

Personnel Committee

Held at:	Council Chamber - Civic Centre Folkestone
Date:	Thursday, 21 September 2023
Present:	Councillors Mrs Jennifer Hollingsbee, Nicola Keen, Elaine Martin, Connor McConville (Chair) and Jeremy Speakman (In place of Rich Holgate)
Apologies for Absence	Councillor Rich Holgate
Officers Present:	Jake Hamilton (Committee Services Officer), Susan Priest (Chief Executive) and Andrina Smith (Chief HR Officer)
Others Present:	

7. **Declarations of Interest**

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

8. **Minutes**

The minutes of the meeting held on 20 July 2023 were submitted, approved and signed by the Chairman.

9. **Exclusion of the Public**

Proposed by Councillor Mrs Jenny Hollingsbee,
Seconded by Councillor Nicola Keen; 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 figures: 5 for, 0 against, 0 abstentions).

10. **Senior Management Restructure**

The report provided details of a senior management restructure at the council. It seeks the committee's support for the new arrangements for managing the council and approval to move ahead with the proposals.

Proposed by Councillor Mrs Jenny Hollingsbee,
Seconded by Councillor Elaine Martin; and,

RESOLVED:

1. **That report P/23/04 be received and noted;**
2. **That the proposals for the new senior management structure reducing to 2 permanent Director posts be agreed;**
3. **That the Chief Executive be given delegated authority to secure an Interim Director for Governance & Finance to act as the s151 Officer covering the period to 31st December 2024 on 3 days per week, with the possibility of an extension to 30th June 2025, reporting the outcome to Council in due course;**
4. **To note the principles relating to a broader council restructure ahead of the 2024/25 financial year;**
5. **To note the estimated salary savings identified from the work to date on a broader restructure; and**
6. **To note the estimated redundancy (and associated pension strain) costs calculated from the work to date, and to agree the Chief Executive makes the necessary establishment cost savings as the budget for 2024/25 is prepared.**

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

11. **Review of Senior Management 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 Nicola Keen,
Seconded by Councillor Mrs Jenny Hollingsbee; and,

RESOLVED:

1. **That report P/23/05 be received and noted.**

2. To agree a new pay and grading structure for Directors by removing the bottom salary point of the current pay scale and adding a new salary point to the top of the scale to take effect from 1st April 2024.
3. To agree a new pay and grading structure for the Chief Executive by removing the bottom salary point of the current pay scale and adding a new salary point to the top of the scale to take effect from 1st April 2024.
4. That the Chief Executive and Directors receive the same percentage annual pay award as the main body of FHDC staff through the local pay negotiation mechanism in place via the Joint Staff Consultative Committee with effect from 1st April 2024.
5. To maximise potential recharge for the senior management team on special projects like Otterpool and Opportunitas from the current year and beyond.

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

12. **Pay Award 2024-25**

The Committee Members received a verbal update by the Chief HR officer.

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

RESOLVED

1. **For the Council to open negotiations with Trade Unions on matters of the Pay Award 2024-25.**

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