

## KENT COUNTY COUNCIL

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### PERSONNEL COMMITTEE

MINUTES of a meeting of the Personnel Committee held in the Stour Room, Sessions House, County Hall, Maidstone on Thursday, 11 September 2008.

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

ALSO PRESENT: .

IN ATTENDANCE: Mr G Wild (Director of Law and Governance).

### UNRESTRICTED ITEMS

**13. Urgent Items**  
(Item )

(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**  
(Item )

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

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

There were none.

**16. Minutes - 16 May 2008**  
(Item 3)

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 4)*

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 5)*

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 6)*

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 7)*

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 8)*

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 9)*

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 Case 2008**  
*(Item 10)*

RESOLVED that the report be noted.

**24. Health Check Presentation**  
*(Item 11)*

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