

Contact Officer: Steve Copley

KIRKLEES COUNCIL
PERSONNEL COMMITTEE

Monday 18th December 2017

Present: Councillor David Sheard (Chair)
Councillor David Hall
Councillor Terry Lyons
Councillor Peter McBride
Councillor Shabir Pandor
Councillor John Taylor
Councillor Graham Turner
Councillor Nicola Turner

1 Membership of the Committee

No apologies for absence were noted

Members of the Committee also acknowledged that this would be the last meeting which Rosemary Gibson, Head of HR, would attend before retiring from the service of the Council in December 2017

Members offered Rosemary Gibson their best wishes for the future.

2 Minutes of Previous Meeting

The minutes of the Personnel Committee meeting held on 19 September 2017 were approved.

3 Interests

No interests were declared.

4 Admission of the Public

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

5 Public Question Time

No questions were received.

6 Member Question Time

No questions were received.

7 Deputation/Petitions

No deputations or petitions were received.

8 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

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in Part 1 of Schedule 12A of the Act, as specifically stated in the under mentioned minutes.

9 **Update on Human Resources and Industrial Relations and Trade Union Relationships in the New Council.**

(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 19 September 2017, the Committee received a verbal update from Jacqui Gedman and Rosemary Gibson on the progress being made in the discussions with the trade unions to try to develop the working arrangements between the management and trade unions.

In summary, today's report focused on:-

- The state of the relationships between the management and trade union sides at present
- A number of requests from the trade union side to convene more Central Negotiating Team (CNT) meetings to try to resolve their concerns and issues.
- The outcome of a CNT meeting which had been held on 7 December 2017, to consider issues about the staff and work in Cleansing Services, which is likely to be referred to an Employee Relations Sub Committee in January 2018
- The actions which representatives of Kirklees UNISON have been taking to talk to staff in Cleansing about the outcome of the CNT meeting and previously agreed plans for the holiday and working arrangements over the Christmas and New Year holiday period 2017, which may still result in some unofficial industrial action
- The position of Joint Secretary (Management Side) following the retirement of Rosemary Gibson in December 2017.
- How the Children's Services Management Team are engaging the trade unions on the improvement journey at service level, whilst any issues related to the dispute remain at corporate level.
- Progress with the work being undertaken with managers and staff to improve upon the management of all the requests made by representatives of the trade unions for "time off" to undertake trade union activities.

RESOLVED - Members of the Committee agreed to:

(1) Receive this progress report and ask for a further progress report at the next Personnel Committee

(2) Request officers to contact the regional union offices to make them aware of the action which Kirklees UNISON may be seeking to promote to follow up on the

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outcome of the CNT meeting on 7 December 2017 regarding the work of managers and staff in Cleansing over the Christmas and New Year holiday period.

(3) Note that, following the retirement of Rosemary Gibson, Debra Ladlow will become the Joint Secretary (Management Side), pending the arrival of Deborah Lucas, Head of People Services, in February 2018.

10 **Director of Children's Services**

(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 a report at the Personnel Committee on 10 July 2017, Jacqui Gedman introduced a report which explained how the improvement work in Children's Services is progressing, along with the partnership and working arrangements between Kirklees and Leeds City Council.

The report focused in particular on the position and role of the Director of Children's Services for Kirklees in 2018.

RESOLVED - Members of the committee agreed with the recommendations in the report, that:

(1) For the reasons set out above the Director for Children's Services (DCS) for Leeds (who is currently Steve Walker) continue to be appointed as the joint DCS with Kirklees with immediate effect until either the termination of the partnership agreement with Leeds or earlier if agreed with the relevant bodies. This is for the reasons set out in detail in the report.

(2) The Committee notes that the relevant bodies referred to above will be as set out or implied in the final direction or any change to the direction from the DfE

11 **Succession Planning and Managing Change**

(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 a report at the Personnel Committee on 19 September 2017, Jacqui Gedman introduced a report which provided:-

- A progress report on the appointments to the positions of Service Directors and Heads of Service in the new management structures for 2017/18,

- A progress report on the timetable of events to try to fill the post of Service Director – Child Protection and Family Support

- A proposal to create an interim Service Director to ensure the strategic positioning of Kirklees within the region.

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Members of the Committee discussed the proposals described within the report, including the opportunities which the joint working with colleagues in Leeds and West Yorkshire is providing for officers to develop their opportunities, potential and work.

RESOLVED - Members of the committee agreed to:

(1) Note the update provided regarding the senior leadership recruitment, including the news that Debbie Hogg, Service Director for Finance, IT and Transactional Services, will be leaving Kirklees in 2018, to take up a new position with Doncaster Council.

(2) Note the update provided regarding changes to the Heads of Service in Children and Families

(3) Establish a sub committee to make arrangements in association with the appointment of Elaine McShane to the post of Service Director - Child Protection & Family Support

(NOTE: - In light of this decision, a sub committee, consisting of Cllrs David Hall, Shabir Pandor, David Sheard and Nicola Turner, took place at the close of the Personnel Committee to confirm the appointment of Elaine McShane to the post of Service Director - Child Protection & Family Support for the reasons set out in the discussion and report at the Personnel Committee. Notice of this sub committee meeting was provided within the agenda for the Personnel Committee)

(4) To approve the extension of Naz Parkar's temporary contract but as Service Director for a 6 month period to ensure Kirklees is strategically positioned within the region and that the new Strategic Director for Economy and Infrastructure has additional capacity whilst assessing the current leadership in this area.