

## KENT COUNTY COUNCIL

---

### PERSONNEL COMMITTEE

MINUTES of a meeting of the Personnel Committee held in the Wantsum Room, Sessions House, County Hall, Maidstone on Thursday, 17 July 2014.

PRESENT: Mr P B Carter, CBE (Chairman), Mr N J Bond, Mrs T Dean, MBE, Ms A Harrison, Mr P J Oakford (Substitute for Mr G Cooke), Mr J D Simmonds, MBE, Mrs P A V Stockell and Mr B J Sweetland.

IN ATTENDANCE: Ms D Fitch (Democratic Services Manager (Council)), Mrs A Beer (Corporate Director Human Resources), Mr B Watts (Group Leader - Litigation and Social Welfare) and Mr A Ireland (Corporate Director, Social Care, Health & Wellbeing).

### UNRESTRICTED ITEMS

#### 22. Chairman

As the Chairman had been delayed and the Vice-Chairman had given his apologies, Mr J D Simmonds, MBE was nominated to take the Chair until the arrival of the Chairman.

#### 23. Minutes - 4 and 19 June 2014 (Item A3)

RESOLVED that the minutes of the meetings of the Committee held on 4 and 19 June 2014 were as a correct record and signed by the Chairman.

#### 24. Urgent business

The Chairman informed the Committee that he had decided to take the reports for items B1 and B2, which were not available when the agenda was published, as urgent reports as on both issues new information was arising on a daily basis which had to be checked and included to ensure members of the Committee were given as much written information as possible to consider in advance of the discussion today. He confirmed that he was of the view that it was not possible to delay consideration of these reports as both these issues have significant business and individual impact if left unresolved over the summer period.

#### 25. Chairman

Mr P B Carter CBE, the Chairman of the Committee, joined the meeting and took the Chair for the remainder of the business.

### EXEMPT ITEMS

#### 26. Motion to Exclude the Press and Public

RESOLVED that under Section 100A of the Local Government Act 1972 the press and public be excluded from the meeting for the following 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.

**27. Kent Code**  
*(Item B1)*

(1) Mrs Beer referred to the report to the meeting of the Committee of 4 June 2014 which advised the Committee of a review that was being conducted into alleged potential breaches of the Kent Code. She updated the Committee on this review and the actions undertaken.

(2) Members discussed some of the issues raised by the complainant but agreed that no external disciplinary investigation was required. Mr Carter and Ms Dean confirmed that they had discussed some issues relating to this item that were not for the business of this committee and that they would be taking these forward outside the meeting.

(3) RESOLVED that the Committee notes that the complaints concerning the conduct of senior officers had been subject to a review against the standards set out in the Kent Code and that it agrees with the conclusion of the review that no disciplinary action should be considered.

**28. Senior Officer Conduct**  
*(Item B2)*

*(Mr Ireland joined the meeting for this item)*

(1) Mrs Beer introduced a report on the conduct of a senior officer and the need to resolve the situation. She provided a verbal update on discussion that had been held. Mr Ireland set out the background to the situation for the Committee.

(2) RESOLVED that the action proposed in scenario 2, as set out in the Appendix to the report, be agreed.