

Personnel Committee

Held at:	Council Chamber - Civic Centre Folkestone
Date	Thursday, 25 January 2024
Present	Councillors Rich Holgate (Vice-Chair), Mrs Jennifer Hollingsbee, Nicola Keen, Elaine Martin and Connor McConville (Chair)
Apologies for Absence	None.
Officers Present:	Jake Hamilton (Committee Services Officer), Susan Priest (Chief Executive) and Andrina Smith (Chief Officer - People and Customer Services)
Others Present:	Councillor Jim Martin.

13. **Declarations of Interest**

Councillor Nicola Keen made a voluntary declaration as the union branch officer at Kent County Council.

14. **Minutes**

The minutes of the meeting held on 21 September 2023 were submitted, approved, and signed by the Chair.

15. **Pay Policy Statement 2024/25**

Andrina Smith, Chief Officer for People and Customer Services introduced the item.

The report presented the revised pay policy statement for 2024/25 for approval and recommendation to council.

Proposed by Councillor Mrs Jenny Hollingsbee,
Seconded by Councillors Connor McConville; and,

Resolved:

1. To receive and note Report P/23/06.
2. To recommend to council that it approve, under S38(1) Localism Act 2011, the Pay Policy Statement appended to said report.

(Voting: For 5; Against 0; Abstentions 0)

16. **Exclusion of the Public**

Proposed by Councillor Nicola Keen,
Seconded by Councillor Elaine Martin; and,

Resolved:

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

‘Information relating to any individual.’

‘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: For 5; Against 0; Abstentions 0)

17. **Council Restructure**

Andrina Smith, Chief Officer for People & Customer Services provided members with a verbal update and presentation in relation to the council's restructure.

18. **Pay Award 2024**

Andrina Smith, Chief Officer for People and Customer Services provided members with a presentation in respect of the Pay Award 2024.

Members were asked to consider and outline the councils remit for the pay award negotiations 2024.