KENT COUNTY COUNCIL

PERSONNEL COMMITTEE

MINUTES of a meeting of the Personnel Committee held in the Darent Room, Sessions House, County Hall, Maidstone on Monday, 11 May 2026.

PRESENT: Ms L Kemkaran (Chair), Mr O Bradshaw, Mr W Chapman (Substitute for Mr M Harrison), Mr B Collins, Mr M Ellis, Mrs B Fordham, Mrs G Foster, Miss D Morton, Ms C Nolan, Mr H Rayner, Mr R G Streatfeild, MBE (Substitute for Mr A J Hook) and Mr P Webb

IN ATTENDANCE: Mrs A Beer (Chief Executive), Mr B Watts (Deputy Chief Executive), Ms D Christie (Assistant Director People Operations) and Mrs A Taylor (Assistant Democratic Services Manager (Scrutiny))

UNRESTRICTED ITEMS

25. Apologies and Substitutes
(Item 1)

Apologies had been received from Mr Harrison, for whom Mr Chapman was substituting, Mr Hook for whom Mr Streatfeild was substituting and Mr Jeffery.

26. Declarations of Interests by Members in items on the Agenda for this meeting.
(Item 2)

No declarations were received.

27. Minutes of the meeting held on 25 March 2026
(Item 3)

RESOLVED that the minutes of the meeting held on 25 March 2026 were a correct record and that they be signed by the Chair as a correct record.

28. Exclusion of the Press and Public
(Item 4)

RESOLVED that under Section 100A of the Local Government Act 1972 the press and 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 paragraphs 1, 2 and 4 of part 1 of Schedule 12A of the Act.

EXEMPT ITEMS

(Open minutes)

29. Senior Management Structure
(Item 5)

Open minute of an exempt item.

1. Mrs Beer introduced the report and outlined the rationale for proposals to make amendments to the senior management structure of the council and options for recruitment to senior level posts currently being covered on an interim basis.

2. Officers responded to questions and comments from Members including the following:

    a. It was confirmed that the change of reporting line for the Director of Public Health from the Corporate Director of Adult Social Care to the Chief Executive was supported by the current post holders and wouldn't be a diminution of responsibilities.

    b. In relation to the options presented around senior officer appointments, concerns were raised around timing of decisions in relation to Local Government Reorganisation, some members favoured the option of an open recruitment process. Officers confirmed that KCC would not exist in its current form within two years and future unitary authorities would ultimately determine appointments.

    c. Other Members were cautious about open recruitment and noted the need to balance financial considerations with organisations needs, these members favoured permanent appointments.

RESOLVED that the Personnel Committee:

1. Recommend to County Council, for consideration at its meeting on 21 May 2026, the change in the report line for the Director of Public Health from the Corporate Director Adult Social Care and Health to the Chief Executive.
2. Agree the extension of the interim arrangements for the people and posts named at 6.2 in the report beyond the 6-month period which is delegated to the Chief Executive
3. Agree that for the post at:
    a. 6.2.2 – option F as set out in the report.
    b. 6.2.3 – option F as set out in the report.
    c. 6.2.4 – option E as set out in the report.