

KENT COUNTY COUNCIL

PERSONNEL COMMITTEE

MINUTES of a meeting of the Personnel Committee held in the Wantsum Room, Sessions House, County Hall, Maidstone on Tuesday, 26 January 2016.

PRESENT: Mr P B Carter, CBE (Chairman), Mr G Cooke (Vice-Chairman), Mr L Burgess, Miss S J Carey (Substitute for Mr J D Simmonds, MBE), Mrs T Dean, MBE, Ms A Harrison, Mr M Heale, Mrs P A V Stockell and Mr B J Sweetland.

IN ATTENDANCE: Ms D Fitch (Democratic Services Manager (Council)), Mr I Allwright (Employment Policy Manager), Mr P Royel (Head of Employment Strategy) and Mrs A Beer (Corporate Director Engagement, Organisation Design & Development).

UNRESTRICTED ITEMS

86. Minutes - 4 November 2015 (Item A3)

(1) In relation to minute no 84 - "Succession Planning" Mrs Beer gave an update on the further work that had been commissioned by the Committee at their last meeting about the impacts of the move towards a Commissioning Authority, ongoing service transformation and proposed new service delivery models. She confirmed that the Committee would be meeting on 11 March to review the current configuration of senior posts and the steps being taken as a result of the outcomes of succession planning exercises across all Directorates which have highlighted some significant issues in some divisions.

(2) In relation to the importance of assisting staff, particular at the senior level and Cabinet Members to maintain good health. Mrs Beer undertook to submit a paper to the next meeting of the Committee on the health and wellbeing agenda and its implications for staff, including making regular medicals compulsory for staff in certain posts.

(3) Mrs Beer confirmed that, in accordance with minute no 76 (4) she had taken forward the issue raised in relation to the processing of Blue Badge applications and had been assured that these were now being dealt with in a timely way.

(4) RESOLVED that the minutes of the meeting held on 4 November 2015 are correctly recorded and that they be signed by the Chairman.

87. Employee Relations Casework Activity (Item A4)

(1) Mr Allwright introduced a report which updated the Committee on employee relations case work activity for the period 1 April to 30 September 2015.

(2) RESOLVED that the report of employee relations activity including senior officer appeals hearings be noted.

88. Annual Workforce Profile

(Item A5)

(1) Mr Allwright introduced a report which provided an update on the annual workforce profile report, presented to Personnel Committee in June 2015. This report provided information on the changes in staffing levels, demographics and diversity of Kent County Council's workforce in the six month period ending 30 September 2015.

(2) At the request of a Member, Mr Allwright undertook to provide Members in following reports the profile of the Kent population compared to the staff profile for KCC.

(3) In response to a question on the number of agency staff, Mr Allwright explained that some of these were seasonal roles, so were addressing a particular pressure of work for a brief period, these figures were consistent with the previous year. Mrs Beer stated that the highest percentage of agency staff were employed in social care, due to the national shortage of social care staff and the increase in unaccompanied asylum seekers.

(4) RESOLVED that the report be noted.

89. Motion to Exclude the Press and Public

(Item A6)

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.

90. Local Pay Bargaining - 2016/17

(Item A7)

(1) Mr Royel introduced a report which provided a summary of the position for this year's Local Bargaining process. Endorsement of the proposed action was sought from Personnel Committee was requested, prior to approval being sought from full Council on 11 February 2016.

(2) Mr Royel answered questions from Members about the foundation living wage, the national living wage, the national minimum wage and KCC pay scales.

(3) RESOLVED that the Committee endorse and recommend the following to County Council on 11 February 2016:

- (a) a single pot of 2% for 2016/17 for pay to be used to reward all staff in accordance with Total Contribution Pay (TCP)
- (b) in recognition of the continued aspiration to move toward the Living Wage, a minimum award of £340 and the lowest value of both of the lowest grades be adjusted by the same amount, which subject to the final TCP moderation process and retention of the proposed pot would be affordable.
- (c) the Cabinet Member for Corporate & Democratic Services, in accordance with his delegated authority, agree the final award values of the Total Contribution Pay process.

91. Director Appointment
(Item A8)

- (1) Mrs Beer introduced a report which recommended the appointment to the post of Director of Highways, Transportation and Waste on a permanent basis.
- (2) RESOLVED that Roger Wilkin be appointed to the Director of Highways, Transportation and Waste post without recourse to a Member Panel.