

## Personnel Committee

Held at:	Council Chamber - Civic Centre Folkestone
Date	Thursday, 14 April 2022
Present	Councillors Mrs Ann Berry, Ray Field, Nicola Keen and David Monk (Chairman)
Apologies for Absence	Councillor Danny Brook, Councillor Tim Prater and Councillor Rebecca Shoob
Officers Present:	Ellen Joyce (Democratic Services Trainee), Susan Priest (Chief Executive), Andrina Smith (Chief HR Officer) and Jemma West (Committee Service Specialist)

### 19. **Declarations of Interest**

Councillor Keen made a voluntary declaration in respect of all agenda items as she was a union branch officer at Kent County Council.

### 20. **Minutes**

The minutes of the meeting held on 20 January 2022 were submitted, approved and signed by the Chairman.

### 21. **Update on F&H Rewards**

The report presented an update on the F&H Rewards platform which is available to all staff and Councillors.

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

**RESOLVED:**  
**That report P/21/08 be received and noted.**

(Voting figures: 4 for, 0 against, 0 abstentions).

### 22. **Pay Policy Statement 2022/23**

The report presented the revised pay policy statement for 2022/23 for approval and recommendation to Council.

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

**RESOLVED:**

1. That report P/21/09 be received and noted.
2. That it be recommended to Full Council that under S38(1) Localism Act 2011 the Pay Policy Statement appended to this report be approved for 2022/23.
3. That it be recommended to Full Council that Part 5/5 of the Constitution (Personnel Committee Terms of Reference) be updated at section 3.1(c) to state 'to make recommendations to Council on the appointment of Chief Officers as defined in Part 2/27 para 11.1.2(a)'.

(Voting figures: 4 for, 0 against, 0 abstentions).

23. **Performance Framework for the Chief Executive and Corporate Leadership Team**

The report proposed minor updates to the performance framework for the Chief Executive and members of the Corporate Leadership Team (CLT).

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

**RESOLVED:**

1. That report P/21/07 be received and noted.
2. That the updated performance framework for the Chief Executive be approved from April 2022.
3. That the updated performance framework for members of the Corporate Leadership Team be approved from April 2022.

(Voting figures: 4 for, 0 against, 0 abstentions).