

Contact Officer: Helen Kilroy

KIRKLEES COUNCIL

PERSONNEL COMMITTEE

Thursday 9th July 2015

Present: Councillor Sheard (Chair)
Councillor Light
Councillor Pandor
Councillor N Turner
Councillor Sokhal

1 Membership of the Committee

Apologies for absence were received from Councillors David Hall, Jean Calvert, Andrew Cooper, Nigel Patrick and Graham Turner.

Councillor Mohan Sokhal substituted for Councillor Jean Calvert.

2 Minutes of Previous Meeting

RESOLVED - That the Minutes of 16 March and 20 May 2015 were approved.

3 Interests

No interests were declared.

4 Admission of the Public

Members resolved to consider items 10 and 11 in private session as they both contained exempt information.

5 Deputation/Petitions

There were no deputations or petitions received.

6 Public Question Time

None questions received.

7 Proposed amendments to Employee Relations Sub Committee Terms of Reference

Rosemary Gibson, Head of HR introduced a report to seek approval to amend the mechanism by which the outcome of the officer appeal panel may be referred to ER Sub Committee and to clarify the remit of the group where a matter is referred from CNT.

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The report set out the current Terms of Reference for Employee Relations Sub Committee and were appended to the report.

RESOLVED -

(1) That the Terms of Reference for ER Sub Committee be amended so that the Head of Human Resources in consultation with Resources Cabinet Portfolio Holder replaces the AD Support Service as "gate keeper" in respect of referrals from the officer appeals panel so as to help build trust and confidence in the process.

(2) That wording of point 3 of the Terms of Reference be amended as indicated within the report to read "To hear disputes that have previously been presented to Central Negotiating Team and which resulted in either or both parties disagreeing with the outcome, *'so as to determine whether to support the management case or the Trade Union case or alternatively give clear direction as to the areas where they believe further negotiation is required'*".

8 Policy on Personal Accident Cover for Assaults and Accidents at Work.

The item was withdrawn from the agenda.

9 Exclusion of the Public

RESOLVED - That acting under Section 100(A)(4) of the Local Government Act 1972, the public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in Part 1 of Schedule 12A of the Act, as specifically stated in the undermentioned Minute.

10 Policy on Personal Accident Cover for Assaults and Accidents at Work

(Exempt information relating to an individual and/or is likely to reveal the identity of an individual. The public interest in maintaining the exemption outweighs the public interest in disclosing the information and providing greater openness in the Councils decision making.)

Jacqui Gedman, Director of Economy, Skills and Environment, introduced a report to consider the application of the Council's Policy on Personal Accident Cover for Assaults and Accidents at Work in relation to an employee. The considered report provided information on the circumstances relating to the individual concerned and the Committee were advised of the application of the scheme in this case.

Personnel Committee went on to discuss negotiations that need to take place to reach an agreement on this issue and the need for negotiations on the content of the scheme to be applied in the event of the incidents in the future.

RESOLVED -

(1) That, in respect of the case set out in the considered report, officers be requested to conclude negotiations in relation to entitlement under the current scheme and that the outcome of negotiations be reported back to the Personnel Committee for information.

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(2) Officers be requested to commence negotiations on a revised scheme for Personal Accident Cover for Assaults and Accidents at Work and that the outcome of negotiations be reported back to Personnel Committee for approval.

(3) That the scheme referred to at (2) above include clear arrangements for dealing with cases that may arise in the future.

11 **Update on Human Resources and Industrial Relations Issues**

(Exempt information relating to consultations and negotiations and contemplated consultations and negotiations in connection with the a labour relations matter. The public interest in maintaining the exemption is that the disclosure of information would prejudice the outcome of the consultations and negotiations with Trade Unions, which outweighs the public interest in disclosing the information.)

Further to the Personnel Committee on 20 May 2015, the Committee received a verbal update from Jacqui Gedman, Director of Economy, Skills and Environment, on the progress made on the conclusion of the remaining negotiations with the Trade Unions in formalising and signing off on the memorandum of understanding and the collective agreement.

Officers went on to answers Member's questions about the next steps.

Personnel Committee discussed the potential implications of the national budget for Kirklees and agreed to receive a briefing note to a future meeting of the Personnel Committee.

RESOLVED -

(1) That the information provided in the update be noted.

(2) That a briefing note be prepared for Personnel Committee on Implications of the Budget for Kirklees Council.