

Contact Officer: Steve Copley

KIRKLEES COUNCIL

PERSONNEL COMMITTEE

Tuesday 22nd September 2015

Present: Councillor David Sheard (Chair)
Councillor Peter McBride
Councillor Shabir Pandor
Councillor Mohan Sokhal
Councillor John Taylor
Councillor Graham Turner

1 Membership of the Committee

Apologies for absence noted on behalf of Councillors Jean Calvert and Robert Light. Cllrs Mohan Sokhal and John Taylor substituted for these councillors.

2 Minutes of Previous Meeting

The Minutes of the Personnel Committee meeting on 9 July 2015 were approved.

3 Interests

No interests were declared.

4 Admission of the Public

Members resolved to consider items 8, 9, 10 and 11 in private session, as they contain exempt information. The details and reasons are set out at the start of each item.

5 Deputation/Petitions

No deputations or petitions were received.

6 Public Question Time

No questions were submitted.

7 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 items of business on the grounds that they involve the likely disclosure of exempt information as defined in Part 1 of Schedule 12A of the Act, as specifically stated in the under mentioned minutes.

8 Succession Planning, Managing Change and Senior Officer Structure

(Exempt information relating to particular employees. The public interest in maintaining the exemption, which would protect the rights of the individual under the Data Protection Act 1988, outweighs the public interest in disclosing the information and providing greater openness in the Council's decision making)

Adrian Lythgo, Chief Executive, presented a report which outlined a series of options and recommendations to develop the shape of the future senior officer structures of the council in order to deal with questions on succession planning and the management of change for April 2017.

The update included news on the future plans of the current Director for Children and Young People and Assistant Director for Family Support and Child Protection.

RESOLVED -

(1) That members support the direction of travel and model, as described within the second of the three options within paragraph 2 of the report, for the shape of the future senior structure for the council. This will provide the context within which a Director for Children's services will be recruited.

(2) That approval be given to the recruitment of a new Director for Children's Services using the role and job description in Appendix A to the report with an anticipated start date of April 2016 and with recognition that future change in that role and those of the other members of the Executive Team are anticipated.

(3) That members note the ongoing approach to redesigning early intervention and prevention that will impact across a number of Council services, and impact on the future shape of all directorates.

(4) That authority be delegated to the Chief Executive to make arrangements to support the recruitment of a Director for Children's Services which, in line with financial regulations will involve a process based on three quotations and a method statement, to find an appropriate recruitment consultant.

(5) That a recruitment panel be established comprising the Leader of the Council, the portfolio holders for Children and Adults Services plus representation from the Conservative and Liberal Democrat Groups. The Chair of Overview and Scrutiny Management Committee will be invited to be an observer.

(6) That approval also be given to the Chief Executive to secure interim capacity in Children's services recognising the intended retirement of Assistant Director for Family Support and Child Protection, pending the appointment of the new director.

(7) That the proposed date of April 2017 for clarity on the future top management structure based on the functions of New Council be endorsed.

9 Assistant Director Responsibilities for Adult Social Care and Early Intervention

(Exempt information relating to particular employees. The public interest in maintaining the exemption, which would protect the rights of the individual under the Data Protection Act 1988, outweighs the public interest in disclosing the information and providing greater openness in the Council's decision making)

Following on from the decisions taken at the Personnel Committee (16 March 2015), Richard Parry, the Director for Commissioning, Public Health and Adult Social Care, submitted a report which sought approval to recommendations to sort out the responsibilities and work of the posts of Assistant Director for Adult Social Care and Assistant Director for Early Intervention (EIP)

RESOLVED -

(1) That the role description for the Assistant Director responsible for Early Intervention and Prevention (EIP) is revised to focus on EIP and that the nature of and requirement for the role is subject to review over time

(2) That the Assistant Director for operational Adult Social Care Services is retained and that the nature of and requirement for the role is subject to review over time.

(3) That officers be requested to secure agreement on funding with Locala/SWYPFT.

(4) That the Directors for Commissioning, Public Health and Adult Social Care and Children and Young People work to develop an appropriately revised job description.

(5) That an appropriate recruitment process, in line with recruitment practice for posts at this level, including relevant member involvement, is followed to secure a high quality appointment

(6) That the need for and focus of the roles should be reviewed as New Council management arrangements are developed.

10 Kirklees Council and work with the North Kirklees Clinical Commissioning Group (CCG)

(Exempt information relating to particular employees. The public interest in maintaining the exemption, which would protect the rights of the individual under the Data Protection Act 1988, outweighs the public interest in disclosing the information and providing greater openness in the Council's decision making)

Richard Parry, the Director for Commissioning, Public Health and Adult Social Care, introduced a report which explained the stage reached in negotiations between officers of Kirklees Council and the North Kirklees Clinical Commissioning Group about the opportunities and possibilities to develop their working arrangements from 2015/16 onwards.

RESOLVED -

(1) That the Committee note the early discussions and receive further updates as appropriate.

(2) That the Committee consider the proposal as part of the wider context for decision making about other senior level posts.

11 Update on Human Resources and Industrial Relations Issues

(Exempt information relating to consultations or negotiations, or contemplated consultations and negotiations, in connection with a labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority. The need to maintain confidentiality around negotiations with the trade unions outweighs the public interest in disclosing the information)

Further to the Personnel Committee on 9 July 2015, the Committee received a verbal update from Ruth Redfern, Director for Communities, Transformation and Change, and Rosemary Gibson, Head of Human Resources, on the progress being made in terms of the negotiations with the trade unions in dealing with the review of services, following on from the completion and acceptance of the collective agreement and memorandum of understanding by the management and trade union sides in 2014/15.

The update highlighted, as an example, how the consultations on the review of HR Services are progressing and testing out the agreement in practice to determine a set of principles and learning which will support other reviews, recognising that whilst the principles apply the outcomes will vary according to circumstances of those reviews. The management and trade union sides approach to dealing with change has become more flexible and there are opportunities to develop this, along with the learning points, in dealing with subsequent reviews in other directorates and services

RESOLVED - Members of the Personnel Committee resolved to receive and note this progress report.