

Meeting: **Personnel Committee**
Date: **4 June 2020**
Time: **2.00 pm**
Place: **Zoom**

To: **All members of the Personnel Committee**

Members of the Committee who wish to have information on any matter arising on the agenda which is not fully covered in these papers are requested to give notice prior to the meeting to the Chairman or appropriate officer.

The committee will consider the matters, listed below, at the date and time shown above. The meeting will be open to the press and public and streamed live at bit.ly/YouTubeMeetings

1. **Apologies for Absence**
2. **Declarations of Interest**

Members of the Council should declare any interests which fall under the following categories*:

- a) disclosable pecuniary interests (DPI);
- b) other significant interests (OSI);
- c) voluntary announcements of other interests.

3. **Minutes (Pages 3 - 4)**

To consider and approve, as a correct record, the minutes of the meeting held on 4 February 2020.

If members have any particular questions on the reports below, it would help the management of the meeting if they could send them in by Tuesday 2 June 2020 to committee@folkestone-hythe.gov.uk.

Queries about the agenda? Need a different format?

Contact Jemma West – 01303 853495
Email: committee@folkestone-hythe.gov.uk or download from our
website
www.folkestone-hythe.gov.uk

Members can, of course, also raise matters in the meeting.

4. **Appointment of the Joint Staff Consultative Panel 20/21**

To appoint three Members to the Joint Staff Consultative Panel for 2020-21.

5. **HR Annual Review (2019/20) (Pages 5 - 52)**

This report presents a review of the HR function over the last financial year 2019-2020.

6. **Gender Pay Gap reporting (Pages 53 - 62)**

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

7. **Senior Management Restructure update (Pages 63 - 72)**

This report provides the committee with an update on the senior management restructure at the council. It seeks the committee's support for an amendment to the current performance arrangements for the Corporate Leadership Team and an amendment to the contractual job title relating to the Head of Paid Service.

8. **Head of Paid Service report (Pages 73 - 80)**

This report is from the Head of the Paid Service in relation to the adequacy of resources across the Council.

9. **Removal of the Essential User allowance (Pages 81 - 88)**

This report provides the committee with a proposal which removes the essential car user allowance and associated mileage rates but also ensures that the few members of staff who do travel extensively across the district are not heavily impacted in a negative way.