

Contact Officer: Andrea Woodside

## **KIRKLEES COUNCIL**

### **PERSONNEL COMMITTEE**

**Monday 4th November 2019**

Present: Councillor Shabir Pandor (Chair)  
Councillor Graham Turner  
Councillor Susan Lee-Richards  
Councillor Naheed Mather  
Councillor Peter McBride  
Councillor John Taylor  
Councillor David Hall  
Councillor John Lawson  
Councillor Rob Walker

**1 Membership of the Committee**

All Committee Members were present.

**2 Minutes of Previous Meeting**

**RESOLVED** – That the Minutes of the Meeting held on 1 July 2019 be approved as a correct record.

**3 Interests**

No interests were declared.

**4 Admission of the Public**

All agenda items were considered in public session.

**5 Deputations/Petitions**

No deputations or petitions were received.

**6 Public Question Time**

No questions were asked.

**7 Dying to Work Charter**

The Committee received a report which explained the Dying to Work Charter and sought support for the approval of the Charter.

The report advised that the Charter set out an agreed commitment and approach as to how employees would be supported, protected and guided throughout their employment, following a terminal diagnosis. The Charter was appended to the considered report. It was noted that, whilst the Council already had established guidance and practice in managing complex health issues, the signing of the Charter would provide an affirmation of a collective approach as a supportive employer.

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The Committee were advised that, in addition to providing support to employees, it was also proposed that the Council's commitment extended to supporting employees who have close family members with a terminal illness.

**RESOLVED** - That the Dying to Work Charter be adopted.

### 8 **Update - Senior Management Arrangements**

The Committee received an update on recent changes to the senior management structure within the Council. The report advised that (i) an appointment had been made to the post of Service Director for Innovation and Strategy in May 2019 (ii) the post of Service Director for Environment was currently subject to advertisement and that an interim Service Director had been appointed to oversee the role (iii) it was proposed that two part-time Service Director posts be reconfigured into a single new Service Director role focussed upon mental health and learning disabilities, and that a new Head of Service for regulated in-house care services be created and (iv) it was proposed that a new full-time post of Service Director for Customers and Communities would be created, to replacing an existing part-time Service Director role.

The report advised that the changes and proposals reflected upon the recommendations arising from the peer challenge in relation to increased leadership capacity, building on the community plus model, and creating an environment which would best facilitate collaborative working.

The Committee were also informed that responsibility for Kirklees Neighbourhood Housing would be transferred to the Strategic Director for Adults and Health, in order to allow the Strategic Director for Economy and Infrastructure to focus upon other priority areas, and that the Directorate would be designated as 'Adults, Housing and Health'.

A senior management structure chart, setting out the proposed changes and amendments, was attached at Appendix 1 of the considered report.

The Committee discussed the proposed restructuring and the rationale for the changes to the existing structure. It was agreed that the proposals be progressed in support of creating a long term structure which is fit for purpose.

### **RESOLVED –**

- 1) That the update from the Strategic Director for Strategy, Commissioning and Public Health on senior management changes be received and noted.
- 2) That approval be given to establish the post of Service Director – Customer and Communities, and that the structure of Service Directors therefore be increased by one full-time equivalent.
- 3) That, pursuant to (2) above, a Member Appointment Panel be convened on a 3:1:1 ratio to recruit to the post of Service Director for Customer and Communities.
- 4) That the reconfiguration of Service Director roles within Adults, Housing and Health Directorate, to include the post of Service Director for Learning Disabilities and Mental Health, be noted.

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- 5) That, pursuant to (4) above, a Member Appointment Panel be convened on a 3:1:1 ratio to recruit to the post of Service Director for Learning Disabilities and Mental Health.
- 6) That approval be given to the extension of contracts for the part-time posts of Service Directors in the Adults and Health Directorate in order to ensure the provision of adequate capacity during the transitional period.