

## Notice of Meeting

# People, Performance and Development Committee



**Date & time**  
**Monday, 21 July**  
**2014**  
**at 2.00 pm**

**Place**  
Committee Room C,  
County Hall, Kingston  
upon Thames, Surrey  
KT1 2DN

**Contact**  
Cheryl Hardman  
Room 122, County Hall  
Tel 020 8541 9075

**Chief Executive**  
David McNulty

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**If you would like a copy of this agenda or the attached papers in another format, eg large print or braille, or another language please either call 020 8541 9068, write to Democratic Services, Room 122, County Hall, Penrhyn Road, Kingston upon Thames, Surrey KT1 2DN, Minicom 020 8541 8914, fax 020 8541 9009, or email [cherylh@surreycc.gov.uk](mailto:cherylh@surreycc.gov.uk).**

**This meeting will be held in public. If you would like to attend and you have any special requirements, please contact Cheryl Hardman on 020 8541 9075.**

### **Members**

Mr David Hodge (Chairman), Mr Peter Martin (Vice-Chairman), Ms Denise Le Gal, Mr Stuart Selleck, Mr Richard Walsh and Mrs Hazel Watson

### **Ex Officio:**

Mr David Munro (Chairman of the County Council) and Mrs Sally Ann B Marks (Vice Chairman of the County Council)

## AGENDA

### 1 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS

### 2 MINUTES OF THE PREVIOUS MEETING: 28 MAY 2014

(Pages 1  
- 4)

To agree the minutes as a true record of the meeting.

### 3 DECLARATIONS OF INTEREST

To receive any declarations of disclosable pecuniary interests from Members in respect of any item to be considered at the meeting.

#### Notes:

- In line with the Relevant Authorities (Disclosable Pecuniary Interests) Regulations 2012, declarations may relate to the interest of the member, or the member's spouse or civil partner, or a person with whom the member is living as husband or wife, or a person with whom the member is living as if they were civil partners and the member is aware they have the interest.
- Members need only disclose interests not currently listed on the Register of Disclosable Pecuniary Interests.
- Members must notify the Monitoring Officer of any interests disclosed at the meeting so they may be added to the Register.
- Members are reminded that they must not participate in any item where they have a disclosable pecuniary interest.

### 4 QUESTIONS AND PETITIONS

To receive any questions or petitions.

#### Notes:

1. The deadline for Member's questions is 12.00pm four working days before the meeting (*15 July 2014*).
2. The deadline for public questions is seven days before the meeting (*14 July 2014*).
3. The deadline for petitions was 14 days before the meeting, and no petitions have been received.

### 5 ACTION REVIEW

(Pages 5  
- 12)

An action review table is attached, detailing actions from previous meetings. The Committee is asked to review progress on the items listed.

### 6 REVIEW OF THE "WORKING TOGETHER" WORKSHOPS AND FUTURE PLANS

(Pages  
13 - 20)

The "Working Together" workshops were endorsed by the People, Performance and Development Committee (PPDC) and championed by the Local Committee Chairman's Group. This report is being brought to People, Performance and Development Committee to update on the progress of the "Working Together" workshops so far and outline the next steps, as agreed with the Leader and supported by the Local Committee Chairman's Group.

- 7 OFFICER CODE OF CONDUCT** (Pages 21 - 32)
- The Code of Conduct for Staff is part of the Constitution of the Council and this report proposes a number of amendments to the Code.
- 8 MY BENEFITS - SURREY EXTRA: ONE YEAR ON**
- This item is for information only, providing Members with a review of the first year following launch of the Surrey Extra reward portal in May 2013.
- 9 REWARD STRATEGY REVIEW 2014-2018** (Pages 33 - 40)
- The purpose of this report is to provide a rationale for the review of the current reward strategy in order to implement changes by April 2016.
- In addition as part of phase one the report provides an overview of the current position.
- 10 EXCLUSION OF THE PUBLIC**
- Recommendation:** That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information under the paragraph 1 of Part 1 of Schedule 12A of the Act.
- 11 SENIOR PAY POLICY EXCEPTIONS REPORT: JULY 2014** (Pages 41 - 50)
- The People, Performance and Development Committee (PPDC) acts as the council's Remuneration Committee under delegated powers, in accordance with the constitution of the County Council. The purpose of this paper is to highlight decisions taken/recommendations on Senior Pay that fall outside the published Pay Policy.
- Confidential: Not for publication under Paragraph 1**  
Information relating to any individual.
- 12 PUBLICITY FOR PART 2 ITEMS**
- To consider whether the item considered under Part 2 of the agenda should be made available to the Press and public.
- 13 DATE OF NEXT MEETING**
- The next meeting of People, Performance and Development Committee will be on 29 October 2014.

**David McNulty**  
**Chief Executive**  
Published: Wednesday, 9 July 2014

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