

# KENT COUNTY COUNCIL

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## PERSONNEL COMMITTEE

MINUTES of a meeting of the Personnel Committee held at County Hall, Maidstone, Kent on Thursday, 21 March 2007.

PRESENT:- Mr P B Carter (Chairman), Mr K Lynes (Vice-Chairman), Mr T J Birkett, Miss S Carey (substitute for Mr J D Simmonds), Mr N J D Chard, Ms A Harrison, Mr A J King, MBE; and Mr G Rowe.

IN ATTENDANCE:- Mrs A Beer, Director of Personnel and Development and Mrs M Cooper, Democratic Services Manager.

### UNRESTRICTED ITEMS

**4. Minutes**  
*(Item A2)*

RESOLVED that the Minutes of the meeting held on 1 February 2007 are correctly recorded and that they be signed by the Chairman.

*Matters Arising*

The Chairman, together with the Director of Personnel and Development, agreed to an additional meeting of the Committee being held as soon as possible in order for a report on staff numbers to be presented.

**5. Contractual Enhancements – Family Leave Provisions**  
*(Item A3 – Report by Director of Personnel and Development)*

RESOLVED that:-

- (a) the proposals to enhance contractual provisions for adoption and paternity leave and to introduce surrogacy and carer leave as attached to these minutes be endorsed on a one year pilot scheme;
- (b) the cost implications be noted; and
- (c) a further report be submitted to the Committee at the end of the pilot scheme.

**6. Market Premium – Policy and Procedure**  
*(Item A4 – Report by Director of Personnel and Development)*

RESOLVED that:-

- (a) agreement be given to the introduction, as a one year pilot scheme, of a comprehensive approach to market related payments allowing for Kent County Council to attract and retain staff in exceptional circumstances; and
- (b) an anonymised report on usage be before the Committee in six months with a report giving a full analysis being presented to the Committee at the end of the pilot scheme.

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**7. Apprenticeship Programme – Kent Success**  
*(Item A5 – Report by Director of Personnel and Development)*

RESOLVED that the report be noted and an update report be presented to the Committee annually.