

## KENT COUNTY COUNCIL

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### PERSONNEL COMMITTEE

MINUTES of a meeting of the Personnel Committee held in the Darent Room, Sessions House, County Hall, Maidstone on Monday, 4 March 2024.

PRESENT: Mr R W Gough (Chair), Mrs S Prendergast (Vice-Chairman), Mrs C Bell, Mrs S Chandler, Mr A J Hook, Mr D Jeffrey, Mr R C Love, OBE (Substitute for Mr C Simkins), Mr P J Oakford, Mr D Robey and Dr L Sullivan

IN ATTENDANCE: Mrs A Beer (Chief Executive), Mr B Watts (General Counsel), Mr P Royel (Director of HR & OD), Ms D Christie (Head of OD and Engagement), Mr I Allwright (People Strategy Manager) and Mrs A Taylor (Scrutiny Research Officer)

### UNRESTRICTED ITEMS

#### **8. Minutes - 23 January 2024**

*(Item 3)*

RESOLVED that the minutes of the meeting held on 23 January 2024 are correctly recorded and that they be signed by the Chair as a correct record.

#### **9. Chair's Introduction**

*(Item )*

The Chair read the following statement: in accordance with Section 100B 4 (b) of the Local Government Act 1972, I have approved consideration of this item at agenda item 7 as a matter of urgency as the matter could not be reasonably delayed until the next scheduled meeting.

“7. Staffing Issues”

#### **10. Staff Survey 2023**

*(Item 4)*

1. Diane Christie gave a presentation to Members which introduced the results of the 2023 full staff survey.
2. Officers responded to questions of detail and noted comments, which included the following:
  - a. If Members were interested in breaking down the information further Officers were very happy to do this outside of the meeting.
  - b. Quarterly meetings were held with Corporate Directors and the Chief Executive retained an overview on the directorates.
  - c. It was positive that 47% of staff had responded to the survey.
  - d. In relation to bullying the definition of this was being reviewed, along with confirmation of core expectations. A Member asked whether consideration

had been given to including a question on whether staff felt bullied by elected members – this would be explored.

RESOLVED that Personnel Committee note progress and the presentation given at the meeting.

## **11. 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, 2 and 4 of part 1 of Schedule 12A of the Act.

### **EXEMPT ITEMS**

(Open minutes)

## **12. Pay Strategy**

*(Item 6)*

1. Ian Allwright introduced the update on the proposed changes to KCC's grading structure. Endorsement of the proposed model and transition approach was being sought from Personnel Committee prior to consideration by County Council.

RESOLVED that Personnel Committee recommend the proposed model and transition approach to County Council.

## **13. Staffing Issues**

*(Item 7)*

*(Mr Love, Mr Allwright and Ms Christie left the meeting before this item).*

1. Mrs Beer tabled an exempt report at the meeting and the Chair allowed Members time to read and digest its content. Mrs Beer then gave an introduction and, with Mr Watts and Mr Royel, responded to comments and questions of detail from the Committee.

RESOLVED, unanimously, that the recommendations contained within the report be agreed.