



Personnel Committee

Held at:	Boulogne Room - Civic Centre Folkestone
Date	Thursday, 25 January 2018
Present	Councillors Mrs Mary Lawes (In place of Ian Meyers), David Monk (Chairman), Mrs Rodica Wheeler and Roger Wilkins
Apologies for Absence	Councillor Rory Love and Councillor Ian Meyers
Officers Present:	Tim Madden (Corporate Director - Organisational Change), Andrina Smith (Head of Human Resources) and Jemma West (Senior Committee Services Officer)

17. **Declarations of Interest**

There were no declarations of interest at the meeting.

18. **Minutes**

The minutes of the meetings held on 14 September and 11 October 2017 were submitted, approved and signed by the Chairman.

19. **Annual Pay Policy Statement**

The report presented the pay policy statement for 2018/19 for approval and recommendation to council.

Proposed by Councillor Wilkins,
Seconded by Councillor Mrs Wheeler; and

RESOLVED:

1. That Report P/17/07 be received and noted.
2. That the Committee recommend that Council approve under S38(1) Localism Act 2011 the Pay Policy Statement appended to the report for 2018/19.

(Voting figures: 3 for, 0 against, 1 abstention).

20. **Market Supplement Policy**

The report presented a new Market Supplement Policy for approval by the Personnel Committee alongside the associated procedures and approval form for information.

Proposed by Councillor Wilkins,
Seconded by Councillor Mrs Lawes; and

RESOLVED:

1. That Report P/17/08 be received and noted.
2. That the Market Supplement Policy be approved.

(Voting figures: 4 for, 0 against, 0 abstentions).

21. **Exclusion of the Public**

Proposed by Councillor Monk,
Seconded by Councillor Wilkins; and

RESOLVED:

That public be excluded for the following item of business on the grounds that it is likely to disclose exempt information, as defined in paragraph 4 of Part 1 of Schedule 12A to the Local Government Act 1972 –

‘Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.’

(Voting figures: 4 for, 0 against, 0 abstentions).

22. **Pay Award 2018/19**

The Head of HR gave a presentation outlining proposals for the Pay Award 2018/19.

Committee Members commented on various aspects of the presentation, which would inform discussions for negotiating a potential pay award for 2018.

The Committee Members noted the presentation.