

PERSONNEL COMMITTEE

MINUTES of a meeting of the Personnel Committee held in the Wantsum Room - Sessions House on Friday, 20 April 2018.

PRESENT: Mr P B Carter, CBE (Chairman), Mr E E C Hotson (Vice-Chairman), Mrs C Bell, Mr R H Bird, Mr P J Oakford, Mrs P A V Stockell and Dr L Sullivan.

IN ATTENDANCE: Mrs A Beer (Corporate Director Engagement, Organisation Design & Development) and Ms D Fitch (Democratic Services Manager (Council)).

UNRESTRICTED ITEMS

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

(Item 2)

Dr Sullivan declared an interest in the item relating to the Children, Young People and Education Directorate as her husband was employed by the County Council in the Early Help and Prevention Team.

36. 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 3 of part 1 of Schedule 12A of the Act.

37. Proposed changes to Top Tier posts in the Children, Young People and Education Directorate

(Item 4)

(Mr Dunkley, Corporate Director Children Young People and Education, joined the meeting for this item)

(1) Mr Dunkley introduced a report which set out proposals to redistribute current activities in Specialist Children's Services and Early Help and Preventative Services divisions and realign the responsibilities of the two Director roles accordingly.

(2) Mrs Beer and Mr Dunkley answered questions of detail and noted comments from Members on the proposal. Mr Farrell was invited to participate in the discussion on this item.

(3) RESOLVED that the changes to two Director roles as outlined in paragraph 3 of the report be endorsed for submission to County Council for approval and subject to that approval recruitment commence to the roles on a substantive basis.

(In accordance with her declared interest Dr Sullivan to no part in the discussion and decision making on this item)

38. Coroners' Pay

(Item 5)

(Mr Miller, Strategy and Commissioning Manager, joined the meeting for this item)

(1) Mrs Beer and Mr Miller introduced a report which set out details of a new national framework and guidance for Coroners pay issued in November 2017 by the Joint Negotiating Committee for Coroners (JNC). This followed on from a re-evaluation exercise to create new model role profiles and to develop a new grading and pay structure for the roles of Senior Coroner, Area Coroner and Assistant Coroner.

(2) Mrs Beer and Mr Miller answered questions of clarification from Members regarding the national framework, salary range and pay progression arrangements.

(3) RESOLVED that the:

(a) the adopt JNC for the purposes of setting coroners pay effective from 1 January 2018 to 31 March 2019 be adopted.

(b) following a recommendation from the Head of the Coroner Service, the Corporate Director, Growth, Environment and Transport be delegated authority to agree a new salary or fees with each of the Kent Coroners effective from 1 January 2018 to 31 March 2019.

(c) following a recommendation from the Head of the Coroner Service, the Corporate Director, Growth, Environment and Transport be delegated authority to agree a revised additional responsibility allowance with the Senior Coroner, Mid Kent and Medway, effective from 1 January 2018 to 31 March 2019.

(d) following a recommendation from the Head of the Coroner Service, the Corporate Director, Growth, Environment and Transport be delegated authority to approve the adopt any subsequent annual coroners JNC pay settlements (e.g. inflationary increases) unless there is a fundamental change to the new pay bands and fees, in which case it will be reported to this Committee.

(e) an update report on the Coroners service be submitted to the September meeting of the Committee.

39. Staffing Matters Update

(Item 6)

(1) As agreed at the meeting of the Committee in January 2018, Mrs Beer gave an oral update on staffing matters relating to senior officer at KR16 and above, including a strengthened due diligence process relating to the appointment of Senior Managers, an update on the post of Corporate Director of Adult Social Care & Health and other current senior level vacancies. Mr Farrell was invited to participate in the discussion on this item.

(2) RESOLVED that the updates be noted.