

## KENT COUNTY COUNCIL

---

### PERSONNEL COMMITTEE

MINUTES of a meeting of the Personnel Committee held in the Cabinet Room, Session House, County Hall, Maidston on Monday, 28 November 2011.

PRESENT: Mr P B Carter (Chairman), Mr A H T Bowles (Substitute for Mr K G Lynes), Mr G Cowan, Mr R W Gough (Vice-Chairman), Mr D A Hirst, Mr A J King, MBE, Mr T Prater and Mr J D Simmonds.

IN ATTENDANCE: Mrs A Beer (Corporate Director of Human Resources), Mr G Wild (Director of Governance and Law) and Mr G Mills (Democratic Services).

### UNRESTRICTED ITEMS

*Before the commencement of business Mr Prater sought and was given an assurance that notwithstanding the exceptional circumstances of this matter, the agenda and report for this meeting had been circulated in accordance with the relevant provisions of the Access to Information Act and the Constitution.*

*The following is an unrestricted summary of a matter which the Committee resolved should be discussed pursuant to Section 100A of the Local Government Act 1972 (as amended) on the grounds that it involved the likely disclosure of exempt information.*

#### **1. Change to Keep Succeeding**

*(Item 3 - report by Mr P Carter, Leader of the Council, Mrs A Beer, Corporate Director of Corporate Resources and Mr G Wild Director of Governance and Law )*

*The Chairman declared consideration of this item to be urgent on the grounds that it contained information which the Committee needed to consider and reach a view at this meeting on a recommendation to be put to the County Council to delete the post of Managing Director.*

(1) The report proposed that as the County Council moved to new structural arrangements with members of the Administration taking on a more explicit executive leadership role, the post of Managing Director should be deleted resulting in greater organisational effectiveness and better corporate governance. The consequence of this proposal being approved would be that the current post holder would be made redundant. As a consequence of the proposed changes the Managing Director and the County Council had been in negotiations aimed at terminating her contract. All discussions had been predicated on the basis that any consequential structural changes would be subject to approval by the full Council.

(2) Following discussion the Committee resolved 7:1 to approve the proposed settlement between the County Council and the Managing Director as set out in the exempt report, subject to the County Council at its meeting on 15 December 2011

agreeing that the post of Managing Director should be deleted. Mr Prater asked that it be recorded in the minutes that he did not vote in favour of this recommendation