

## Personnel Committee

Held at:	Council Chamber - Civic Centre Folkestone
Date	Thursday, 10 June 2021
Present	Councillors Mrs Ann Berry, Ray Field, Nicola Keen, David Monk (Chairman), Tim Prater and Rebecca Shoob
Apologies for Absence	Councillor Danny Brook Councillor Ray Field also gave apologies for lateness.
Officers Present:	Ritchie Bennett (HR Senior Specialist), Susan Priest (Chief Executive), Andrina Smith (Chief HR Officer) and Jemma West (Committee Service Specialist)

### 1. **Declarations of Interest**

There were no declarations at the meeting.

### 2. **Minutes**

The minutes of the meeting held on 4 February 2021 were submitted, approved and will be electronically signed by the Chairman.

### 3. **Appointment of the Joint Staff Consultative Panel 21/22**

Proposed by Councillor Monk,  
Seconded by Councillor Keen; and

#### **RESOLVED:**

That Councillors Mrs Berry, Field, Keen, Monk, Prater and Shoob be appointed as Members of the Joint Staff Consultative Panel (JSCP) for the municipal year 21/22.

(Voting figures: 5 for, 0 against, 0 abstentions).

### 4. **HR Annual review 2020/21**

The report presented a review of the HR function over the last financial year 2020-2021.

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

**RESOLVED:**

- 1. That report P/21/03 be received and noted.**

(Voting figures: 6 for, 0 against, 0 abstentions).

*Councillor Field arrived at the meeting during the consideration of this item. He gave apologies for lateness.*

**5. Gender pay gap reporting**

The report outlined the council's statutory obligations regarding the publication of gender pay gap data and provides the data for the reporting year.

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

**RESOLVED:**

- 1. That report P/21/01 be received and noted.**

(Voting figures: 6 for, 0 against, 0 abstentions).

**6. Pay Policy Statement 2021/22**

The report presented a revised pay policy statement for 2021/22 for approval and recommendation to Council.

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

**RESOLVED:**

- 1. That report P/21/02 be received and noted.**
- 2. That the Committee recommend to Full Council that it approve under S38(1) Localism Act 2011 the Pay Policy Statement appended to the report for 2021/22.**

(Voting figures: 6 for, 0 against, 0 abstentions).

**7. Report of the Head of Paid Service**

The report was from the Chief Executive in relation to the adequacy of resources across the Council.

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

**RESOLVED:**

- 1. That report P/21/04 be received and noted.**

(Voting figures: 6 for, 0 against, 0 abstentions).