.

**RESOLVED:** - That the Chair write to the representatives of the management and trade union sides to inform them of the decision and outcome of today's meeting (The letter was issued by Cllr Graham Turner on Tuesday 30 January 2018)