

Personnel Committee

Held at:	Council Chamber - Civic Centre Folkestone
Date	Thursday, 13 June 2019
Present	Councillors Mrs Ann Berry, Keen, David Monk (Chairman), Terence Mullard and Shoob
Apologies for Absence	Councillor Danny Brook
Officers Present:	Susan Priest (Head of Paid Service)*, Andrina Smith (Chief HR Officer) and Jemma West (Senior Committee Services Officer)
Others Present:	Councillor Rolfe*

* for part of the meeting

1. **Declarations of Interest**

There were no declarations of interest at the meeetnig.

2. **Minutes**

The minutes of the meetings held on 7 March 2019 were submitted, approved and signed by the Chairman.

3. **Appointment to the Joint Staff Consultative Panel for 2019/20**

It was agreed that Councillors Mrs Berry, Keen, Monk, Mullard and Shoob be appointed to the JSCP for 2019/20.

4. **HR Annual Review**

The report presented a review of the HR function over the last financial year 2018-2019.

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

RESOLVED:
That Report P/19/01 be received and noted.

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

5. Gender Pay Gap Report

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

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

RESOLVED:

- 1. That report P/19/02 be received and noted.**

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

6. Annual report of the Head of Paid Service

The report from the Head of the Paid Service was in relation to the adequacy of staffing resources across the Council.

Proposed by Councillor Mullard,
Seconded by Councillor Keen; and

RESOLVED:

- That Report P/19/03 be received and noted.**

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

7. Exclusion of the Public

Proposed by Councillor Mrs Berry,
Seconded by Councillor Keen; 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: 5 for, 0 against, 0 abstentions).

8. Senior Pay & Grading

The report presented a review of the Council's current pay and grading arrangements along with a proposal to ensure that the Council is positioned to remain competitive in attracting and retaining talented officers now and in future years.

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

RESOLVED:

- 1. To receive and note Report P/19/04 be received and noted.**

2. That the new pay and grading structure for Head of Paid Service set out in the report be agreed to take effect from the next payroll.
3. That the new pay and grading structure for Corporate Directors set out in the report be agreed to take effect from the next payroll.
4. That an additional pay grade be added to the main Council pay scale for Assistant Directors to take effect from the next payroll.

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