

Contact Officer: Andrea Woodside

KIRKLEES COUNCIL

PERSONNEL COMMITTEE

Tuesday 2nd July 2024

Present: Councillor Cathy Scott (Chair)
Councillor Jo Lawson
Councillor John Lawson
Councillor Viv Kendrick
Councillor Carole Pattison
Councillor John Taylor
Councillor Graham Turner

Apologies: Councillor Andrew Cooper
Councillor David Hall

1 Membership of the Committee

Apologies for absence were received on behalf of Councillors Cooper and D Hall.

2 Minutes of Previous Meeting

RESOLVED – That the Minutes of the Meeting held on 8 November 2023 be approved as a correct record.

3 Declaration of 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 Update on Senior Management Structure

The Committee gave consideration to a report which provided an update on recent appointments within the senior management structure.

The report advised that the posts of Service Director – Finance (S151 Officer) and Service Director – Legal, Governance and Commissioning (Monitoring Officer) had recently been appointed to, and sought approval for (i) the deletion of the role of Strategic Director – Environment and Climate Change (ii) the change of the titles of Strategic Director posts to Executive Directors (iii) the commencement of recruitment to the posts of Executive Director – Children and Families and Executive Director – Adults and Health and (iv) the convening of Member Appointment Panels to recruit the roles as stated in (iii).

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RESOLVED –

- 1) That the appointments to the posts of Service Director - S151 Officer and Service Director – Legal, Governance and Commissioning (Monitoring Officer) be noted.
- 2) That approval be given to the deletion of the post of Strategic Director – Environment and Climate Change, and the disbanding of the associated Joint Consultative Group, with IR arrangements falling within new directorate arrangements.
- 3) That it be noted that the posts of Strategic Director will be renamed Executive Director.
- 4) That approval be given to commence permanent recruitment for the posts of (i) Executive Director – Children and Families and (ii) Executive Director – Adults and Health, to be carried out in accordance with established and approved Chief Officer recruitment practices.
- 5) That, pursuant to (4) above, approval be given to convening Member Appointment Panels.

7 Re-Introduction of Post of Deputy Chief Executive

The Committee gave consideration to a report which proposed the re-introduction of the post of Deputy Chief Executive. The report advised that, currently, in an extended absence of the Chief Executive, the Strategic Directors would exercise such authority in rotation. The report sought to change this process and to re-introduce the role of Deputy Chief Executive, which had previously been created in 2016. It was proposed that the role should be assigned to the existing post of Strategic (Executive) Director – Corporate Strategy and Public Health, to be retitled ‘Deputy Chief Executive and Executive Director for Public Health and Corporate Resources.’

The Committee noted that the key purpose of the designation of the role would be to provide consistency for leadership arrangements and (i) exercise the Chief Executive’s delegation in urgent decision making in their absence (ii) represent the Council at regional and sub regional meetings (iii) provide a clear point of reference for Councillors and (iv) lead on specific items of business as delegated by the Chief Executive.

RESOLVED – That approval be given to the re-introduction of the role of Deputy Chief Executive, applied to the post of Strategic Director – Corporate Strategy and Public Health (to be retitled Deputy Chief Executive and Executive Director for Public Health and Corporate Strategy).

8 Pay Policy Statement 2024/2025 (Reference to Council)

The Committee received the Pay Policy Statement 2024/2025, prior to its submission to Council on 17 July 2024. It was noted that the report was submitted to ensure that the Council complied with the requirements of Sections 38 to 43 of the Localism Act 2011, which required the Council to produce an annual pay policy statement setting out the pay of the Authority’s Chief Officers.

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RESOLVED – That the Pay Policy Statement 2024/2025 be referred to the meeting of Council on 17 July 2024 which a recommendation of approval.