

## KENT COUNTY COUNCIL

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### PERSONNEL COMMITTEE

MINUTES of a meeting of the Personnel Committee held in the Wantsum Room, Sessions House, County Hall, Maidstone on Tuesday, 25 January 2011.

PRESENT: Mr P B Carter (Chairman), Mr R W Gough (Vice-Chairman), Mr D A Hirst, Mr K G Lynes, Mrs T Dean (Substitute for Mr T Prater), Mrs J A Rook Mr J D Simmonds.

IN ATTENDANCE: Mrs A Beer (Director of Personnel & Development), Mr G Wild (Director of Law and Governance) Mr G Mills (Democratic Services Manager (Executive)).

#### UNRESTRICTED ITEMS

##### **1. Minutes of the meeting held on 6 December 2010**

*(Item 3)*

The unrestricted minutes of the meeting held on 6 December 2010 were agreed as a true record and signed by the Chairman.

##### **2. Local Pay bargaining 2011/12**

*(Item 4 -report by Mrs Amanda Beer, Director of Personnel & Development)*

(1) This report outlined the current stage of this year's Local Pay Bargaining process and sought the Committee's endorsement to the Cabinet and County Council being recommended that there should be no pay award made for 2011/12. The report also recommended that consideration be given to KCC providing paid time off for staff undergoing IVF treatment.

(2) Following discussion the Committee Resolved: :

(a) to recommend to the Cabinet and County Council that there should be no pay award for the year 2011/12; and

(b) that KCC should provide paid leave for staff undergoing IVF treatment.

##### **3. Update on Change to Keep Succeeding**

*(Item 5 - report by Mrs Amanda Beer, Director of Personnel & Development)*

(1) This report provided the Committee with an update on the latest position regarding populating the new operating framework for KCC following agreement of "Change to Keep Succeeding" at the County Council meeting on 16 December 2010.

(2) During the course of discussion Mrs Beer confirmed that Mr Malcolm Newsam had been employed by the County Council as the interim Director of CFE for a period of 6 months and in accordance with the Constitution any extension to that period would require the approval of the Personnel Committee.

(3) Resolved that the current position with the new operating framework be noted.

### **Exempt Items**

The following are unrestricted minutes of matters which the Committee resolved should be discussed pursuant to Section 100A of the Local Government Act 1972 (as amended) on the grounds that they involved the likely disclosure of exempt information as defined in paragraphs 1, 2 and 4 of part 1 of Schedule 12A of the Act.

#### **4. Exempt Minutes**

*(Item 6)*

The exempt minutes of the meeting held on 6 December 2010 were agreed as a true record and signed by the Chairman.

#### **5. Implementation of Change to Keep Succeeding**

*(Item 7– report by Mrs Amanda Beer, Director of Personnel & Development)*

(1) As this item was not available at the time of the despatch of the main agenda the Chairman declared its consideration to be urgent on the grounds that it contained information which the Committee needed to consider at this meeting and therefore could not reasonably be delayed.

(2) This report sought the endorsement of the Personnel Committee to changes to senior manager contracts of employment and provided an up date on the exit arrangements for certain senior staff who had requested voluntary redundancy.

(3) Resolved

(a) that the costs of the redundancy payments to displaced staff be noted;

(b) subject to the views expressed during the course of discussion with regard to paragraph 2.2 of the report needing to be clarified, the changes to the contract terms for senior staff as set out in Section 2 of the report be agreed.

(c) that the Managing Director of Kent Adult Social Services be offered a compromise agreement on the terms agreed by the Personnel Committee; and

(d) the terms detailed in the report for those senior staff leaving KCC employment from 31 March 2011 be agreed.

## **6. Senior Office Conduct**

*(Item 8- report by Director of Law and Governance and Director of Personnel and Development)*

As this item was not available at the time of the despatch of the main agenda the Chairman declared its consideration to be urgent on the grounds that it contained information which had recently become available and which the Committee needed to consider and reach a view.