

Contact Officer: Andrea Woodside

**KIRKLEES COUNCIL**  
**PERSONNEL COMMITTEE**

**Monday 30th July 2018**

Present: Councillor Shabir Pandor (Chair)  
Councillor David Sheard  
Councillor Peter McBride  
Councillor Graham Turner  
Councillor Naheed Mather  
Councillor Nigel Patrick  
Councillor John Lawson

Apologies: Councillor John Taylor  
Councillor David Hall

**1 Membership of the Committee**

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

**2 Minutes of Previous Meeting**

Approved as a correct record subject to the amendment of Minute No. 10 to read that the further report on the Waste Review would be submitted to Personnel Committee, and not Employee Relations Sub-Committee.

**3 Interests**

No interests were declared.

**4 Admission of the Public**

It was noted that Agenda Item 9 would be considered in private session.

**5 Deputation/Petitions**

No deputations or petitions were received.

**6 Public Question Time**

No questions were received.

**7 Senior Management Structure - Update**

The Chief Executive presented a report which provided an update on the Council's senior management structure. The report sought approval for the establishment of two Elected Member Appointment Panels to appoint to the posts of Strategic Director for Children and Families, and Service Director for Finance (Section 151 Officer). The report also sought approval to establish a new post, to be titled Service Director for Growth and Housing, within the Economy and Infrastructure Directorate. The Committee were asked to agree to appoint Elected Member Appointment Panels to recruit to this post, as well as to the existing vacant post of Service

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Director for Economy and Regeneration, which had formerly been titled as Service Director for Economy, Regeneration and Culture.

The submitted report set out an overview of the background regarding the appointment to, or establishment of, these posts within their respective directorates. It also set out revisions to the responsibility portfolios for posts of Service Director for Economy and Regeneration, and Service Director for Commercial, Regulatory and Operational Services.

### **RESOLVED -**

- 1) That approval be given to the establishment of Member Appointment Panels on a 3:1:1 ratio to recruit (i) a Strategic Director for Children and Families and (ii) a Strategic Director for Finance (Section 151 Officer).
- 2) That approval be given to the establishment of the post of Service Director for Economy and Infrastructure of Service, within the Economy and Infrastructure Directorate, and that authority be delegated to both the Strategic Director for Economy and Infrastructure and the Head of People Services to develop a role profile for the post.
- 3) That approval be given to the establishment of Member Appointment Panels on a 3:1:1 ratio to recruit to the posts of (i) Service Director for Housing Growth and (ii) Service Director for Economy and Regeneration (formerly Service Director for Economy, Regeneration and Culture).

### **8 Exclusion of the Public**

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.

### **9 Industrial Relations - Update**

(Exempt information within Part 1 of Schedule 12A of the Local Government Act 1972, as amended by the Local Government (Access to Information)(Variation) Order 2006, namely that the report contains 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 public interest in maintaining the exemption outweighs the public interest in disclosing the information and providing greater openness in the Council's decision making.)

The Service Director for Economy and Infrastructure provided an update on ongoing negotiations regarding industrial relations matters within Cleansing Services. The Committee were advised of the issues that were still subject to ongoing discussions, the progress that had been made to date, and proposals for the next stages of the process, which included the submission of a report to the next Committee regarding the modernisation of the Service, and the implications of changes to working arrangements.

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### **RESOLVED –**

- 1) That the update on industrial relations matters within Cleansing Services be received and noted and that the approach of Management be endorsed by the Committee.
- 2) That a report be submitted to the next meeting of the Committee regarding proposals for the modernisation of working practices within Cleansing Services.