

Personnel Committee

Held at:	Council Chamber - Civic Centre Folkestone
Date	Thursday, 20 January 2022
Present	Councillors Mrs Ann Berry, Danny Brook (Vice-Chair), Ray Field, Nicola Keen, David Monk (Chairman), Tim Prater and Rebecca Shoob
Officers Present:	Ewan Green (Director of Place), Ellen Joyce (Democratic Services Trainee), Susan Priest (Chief Executive), Andrina Smith (Chief HR Officer) and Jemma West (Committee Service Specialist)

14. **Declarations of Interest**

Councillor Keen declared a personal interest in respect of Minute Numbers 16 and 18 in that she was a union branch officer at Kent County Council.

15. **Minutes**

The minutes of the meetings held on 10 June, 11 November and 6 December 2021 were submitted, approved and signed by the Chairman.

16. **Pay Award 2022**

The report provided an update to members of the Personnel Committee on the pay negotiations that had taken place for a pay award in April 2022.

Proposed by Councillor Prater,
Seconded by Councillor Mrs Berry; and

RESOLVED:

1. That report P/21/05 be received and noted.

(Voting figures: 7 for, 0 against, 0 abstentions).

17. **Exclusion of the Public**

Proposed by Councillor Monk,
Seconded by Councillor Mrs Berry; and

RESOLVED:

That the public be excluded for the following item of business on the grounds that it is likely to disclose exempt information, as defined in paragraph 1 of Part 1 of Schedule 12A to the Local Government Act 1972 – ‘Information relating to any individual.’

(Voting figures: 7 for, 0 against, 0 abstentions).

18. Senior Management Restructure Update

The report provided an update on the senior management restructure that took place at the end of 2019 (P/19/09) and provides information on the redundancy and pension costs for the Director of Transformation and Transition which will require approval from council.

Following a question by a Member, the Chief Executive confirmed that the payments referred to in the report reflected just the contractual requirement for a redundancy payment to the post holder, and the required pension strain payment to the Local Government Pension Scheme, in line with the pension scheme regulations relating to redundancy. She confirmed this did not include any enhancements and this would be reflected in the report to Full Council.

Proposed by Councillor Mrs Berry,
Seconded by Councillor Brook; and

RESOLVED:

- 1. That report P/21/05 be received and noted.**
- 2. That it be recommended to Full Council that the redundancy of the Director of Transformation and Transition be agreed with the associated costs to be paid from the transformation project, as set out in principle in the council report of 28 February 2018 (A/17/24).**

(Voting figures: 7 for, 0 against, 0 abstentions).