

Contact Officer: Andrea Woodside

KIRKLEES COUNCIL
PERSONNEL COMMITTEE

Thursday 23rd February 2023

Present: Councillor Shabir Pandor (Chair)
Councillor Eric Firth
Councillor David Hall
Councillor Charles Greaves
Councillor Naheed Mather
Councillor Cathy Scott
Councillor Mohan Sokhal
Councillor John Taylor

Apologies: Councillor John Lawson

1 Membership of the Committee

Councillor Sokhal substituted for Councillor P Davies.

Apologies for absence were received on behalf of Councillor J Lawson.

2 Minutes of Previous Meeting

RESOLVED – That the Minutes of the Meeting held on 14 October 2022 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 Public Question Time

No questions were asked.

6 Deputation/Petitions

No deputations or petitions were received.

7 Update on Senior Management Arrangements

The Committee received a report which provided an update on senior management arrangements and progress on recruitment.

The Chief Executive provided (i) an overview of vacancy management arrangements (ii) an update on the recruitment to the post of Service Director for Finance (Section 151 Officer) and (iii) an update in respect of the post of Service Director – Adult Social Care Operations.

Personnel Committee - 23 February 2023

The Committee were advised that recruitment to the post of Service Director for Finance commenced in November 2022 and that the final panel had taken place on 3 February 2023, with an offer now having been made. It was noted that the selected candidate was expected to be in post in May 2023.

The Committee were also advised of the intention of the Service Director for Adult Social Care Operations to retire during summer 2023. The Chief Executive provided the context as to why it was necessary to proceed with an appointment to this post in view of the current recruitment freeze and sought agreement to progress in a recruitment process in respect of this critical post.

The Head of People provided an update on the work of the People Panel and work that was in progress to help to shape a future workforce and create cross council opportunities and initiatives.

Discussion took place with regards to (i) the need to ensure that career progression can be facilitated, and create opportunities to encourage career progression (ii) the management of vacancy management and the need to move towards a more holistic approach (iii) internship opportunities and the need to attract younger people into the organisation (iv) the need for effective succession planning , utilising opportunities to learn from the expertise of experienced employees, and the potential for mentor opportunities.

RESOLVED –

- 1) That the progress of the recruitment to Service Director for Finance (Section 151 Officer) be noted.
- 2) That approval be given to the commencement of a recruitment process in respect of the post of Service Director for Adult Social Care Operations, and that a Member Appointment Panel be convened.