

KENT COUNTY COUNCIL

PERSONNEL COMMITTEE

MINUTES of a meeting of the Personnel Committee held in the Swale 1, Sessions House, County Hall, Maidstone on Thursday, 27 November 2025.

PRESENT: Ms L Kemkaran (Chair), Mr A Brady (Substitute for Ms C Nolan), Mr B Collins, Mr M Ellis, Mrs B Fordham, Mrs G Foster, Mr M Harrison, Mr A J Hook, Mr S Jeffery and Mr P Webb

IN ATTENDANCE: Mr B Watts (Deputy Chief Executive), Mr P Royel (Director of HR & OD) and Mrs A Taylor (Assistant Democratic Services Manager (Scrutiny))

UNRESTRICTED ITEMS

10. Apologies and Substitutes

(Item 1)

Apologies had been received from Miss Morton, and Mrs Nolan, for whom Mr Brady was present as substitute.

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

(Item 2)

There were no declarations of interest.

12. 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.

13. Senior Management Structure

(Item 4)

Open minute of an exempt item.

1. Mr Royel introduced the item explaining the challenge of recruiting to the role of Chief Executive at Kent County Council.
2. Mrs Beer had been appointed Chief Executive on a fixed term basis by the County Council in November 2023 and the report asked the Personnel Committee to agree the proposed permanent appointment of Amanda Beer to the post of Chief Executive Officer. Following recent discussions Mrs Beer had expressed a strong desire and enthusiasm to now take on the role on a permanent basis, continuing beyond her 22-year commitment to Kent County Council. Following

discussions with the Leader the Chief Executive Officer recruitment process had been postponed pending Personnel Committee's consideration of the report which contained an alternative proposal.

3. Officers responded to questions and comments from Members including the following:
 - a. It was confirmed that no additional incentives or changes to current remuneration were being proposed.
 - b. Members were supportive of the recommendation and commented on the significant experience and capability of Mrs Beer; she would provide continuity within the authority in terms of experience, knowledge of Kent and ability to manage its unique challenges.
 - c. In response to a question about whether it was appropriate for the Committee to review the CVs of the other candidates Mr Watts confirmed that the Personnel Committee was being asked whether it wished to appoint Mrs Beer permanently to the role and therefore this would not be appropriate. Other Members confirmed that they considered this unnecessary.
 - d. The risks of postponement, e.g. litigation from candidates, was deemed minimal, though the reputational impact was acknowledged.
 - e. A Member requested, and the Committee agreed, that in future reports should refer to officers formally and not by their first name.
 - f. The Committee agreed, by a majority vote, the recommendation as set out in the report.

RESOLVED that the Personnel Committee agree the proposed appointment of Amanda Beer to the post of Chief Executive Officer.