

Contact Officer: Andrea Woodside

**KIRKLEES COUNCIL**  
**PERSONNEL COMMITTEE**

**Thursday 5th March 2020**

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

**1 Membership of the Committee**

Apologies for absence were received on behalf of Councillors D Hall, Taylor and Walker.

**2 Minutes of Previous Meeting**

**RESOLVED** – That the minutes of the meeting held on 4 November 2019 be approved as a correct record.

**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 Deputation/Petitions**

No deputations or petitions were received.

**6 Public Question Time**

No questions were asked.

**7 Pay Policy Statement 2020/2021**

The Committee received, in accordance with the requirements of the Sections 38 – 43 of the Localism Act 2011, the Council's Pay Policy Statement 2020/2021. The report advised that Section 39(1) of the Localism Act 2011 included a requirement for the statement to be approved prior to 31 March, immediately preceding the financial year to which it relates. The Pay Policy Statement was appended to the report, along with details regarding (i) the remuneration of chief officers (ii) single status grades and NHS public health grades (subject to national pay award consultations for 2020/2021) and (iii) a range of policies relating to chief officer remuneration.

The Committee welcomed the report and endorsed that it be considered by Council. It was also requested that the Committee Members be provided with information setting out gender balance of post holders by pay scale category.

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**RESOLVED** - That the Pay Policy Statement be submitted to the meeting of Council on 18 March 2020 with a recommendation of approval.

### 8 **Update on Senior Management Arrangements**

The Chief Executive provided the Committee with an update on senior management arrangements and the Committee gave consideration to a report which sought approval to convene recruitment panels in respect of a number of proposed posts. In terms of an update, the report advised that (i) the posts of Service Director for Customers and Communities, and Service Director for Mental Health and Learning Disabilities, were both filled with effect from 1 March 2020 and (ii) the temporary role of Service Director for Resources, Improvement and Partnerships in Children's Services had shown to have a positive impact and it was therefore proposed that the role be formalised.

The Committee were also advised of a proposal to reconfigure the Economy and Infrastructure Directorate once the current Strategic Director leaves post in the summer. The report set out the significant number of challenges currently facing the services within that directorate and a proposal to disestablish the role of Strategic Director for Economy and Infrastructure and create two new roles; one which would focus upon environmental and climate change matters, property asset functions, the highway network and the delivery of the capital plan, and a separate post to have a strategic focus upon growth and regeneration including housing growth, town centre regeneration, planning and major projects delivery.

In addition, the report advised of a proposal to review the existing Service Director role for Environment and create an additional Service Director role in recognition of the challenges within the service and provide further capacity, whereby the existing post would focus upon modernising waste services, and the proposed post would focus upon the delivery of (i) property and highways (ii) the Council's asset strategy (iii) maintaining the highways network and (iv) the Council's wider capital programme.

The Committee welcomed the proposals as set out within the report and discussion took place with regards to the critical nature of the Strategic Director roles within the future of the organisation and the need for the post holders to be able to deliver against the Council's key challenges, specifically town centre regeneration and the climate emergency. The Committee also gave consideration to the long term capacity of the organisation in supporting these areas of work and it was noted that action was already being taken in terms of building capacity to ensure adequate staffing in the longer term.

The Committee requested that thanks be conveyed to the current Strategic Director (Economy and Infrastructure) for the positive impact which he had made whilst in post in acknowledgement of the demands and challenges facing the service.

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### RESOLVED –

- 1) That the post of Service Director for Resources, Improvement and Partnerships be formalised.
- 2) That the role of Strategic Director for Economy and Infrastructure be disestablished and two Strategic Director roles be created, one to have a strategic focus upon climate change and environment, property asset functions, the highway network and the capital plan, and a separate post to have a strategic focus upon growth and regeneration including housing growth, town centre regeneration, planning and major projects delivery.
- 3) That an additional Service Director post be created within Environmental Services to focus upon the delivery of the asset strategy, the highways network and the wider capital programme.
- 4) That Member Appointment Panels be convened to recruit to the posts as set out in (1), (2) and (3) above.