

Contact Officer: Andrea Woodside

## **KIRKLEES COUNCIL**

### **PERSONNEL COMMITTEE**

**Monday 1st July 2019**

Present: Councillor Graham Turner (Chair)  
Councillor Susan Lee-Richards  
Councillor David Hall  
Councillor John Lawson  
Councillor Rob Walker

Apologies: Councillor Shabir Pandor  
Councillor Naheed Mather  
Councillor Peter McBride  
Councillor John Taylor

**1 Membership of the Committee**

Apologies for absence were received on behalf of Councillors Mather, McBride, Pandor and J Taylor.

In the absence of Councillor Pandor, the Committee determined that Councillor Turner be appointed as Chair for this meeting of the Committee.

**2 Minutes of Previous Meeting**

**RESOLVED** – That the Minutes of the Meetings held on 14 March and 22 May 2019 be approved as correct records.

**3 Interests**

No interests were declared.

**4 Admission of the Public**

It was noted that all Agenda Items would be considered in public session.

**5 Public Question Time**

No questions were asked.

**6 Deputation/Petitions**

No deputations or petitions were received.

**7 Revised Employee Relations Framework**

The Committee received a report which provided an update on revisions to the Council's Employee Relations Framework and sought approval for the deletion of Employee Relations Sub-Committee.

The Committee were advised that a review of the effectiveness of the previous framework had been undertaken and that the outcomes had highlighted that the framework was too complex and lacked clarity with regards to consultation,

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negotiation and decision making. Consequently, the revised framework had been developed jointly between People's Services, trade union representatives and the Cabinet Portfolio Holder and was based upon a standard model which is used across a range of other local authorities.

The report advised that the new framework, which was attached at Appendix 2 of the considered report, was modern and transparent, provided clarity regarding arrangements for engagement with trade unions at a local, directorate and corporate level and aimed to create a process of inclusion and collaborative working with trade unions. It was noted that, as a result of the framework, there was no longer a requirement for Employee Relations Sub Committee to remain constituted and the Committee were therefore asked to support the deletion of the Committee.

**RESOLVED** - That the revised Employee Relations Framework be endorsed and that a report be submitted (i) to Corporate Governance and Audit Committee on 5 July 2019 recommending the deletion of Employee Relations Sub-Committee and thereafter (ii) to Council on 17 July 2019 recommending a constitutional amendment to delete Employee Relations Sub Committee.