

Personnel Committee

Held at:	Council Chamber - Civic Centre Folkestone
Date	Thursday, 5 September 2019
Present	Councillors Mrs Ann Berry, Nicola Keen, David Monk (Chairman), Terence Mullard and Rebecca Shoob.
Officers Present:	Sue Lewis (Committee Services Officer), Susan Priest (Head of Paid Service) and Andrina Smith (Chief HR Officer).
Others Present:	Councillor McConville.

9. **Declarations of Interest**

There were no declarations of interest.

10. **Minutes**

The minutes of the meeting held on 13 June 2019 were submitted, approved and signed by the Chairman.

11. **Transformation update**

The Head of Paid Service and Chief HR Officer gave a presentation updating committee members on the progress of the Transformation programme in relation to staffing matters.

(A copy of the presentation is appended to these minutes for information).

12. **Performance framework for the Corporate Leadership Team**

This report presents a suggested performance framework for the members of the Corporate Leadership Team (CLT).

Proposed by Councillor David Monk,
Seconded by Councillor Mrs Ann Berry; and

RESOLVED:

- 1. That Report P/19/06 be received and noted.**

2. **That the introduction of the performance framework for members of the Corporate Leadership Team from April 2020 be approved.**
3. **That Councillor Rebecca Shoob be appointed to the Panel with Councillor Nicola Keen as her substitute.**

(Voting: For 4; Against 0; Abstentions 0).

13. **Implications of raising the minimum hourly rate to £10 per hour**

The report provided the Committee with information relating to the item raised as opposition business at a recent council meeting, namely that the FHDC minimum hourly rate be increased to £10 per hour, in order for the Committee to give appropriate consideration to the proposal.

Proposed by Councillor David Monk,
Seconded by Councillor Terence Mullard; and

RESOLVED:

1. **That Report P/19/05 be received and noted.**

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

14. **Exclusion of the Public**

Proposed by Councillor David Monk,
Seconded by Councillor Mrs Ann Berry; 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: For 5; Against 0; Abstentions 0).

15. **Pay negotiations 2020/21**

The Committee Members received a presentation by the Chief HR officer.