

Contact Officer: Andrea Woodside

KIRKLEES COUNCIL

PERSONNEL COMMITTEE

Thursday 14th March 2019

Present: Councillor Graham Turner (Chair)
Councillor David Sheard
Councillor John Taylor
Councillor John Lawson
Councillor Nigel Patrick

Apologies: Councillor Shabir Pandor
Councillor Naheed Mather

- 1 **Appointment of Chair**
RESOLVED - That Councillor Turner be appointed to Chair the meeting in the absence of Councillor Pandor.
- 2 **Membership of the Committee**
Apologies for absence were received on behalf of Councillors Mather and Pandor.

Councillor Patrick substituted for Councillor D Hall.
- 3 **Minutes of Previous Meeting**
RESOLVED – That the Minutes of the Meeting held on 29 October be approved as a correct record.
- 4 **Interests**
No interests were declared.
- 5 **Admission of the Public**
It was noted that all Agenda Items would be considered in public session.
- 6 **Deputation/Petitions**
No deputations or petitions were received.
- 7 **Public Question Time**
No questions were received.
- 8 **Pay Policy Statement**
The Committee received a report which set out a policy statement concerning the pay of the Council's Principal Chief Officers, in accordance with the requirements of Sections 38 to 43 of the Localism Act 2011. The report advised that Section 39 (1) of the Localism Act 2011 requires that an authority's pay policy statement must be approved by resolution before it comes into force and that each subsequent annual statement must be prepared and approved before the end of 31 March immediately preceding the financial year to which it relates.

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Appendices to the considered report set out (i) the Kirklees pay Policy Statement 2019-2020 (ii) Remuneration of Chief Officers (iii) Kirklees Council Single Status Grades as at 1 April 2019 and (iv) policies relating to remuneration.

The Committee noted the content of the report and welcomed the review of apprenticeship rates of pay, which would increase from 1 April 2019. A request was made for information to be provided regarding the total salary payment of chief officers from the pre-austerity period compared to current figures.

The Committee agreed that the report would be presented to Council on 20 March 2019 with a recommendation that the Pay Policy Statement 2019-2020 be approved.

RESOLVED - That the report be noted and submitted to the meeting of Council on 20 March 2019 with a recommendation that the Pay Policy Statement 2019-2020 be approved.

9 **New Employee Relations Framework**

The Committee received an update from the Head of People's Services, which provided an overview of a revised Employee Relations Framework, following negotiations with Trade Unions.

The Committee were advised that the revised framework aimed to provide a structured framework for consultations and negotiations to take place, by providing a modernised and transparent model which provided clarity on the processes of consultations, negotiations, decision making and dispute escalation and resolution.

It was noted that a report setting out the framework would be submitted to the next meeting of Personnel Committee, and it was requested that once the framework had been formally signed off, a copy be circulated to the members of Personnel Committee.

RESOLVED - That the update on the new Employee Relations Framework be noted.

10 **Senior Management Structure - Update**

The Committee received an update from the Head of People's Services regarding recent senior management appointments within the Council, namely;

- (i) the post of Service Director for Environment had been subject to advert and that the appointment would be via an Elected Member Panel.
- (ii) recruitment to the post of Strategic Director for Commissioning and Public Health was now complete and that Rachel Spencer-Henshall had been permanently appointed to the role.
- (iii) the Service Director post, previously filled by Rachel Spencer-Henshall, would be subject to advert, and that the appointment would be via an Elected Member Panel.
- (iv) Angela Blake had now commenced in the role of Service Director for Economy and Regeneration and had been in post since the end of January 2019.

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- (v) Mel Meggs had now commenced in the role of Strategic Director for Children's Services and had been in post since December 2018.

RESOLVED - That the update on senior management arrangements be noted.