

KENT COUNTY COUNCIL

PERSONNEL COMMITTEE

MINUTES of a meeting of the Personnel Committee held at County Hall, Maidstone, Kent on Thursday, 11 September 2008.

PRESENT: Mr P B Carter (Chairman), Mr N J D Chard, Ms A Harrison, Mr D Hirst, Mr A King, Mr K Lynes and Mr G Rowe.

ALSO PRESENT: Mr R J Parry.

IN ATTENDANCE: Mr G Wild, Director of Law and Governance, Mrs A Beer, Director of Personnel and Development and Mrs M Cooper, Democratic Services Manager, Legal and Democratic Services.

UNRESTRICTED ITEMS

13(a) The Chairman declared that he had agreed that Items 5, 6 and 7 be taken as urgent in order that, if agreed, the proposed changes could be put in place, he had also agreed to take Items 5 – 11 as urgent as these items had all been requested by the Committee and would keep Members up-to-date prior to their next meeting on 30 January 2009.

(b) Ms A Harrison requested that a report on the Members' role in appointments be placed on the agenda for the next meeting of the Committee.

14. Membership

The Committee noted that Mr C Hart had replaced Mr T Birkett.

15. Declarations of Interests

(Item A2)

There were none.

16. Minutes

(Item A3)

RESOLVED that the Minutes of the meeting held on 16 May 2008 are correctly recorded, subject to the initials of Mr Parry being changed to R J, and that they be signed by the Chairman.

17. Dates of Future Meetings

(Item A4 – Report by Director of Personnel and Development)

RESOLVED that the meetings for 2009 be noted as follows:-

30 January at 2.30 pm

13 May at 10.30 am

29 September at 10.30 am

18. Interim Managers Report

(Item A5 – Report by Director of Personnel and Development)

RESOLVED that:-

- (a) the usage of agency staff, interim managers and consultants in KCC at 30 March 2008 be noted, and
- (b) future reports to provide further breakdown by Directorate to give fuller information on how agency staff are used and the reasons for their employment together with the use of ex-employees as consultants.

19. Local Government Pension Scheme Regulations

(Item A6 – Report by Director of Personnel and Development)

RESOLVED that:-

- (a) the changes in the Pension Scheme be noted; and
- (b) Regulations 12, 13, 18(1), 30(2) and 30(5) include the words “in consultation with the relevant Cabinet Member” and, for officers on Grade M or above, the Section 151 officer to be notified;
- (c) the Director of Law and Governance to make the necessary changes to the Constitution; and
- (d) a report be submitted to the Committee annually on exceptions to Kent County Council’s policy.

20. Family Leave Pilot Evaluation

(Item A7 – Report by Director of Personnel and Development)

(Miss N Lodmore, Personnel Policy Manager, was in attendance for this item)

RESOLVED that:-

- (a) the pilot study should run for a further year;
- (b) a further report be submitted to the Committee at its meeting in September 2009; and
- (c) contractual paternity pay and leave be renamed, ‘maternity support leave’.

21. Cause of Sickness Absence – Briefing Note

(Item A8 – Report by Director of Personnel and Development)

RESOLVED that:-

- (a) the details be noted; and
- (b) a more detailed report on sickness showing trends and the actions being taken to reduce levels of absence be submitted to the Committee at its next meeting.

22. Recruitment and Retention of Young People

(Item A9 – Report by Director of Personnel and Development)

RESOLVED that:-

- (a) the report be noted; and
- (b) a further report on action being taken on Kent Success apprenticeships to alter the age profile of the Council’s staff, be presented to the next meeting of the Committee.

23. Joint Review of Harassment and Grievance Cases 2008
(Item A10 – Report by Director of Personnel and Development)

RESOLVED that the report be noted.

24. Health Check Presentation
(Item A11 – Report by Director of Personnel and Development)

RESOLVED that this presentation be deferred to the next meeting of the Committee.