

KENT COUNTY COUNCIL

PERSONNEL COMMITTEE

MINUTES of a meeting of the Personnel Committee held in the Council Chamber, Sessions House, County Hall, Maidstone on Wednesday, 20 September 2023.

PRESENT: Mr R W Gough (Chair), Mrs C Bell, Mr S R Campkin, Mrs S Chandler, Mr D Jeffrey, Mr P J Oakford, Mr C Passmore, Mr D Robey, Mr C Simkins and Dr L Sullivan

IN ATTENDANCE: Ms D Christie (Head of Engagement and Consultation), Mr P Royel (Director of HR & OD) and Mrs A Taylor (Scrutiny Research Officer)

UNRESTRICTED ITEMS

64. Membership

(Item 1)

RESOLVED that the Membership be noted.

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

(Item 3)

66. Minutes - 15 June 2023

(Item 4)

RESOLVED that the minutes of the meeting held on 15 June 2023 were correctly recorded and that they be signed by the Chairman as a correct record.

67. Future of Work

(Item 5)

1. Diane Christie, Head of Organisation Development and Engagement, gave a presentation to Members on the Future of Work. This presentation built on the discussion at the 15 June Personnel Committee meeting. The presentation was circulated to Members of the Personnel Committee on 20 September 2023.
2. Ms Christie responded to questions of detail and noted comments, which included the following:
 - a. KCC undertook a whole organisation staff survey which demonstrated that pay was increasingly important but was not the single most important factor for staff. Connections with line managers and the organisation played a significant role in people remaining in the organisation. Members would see a breakdown of the staff survey results early in the new year.
 - b. Opportunities around Artificial Intelligence (AI), this linked to the report received by the Policy and Resources Cabinet Committee on 19 September. KCC was looking at making the most of changes in

technology, so it became part of continuous improvement but that it was essential that it was designed around people either residents or staff. A Member commented that it was important to understand what was being used and where.

- c. Training was provided to staff moving into supervisory roles alongside their continual professional development programme in line with the people strategy. This was reviewed regularly looking at trends and training was adapted accordingly.
 - d. A Member considered that the increase in remote working following the pandemic required a different style of leadership and supervision. It was confirmed that managing a remote workforce was covered in KCC's development programmes.
 - e. A Member highlighted the contrast between KCC as a public body and the private sector and the benefits of working for a public body – it was considered that for many staff the drive to improve services meant that they stayed at KCC.
 - f. Members congratulated Ms Christie on an excellent presentation. The volume of, pace and magnitude of change was far greater than it had been. It was important to make the most of KCC offered as an employer, it was a multigenerational employer, and it was important to reflect the benefits that this brought.
3. KCC had a 5-year People Strategy (2022 – 2027) which shaped the future of work at KCC. Each year this was reviewed and areas of activity which needed to be invested in were identified.
 4. The Committee would receive further reports on key areas of focus for the future of work.
 5. The Chairman thanked the guests and the committee for an excellent discussion.

RESOLVED that the Personnel Committee note, with the above comments, the content of the presentation.