

Contact Officer: Steve Copley

KIRKLEES COUNCIL
PERSONNEL COMMITTEE

Wednesday 25th April 2018

Present: Councillor Shabir Pandor (Chair)
Councillor Terry Lyons
Councillor John Taylor
Councillor Graham Turner
Councillor Nicola Turner

In attendance: Jacqui Gedman - Chief Executive
Deborah Lucas – Head of People Services
Karl Battersby – Strategic Director Economy and Infrastructure

Apologies: Councillor David Sheard (Chair)
Councillor David Hall
Councillor Peter McBride

1 Membership of the Committee

Apologies for absence were received from Cllr Sheard, Cllr David Hall, and Cllr McBride.

Cllr D Firth substituted for Cllr D Hall and Cllr Patrick substituted for the Conservative vacancy.

In the absence of Cllr Sheard, Cllr Pandor was appointed as Chair for the meeting.

2 Minutes of Previous Meeting

The minutes of the meeting of the Committee held on 13 February 2018 were approved as a correct record.

3 Interests

There were no interests declared.

4 Admission of the Public

It was agreed that agenda items 10 and 11 would be considered in private session.

5 Member Question Time

No questions were received.

6 Deputation/Petitions

No deputations or petitions were received.

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7 **Sickness absence in 2017/18 and 2018/19**

The Committee considered an update on levels of sickness absence in 2017/18 and proposals to improve attendance in 2018/19.

The Committee noted that the target for sickness absence was set at 10 days in 2017/18, reducing to 9 days per employee in 2018/19. Since July 2017 the average days lost per employee was 12.2 days with averages varying across directorates.

The report indicated that the main reasons for absence were stress, mental ill health and musculoskeletal. Statistics indicated that whilst absence was higher in Kirklees Council, the reasons for absence were in line with national trends. The Committee noted the approach taken to date within Kirklees to reduce absence.

Deborah Lucas continued to explain that as part of work on the People Strategy , a Health and Wellbeing Strategy would be developed, informed by intelligence, to move to a more proactive and preventative approach. Part of the considerations would be ensuring that councillors had timely oversight of the issues.

The Committee welcomed the proposals and made suggestions concerning the separation of statistics to provide a more accurate picture of absence levels. Councillors supported the use of intelligence to try to understand the underlying reasons for absence, including management approach.

RESOLVED –

(1) That the update on sickness management be noted.

(2) That the Committee supports proposals to improve the quality of attendance management information and the development of a Workforce Health and Wellbeing Strategy.

(3) That as part of development work, consideration be given to clarifying arrangements for councillor oversight of sickness absence and management.

8 **Employee Relations Sub Committee - 25 January 2018**

The Committee received for background information the minutes of the meeting of the Employee Relations Sub Committee held on 25 January 2018.

RESOLVED - That the minutes of the meeting of the Employee Relations Sub Committee held on 25 January 2018 were noted.

9 **Exclusion of the Public**

RESOLVED - The Committee resolved that under Section 100(A)(4) of the Local Government Act 1972, the public be excluded from the meeting during consideration of 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.

10 Update on Human Resources and Industrial Relations and Trade Union Relationships in the 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 13 February 2018, the Committee received an update from Karl Battersby on the progress being made in the discussions with the trade unions.

In summary, today's report focused on:-

- The outcome of the Employee Relations Sub Committee (25 January 2018) which had considered the outcome of the Central Negotiating Team (7 December 2017) regarding issues in Refuse Collection Services.
- Relationships between the management and trade union sides at the present time.
- The proposals and timescales for work to address the areas under discussion.

It was agreed that a further report on the Waste Review be submitted to the Employee Relations Sub Committee.

RESOLVED -

- 1) That the update on developments since the last meeting of the Committee be noted.
- 2) That the proposed approach concerning untaken leave be endorsed by the Committee.
- 3) That a further report on the findings of the Cleansing Review be submitted to the Employee Relations Sub Committee.

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 previous report to Personnel Committee in December 2017 and a subsequent verbal update at the Personnel Committee meeting on 13 February, Jacqui Gedman presented an update report which focused on:-

- A proposal to extend the existing temporary senior management arrangements in respect of the posts of Strategic Director of Corporate

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Strategy and temporary Service Director in Housing, until no later than 31 December 2018.

- A review of strategic leadership requirements and structures to report to Personnel Committee within 6 months.

RESOLVED –

- 1) That the Committee note the update on the senior management structure.
- 2) That approval be given to extend the temporary arrangements for the posts of Strategic Director of Corporate Strategy and Service Director, Housing to a maximum of 31 December 2018.
- 3) That the Personnel Committee consider a further report at a future meeting on the future senior leadership arrangements.