

## KENT COUNTY COUNCIL

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### PERSONNEL COMMITTEE

MINUTES of a meeting of the Personnel Committee held in the Council Chamber, Sessions House, County Hall, Maidstone on Friday, 13 May 2022.

PRESENT: Mr R W Gough (Chair), Mr S R Campkin, Mrs S Chandler, Mrs T Dean, MBE, Mr P J Oakford, Mrs S Prendergast, Mr D Robey, Mr C Simkins, Dr L Sullivan, Mr B J Sweetland and Mr R J Thomas (Substitute for Mrs C Bell)

IN ATTENDANCE: Mrs A Beer (Corporate Director of People and Communications), and Mrs A Taylor (Scrutiny Research Officer)

IN VIRTUAL ATTENDANCE: Mr B Watts (General Counsel)

### UNRESTRICTED ITEMS

#### **22. Declarations of Interests by Members in items on the Agenda for this meeting.** *(Item 2)*

No Declarations of Interest were made.

#### **23. Exclusion of the Press and Public** *(Item 3)*

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, 2 and 4 of part 1 of Schedule 12A of the Act.

### **EXEMPT ITEMS**

(Open minutes)

#### **24. Senior Management Structure** *(Item 4)*

1. Mr Gough introduced the report which outlined further changes to the top tier structure and individual roles necessitated by the reintroduction of the Chief Executive Officer (CEO) management model. Mr Gough confirmed that the changes would be cost neutral and that the changes would also be reported to County Council on 26 May 2022.
2. Following a suggestion, the Personnel Committee supported the inclusion of an additional recommendation confirming the commitment to ensure that the overall process of establishing the Chief Executive Officer management model be cost neutral.

3. In response to a question about the timescale for completion of the review it was intended that it would conclude by the end of the calendar year.

RESOLVED that Personnel Committee:

1. AGREE to recommend to the County Council the introduction of a Director of Human Resources and Organisation Development post.
2. AGREE to recommend to the County Council the deletion of the post of Head of Human Resources and Organisation Development.
3. AGREE the appointment to the Director of Human Resources and Organisation Development role set out in section 4 of this report and note the salary to be applied.
4. NOTE that further work on the formation of the Chief Executive's office, as reported to Personnel Committee on 30 March, will include a review of the marketing, communications and engagement activities currently reporting into the Corporate Director People and Communications.
5. NOTE & ENDORSE the commitment to ensure the overall process of establishing the Chief Executive Officer (CEO) management model will be cost neutral.

Dr Sullivan, who was supportive of the proposed appointment to the Director of Human Resources and Organisation Development, and Mr Campkin asked that it be noted that they abstained on recommendation 3.