

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, 24 January 2017.

PRESENT: Mr G Cooke (Vice-Chairman in the Chair), Mr L Burgess, Mrs T Dean, MBE, Mr M Heale, Mr P J Oakford (Substitute for Mr P B Carter, CBE), Mr J D Simmonds, MBE, Mrs P A V Stockell and Mr B J Sweetland.

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

UNRESTRICTED ITEMS

115. Minutes - 16 December 2016

(Item A3)

RESOLVED that the minutes of the meeting held on 16 December 2016 are correctly recorded and that they be signed by the Chairman as a correct record.

116. Annual Workforce Profile Report update

(Item A4)

(1) Mr Royel introduced the mid-year update on the annual workforce profile report, which had been presented to Personnel Committee in June 2016. The 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 2016.

(2) RESOLVED that the report be noted.

117. Employee Relations Casework Activity

(Item A5)

(1) Mr Royel introduced a report which updated the Committee on employee relations case work activity for the period 1 April to 30 September 2016. The report included comparator figures for 2014/15 and 2015/16 and dismissal appeals heard by Senior Officers.

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

118. 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.

EXEMPT ITEMS

119. Exempt Minute - 16 December 2016

(Item A7)

RESOLVED that the exempt minute from the meeting held on 16 December 2016 is correctly recorded and that it be signed by the Chairman as a correct record.

120. Local Pay Bargaining - 2017/18

(Item A8)

(1) Mr Royel introduced a report which set out the position for this year's Local Bargaining process. The Committees endorsement of the proposed action was sought prior to consideration at County Council on 9 February 2017.

(2) RESOLVED that the Committee endorse the following and recommend to County Council on 9 February for approval:

- a) A single pot of 2.3% 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 the lowest value KCC's lowest grade be adjusted to £7.70 per hour to maintain a position above the national minimum.
- 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.