

KENT COUNTY COUNCIL

PERSONNEL COMMITTEE

MINUTES of a meeting of the Personnel Committee held in the Sessions House, County Hall, Maidstone on Monday, 6 December 2010.

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

IN ATTENDANCE: Mrs A Beer (Director of Personnel & Development), Mr B Watts (Senior Solicitor) and Mr G Mills (Democratic Services Manager (Executive)).

UNRESTRICTED ITEMS

1. Minutes of the meeting held on 4 November 2010

(Item 3)

(1) The minutes of the meeting held on 4 November 2010 were agreed as a true record and signed by the Chairman.

(2) Mrs Beer referred to paragraph 4 of the minutes (Travel Savings) and said an advice note had been circulated to senior managers explaining options and alternatives and how staff could be better off under the new scheme. A report on the changes would be submitted to a future meeting of the County Council.

2. Disciplinary and Grievance Activity

(Item 4 – report by Mr Roger Gough, Cabinet Member for Corporate Support and Performance Management and Mrs Amanda Beer, Director of Personnel & Development) (Mr P Royel, Head of Employment Strategy was present for this item)

(1) This report updated the Personnel Committee on discipline and grievance activity for the first six months on 2010/11, including details of appeals.

(2) Following discussion the Committee noted the report

Exempt Items

The following are unrestricted minutes of matters which the Committee resolved should be discussed pursuant to Section 100A of the Local Government Act 1972 (as amended) on the grounds that they involved the likely disclosure of exempt information as defined in paragraphs 1, 2 and 4 of part 1 of Schedule 12A of the Act.

3. Evaluation and reward arrangements for senior roles

(Item 6— report by Mrs Amanda Beer, Director of Personnel & Development) (Mr Colin Miller, Reward Manager was present for this item)

(1) As part of the Council's proposals for structural change an evaluation by the Hay Group had been undertaken of the County Council's new top posts. The evaluation looked at the role and complexity of each post and made recommendations as to future grade and pay. The Hay Group report also looked at performance management and presented recommendations as on the development of a framework drawing on the Council's existing approach to performance management against which future performance and competence could be fairly judged and objectively assessed.

(2) During the course of discussion members raised a number of points of detail to which officers responded accordingly. Mr Gough then proposed and Mr Lynes seconded that the recommendations in the report should be approved with the pay band option of a market median pay band of +7/-10% being adopted as shown in the third column of appendix 1 to the report.

Carried 7:0 with 1 abstention.

(3) With the adoption of the +7/-10% market median pay band, members agreed that officers should look to 'smooth' out overlaps in pay bands and the gaps between KR15 and KR16.

(4) Resolved that to paragraph 3 (3) above

(i) the proposed model and performance management approach proposed by the HayGroup be endorsed as being the best for KCC's current and future needs; and

(ii) The County Council at its meeting on 16 December 2010 be asked to endorse this recommendation and to adopt the +7/-10% market median pay band option as shown in the third column of Appendix 1 to the report.

4. Report regarding Senior Officer Conduct

(Item - report by Director of Law and Governance and Director of Personnel and Development)

(1) The Chairman declared consideration of this item to be urgent on the grounds that since the matter had been discussed at the meeting held on 4 November 2010 further information had become available which the Committee needed to consider and reach a view.