

KENT COUNTY COUNCIL

PERSONNEL COMMITTEE

MINUTES of a meeting of the Personnel Committee held at County Hall, Maidstone, Kent on Friday, 1 February 2008.

PRESENT:- Mr P B Carter (Chairman), Mr N J D Chard, Mr D Daley (substitute for Mr G Rowe), Ms A Harrison, Mr D Hirst, Mr A J King, Mr K Lynes and Mr T Maddison (substitute for Mr T Birkett).

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

UNRESTRICTED ITEMS

1. Minutes
(Item A2)

RESOLVED that the Minutes of the meeting held on 12 September 2007 are correctly recorded and that they be signed by the Chairman, subject to the words in Minute 18(b) being amended to read "Equality and Diversity training be made compulsory for all managers involved in recruitment panels" and the addition of "(d) at least one Member being trained in equality and diversity when appointed to serve on interview panels."

2. Local Pay Bargaining 2008/09
(Item A3)

RESOLVED that:-

- (a) a 2.5% pay award be endorsed and recommended to Cabinet and Council as the settlement for 2008/09; and
- (b) a report on salary profiles be submitted to a future meeting.

3. Monitoring Use of Interim Managers, Agency Staff and Consultants
(Item A4 – Report by Director of Personnel and Development)

RESOLVED that the use of agency staff, interim managers and consultants in Kent County Council at September 2007 be noted.

4. Equality Impact Assessment Personnel Policies
(Item A5 - Report by Director of Personnel and Development)

RESOLVED that the work undertaken to assess Kent County Council's Personnel Policies to date be noted and the significant contribution of the Diversity Staff Groups be acknowledged.

5. Personnel Committee Report and Monitoring
(Item A6 - Report by Director of Personnel and Development)

RESOLVED that:-

- (a) the report on the current regular monitoring undertaken by the Committee be noted; and

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- (b) a revised version of the report be submitted to the next meeting of the Committee to include details for reporting on: vacancy rates, sickness rates, age profiles, salary ranges in each pay band and turnover in staff, to include reasons for leaving Kent County Council.

08/c&g/020108/minutes