

PC9

Contact Officer: Steve Copley

KIRKLEES COUNCIL
PERSONNEL COMMITTEE

Monday 16 March 2015

Present: Councillor Sheard (in the Chair)
Councillors Calvert, McBride and G Turner

- 1 Membership of Committee**
Apologies for absence noted on behalf of Councillors Andrew Cooper, Robert Light and Nicola Turner.
- 2 Minutes of previous meeting**
The Minutes of the Personnel Committee meeting on 11 February 2015 were approved.
- 3 Interests**
No interests were declared.
- 4 Admission of the public**
Members resolved to consider items 9 and 10 in private session, as they both contain exempt information.
- 5 Deputations and petitions**
No deputations or petitions were received.
- 6 Public question time**
No questions were submitted.
- 7 The Introduction of a Living Wage for Kirklees Council Staff**
Ruth Redfern, Director for Communities, Transformation and Change, introduced a report to seek the Committee's approval to introduce a living wage for the Kirklees Council workforce from April 2015.

The report set out the costs and implications associated with the recommendations for change for Kirklees Council, local schools and other parties who employ staff to provide local services.

RESOLVED -

That the Personnel Committee approves the recommendations set out in the report to make the changes to the terms and conditions of employment to facilitate the introduction of a Living Wage for Kirklees Council employees. These recommendations are:-

(1) To introduce a Kirklees Living Wage of £7.88 for employees using the Single Status Employee Handbook.

(2) That the Living Wage is introduced on a contractual basis, committing the Council to a lowest pay rate of SCP 11 and that the agreed Living Wage is used for the payment of overtime/additional hours working.

(3) That the rate for the Kirklees Living Wage be reviewed by Directors as part of the budget process for 2016/17 with regard to wider circumstances rather than using future increases suggested by the Living Wage Foundation.

(4) That, in April 2015, Directors consider a further report looking at the effect of a market rate supplement on the Living Wage on differentials, in particular in catering and cleaning and in accordance with the Council policy on market rate supplements.

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 Human resources and industrial relations – Update

(Exempt information relating to consultations and negotiations and contemplated consultations and negotiations in connection with a labour relations matter. The public interest in maintaining the exemption is that the disclosure of information would prejudice the outcome of consultations and negotiations with trade unions, which outweighs the public interest in disclosing the information.)

Further to the Personnel Committee on 11 February 2015, the Committee received a verbal update from Jacqui Gedman, Director of Economy, Skills and Environment and Rosemary Gibson, Head of Human Resources, on the progress made in the negotiations with the trade unions following the Central Negotiating Team meeting on 3 February 2015.

Officers also tabled a copy of a confidential HR/IR update (Dated 12 March 2015) to Directors, Assistant Directors and Senior Managers in the council to explain progress and the proposals which have been discussed and accepted.

Officers went on to answer member's questions about the next steps in the process.

RESOLVED -

(1) The progress report be noted.

(2) Jacqui Gedman be delegated the authority to conclude the remaining negotiations with the trade unions and to formalise and sign off on the memorandum of understanding and the collective agreement that is still required

(3) A further progress report be shared with the Personnel Committee in due course.

10 Changes to senior managers and their roles and responsibilities

(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)

Adrian Lythgo, Chief Executive, introduced a report to seek the Committee's approval to a series of recommendations to deal with changes to senior managers and their roles and responsibilities from Spring 2015 onwards.

RESOLVED -

(1) The recommendations, as set out in paragraph 8 of the report, be approved, and subject to Adrian Lythgo consulting with Councillors Andrew Cooper, Robert Light and Nicola Turner about the process for the recruitment of an Assistant Director for Early Intervention and Prevention.

(2) A progress report will be shared with the Personnel Committee in due course.