

KENT COUNTY COUNCIL

PERSONNEL COMMITTEE

MINUTES of a meeting of the Personnel Committee held in the Wantsum Room, Sessions House, County Hall, Maidstone on Wednesday, 29 January 2014.

PRESENT: Mr P B Carter, CBE (Chairman), Mr G Cooke (Vice-Chairman), Mr N J Bond, Mrs T Dean, Ms A Harrison, Mr M Heale, Mr J D Simmonds, MBE, Mrs P A V Stockell and Mr B J Sweetland.

IN ATTENDANCE: Mr I Allwright (Employment Policy Manager), Mrs A Beer (Corporate Director Human Resources), Ms D Fitch (Democratic Services Manager (Council)) and Mr P Royel (Head of Employment Strategy).

UNRESTRICTED ITEMS

32. Minutes of the meeting held on 28 November 2013

(Item A3)

RESOLVED that the minutes of the meeting held on 28 November 2014 be taken as read, confirmed and signed by the Chairman as a correct record.

33. Grievance Activity

(Item A4)

(1) Mr Allwright presented a report which updated the Committee on grievance case work activity for the period 2012-13 and associated timescales for the resolution of disputes.

(2) In relation to the longer timescale to resolve some of the disputes, Mr Allwright explained that the aim was to deal with disputes within 1 month if there was no escalation. However, there was no deadline for individuals to escalate a dispute, he confirmed further consideration would be given to how this could be addressed.

(3) RESOLVED that the report of the timescales to resolve disputes raised under Kent County Council's grievance procedure be noted and that the next time that this report is submitted to this Committee it contains anonymised case studies of disputes that have been ongoing for more than two months.

34. Date of Next Meeting - 4 June 2014

(Item A5)

RESOLVED that the date of the next meeting of the Committee be noted.

35. EXEMPT BUSINESS

RESOLVED that under Section 100A of the Local Government Act 1972 the public be excluded from the meeting for the following business on the grounds that it

involves the likely disclosure of exempt information as defined in paragraphs 1 and 4 of part 1 of Schedule 12A of the Act.

36. Local Pay Bargaining - 2014/15

(Item B1)

(1) Mr Royel introduced a report which provided a summary of the position for this year's Local Bargaining process. Endorsement of the proposed action was sought from Personnel Committee prior to it being submitted to full Council for approval.

(2) Mrs Dean expressed her reservations on the proposal and stated that she would like there to be further consideration of moving towards adopting the Living Wage.

(3) RESOLVED that the Personnel Committee endorses and recommends to County Council a single pot of approx. 2.5% for 2014/15, with a minimum financial award for staff in lower grades equivalent in cash terms to the achieving award for staff on top of KR4.

37. Facing the Challenge update

(Item B2)

(1) Mrs Beer introduced a paper which updated the Personnel Committee on the latest position regarding populating the new top tier structure for KCC at the County Council meeting on 12 December 2013, including the exit arrangements for senior staff who had requested voluntary redundancy or not been successful in their application for a new post.

(2) RESOLVED that the current position in regard to the new operating framework and the costs of the redundancy and pension payments to displaced staff be supported.