

KENT COUNTY COUNCIL

PERSONNEL COMMITTEE

MINUTES of a meeting of the Personnel Committee held in the Online on Tuesday, 26 January 2021.

PRESENT: Mr R W Gough (Chairman), Mrs S Prendergast (Vice-Chairman), Mrs C Bell, Mr R H Bird, Mr E E C Hotson, Mr P W A Lake, Mr P J Oakford and Mr D Farrell (Substitute)

IN ATTENDANCE: Mrs A Beer (Corporate Director of People and Communications), Mr P Royel (Head of HR & OD), Mr D Shipton (Head of Finance Policy, Planning and Strategy) and Mr J Cook (Clerk)

UNRESTRICTED ITEMS

123. Membership

(Item 1)

It was noted that Mr Balfour had replaced Mr Sweetland as a Member of the committee.

124. Declarations of Interests by Members in items on the Agenda for this meeting.

(Item 3)

Mr Farrell declared that we has a member of Unison.

125. Minutes - 10 November 2020

(Item 4)

RESOLVED that the minutes of the meeting held on 10 November 2020 were correctly recorded and that they be signed by the Chairman as a correct record.

126. Exclusion of the Press and Public

(Item 5)

RESOLVED that under Section 100A of the Local Government Act 1972 the press and public be excluded from the meeting for the following item of business on the grounds that it involves the likely disclosure of exempt information as defined in paragraphs 1 and 2 of part 1 of Schedule 12A of the Act.

EXEMPT ITEMS

(Open minutes)

127. Pay Bargaining

(Item 6)

Mr Shipton, Head of Finance (Policy, Planning and Strategy) was in attendance for this item.

1. Mr Royel introduced the report which set out the details of pay negotiation, engagement with the trade unions as well as the rates and context of pay.
2. Mr Royal, Mrs Beer and Mr Shipton answered questions of clarification from Members.
3. Members discussed the impact of the COVID-19 pandemic on the organisation, its staff and the performance monitoring arrangements. The committee welcomed the voluntary pay freeze offered by all Directors and Corporate Directors as part of the budget development process.

RESOLVED that the Personnel Committee agree to endorse and recommend to Council;

- a) A single increase of 2% for 2021-22 for all staff with the corresponding adjustment to KCC pay scales, noting the voluntary pay freeze for Corporate Directors and Directors at KR 17 and above.
- b) In recognition of the continued desire to pay the equivalent of the Living Wage an increase to the entry value of our lowest grade to £9.55 per hour which will maintain our position above the national minimum and marginally above the Living Wage for April 2021.
- c) That any subsequent recommendations are brought to Personnel Committee by the Cabinet Member for Communications, Engagement and People.