

Personnel Committee

Held at:	Council Chamber - Civic Centre Folkestone
Date	Thursday, 20 July 2023
Present	Councillors Jennifer Hollingsbee, Nicola Keen, Elaine Martin and Connor McConville (Chair)
Apologies for Absence	Councillor Rich Holgate
Officers Present:	Ritchie Bennett (HR Senior Specialist), Jake Hamilton (Case Officer (Committee)), Susan Priest (Chief Executive) and Andrina Smith (Chief HR Officer)
Others Present:	

1. **Declarations of Interest**

Councillor Nicola Keen advised she was a Unison branch officer, which works with Folkestone branch.

2. **Minutes**

The minutes of the last Personnel Committee were submitted and approved, as a correct record and signed by the Chair of the Personnel Committee.

3. **Appointment of the Joint Staff Consultative Panel**

To appoint Members to the Joint Staff Consultative Panel for the municipal year 23/24. Membership must include the Leader of the Council and 1 member from each political group.

Resolved:

That Councillors, Jim Martin, Nicola Keen, Jennifer Hollingsbee and Elaine Martin be appointed to the Joint Staff Consultative Panel for the Municipal year 2023/24.

4. Gender Pay Gap reporting

The report was introduced by Andrina Smith, Chief HR Officer.

This report outlines the council's statutory obligations regarding the publication of gender pay gap data and provides the data for this reporting year.

The Chief HR Officer summarised the report and councillors were made aware that whilst the figures in the report were correct, the statement on page 11 in section 2.2.1 that the council's bonus gender pay gap as a mean average was significantly less than last year was an administrative error and not in keeping with the figures reported.

Resolved:

1. To receive and note report P/23/03.

(As there was no dissent the recommendation was approved by affirmation of the meeting).

5. Report of the Head of Paid Service

This report is from the Chief Executive in relation to the adequacy of resources across the Council.

Resolved:

1. To receive and note report P/23/01

(As there was no dissent the recommendation was approved by affirmation of the meeting).

6. HR Annual Review 2022/23

This report presents a review of the HR function over the last financial year 2022-2023.

Resolved:

1. To receive and note report P/23/02

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(As there was no dissent the recommendation was approved by affirmation of the meeting).