

Personnel Committee

| | |
|-----------------------|---|
| Held at: | Council Chamber - Civic Centre Folkestone |
| Date | Tuesday, 12 March 2024 |
| Present | Councillors Mrs Jennifer Hollingsbee, Nicola Keen, Elaine Martin and Connor McConville (Chair) |
| Apologies for Absence | Councillor Rich Holgate |
| Officers Present: | Susan Priest (Chief Executive), Andrina Smith (Chief HR Officer) and Jemma West (Democratic Services Senior Specialist) |

19. **Declarations of Interest**

Councillor Keen made a voluntary declaration in that she was a branch officer for Unison at KCC.

20. **Voluntary Redundancy**

The report provided an update on the voluntary redundancy scheme which took place at the end of 2023 and provides information on the redundancy and pension costs for employee 14290.

Members expressed their deep disappointment at the situation caused by Kent Pensions. The Chief Officer – People and Customer Services also verbally reported on a situation with Kent Pensions where there were unacceptable excessive delays to the pension draw-down of a person who had left the council through ill-health. The Committee Members requested that appropriate representations be made to KCC Pensions and an update be provided at a future meeting of the Committee.

Proposed by Councillor Keen,
Seconded by Councillor E Martin; and

RESOLVED:

1. **That report P/23/07 be received and noted.**
2. **To recommend to council that it be noted that the redundancy and associated costs for employee 14290 were agreed and paid from the**

Transformation Fund, as set out in the council report A/23/15 included in the 23/24 budget.

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

21. Pay Policy Statement 2024/25

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

Proposed by Councillor Keen,
Seconded by Councillor E Martin; and

RESOLVED:

- 1. That Report P/23/08 be received and noted.**
- 2. To recommend to council that it approve, under S38(1) Localism Act 2011, the Pay Policy Statement appended to this report for 2024/25.**

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

22. Pay Award 2024/25

The Chief Officer – People & Customer Services gave a verbal update in respect of the Pay Award 2024/25.

A Member asked what the cost to the council had been in awarding the 5% pay award. The Chief Officer – People & Customer Services confirmed the amount to be approximately £725,000 and that this had been budgeted.

The Chair also highlighted that giving employees a days leave for their birthday as part of the pay award was in line with recent NJC negotiations and showed the council was “ahead of the curve” in terms of what negotiations are being undertaken elsewhere in the country.

Members noted the update.