

Notice of Meeting

People, Performance and Development Committee



Date & time
Wednesday, 29
October 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.

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 MEETINGS: 21 JULY 2014 AND 24 JULY 2014

(Pages 1
- 10)

To agree the minutes of the meetings on 21 July 2014 and 24 July 2014 as true records of the meetings.

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 (*23 October 2014*).
2. The deadline for public questions is seven days before the meeting (*22 October 2014*).
3. The deadline for petitions was 14 days before the meeting, and no petitions have been received.

5 ACTION REVIEW

(Pages
11 - 20)

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

6 OPPORTUNITIES FOR YOUNG PEOPLE LEAVING EDUCATION

(Pages
21 - 28)

Following the success of the internal apprenticeship scheme over the last 5 years, further progression opportunities are required for our apprentices to move onto higher apprenticeship qualifications.

- 7 HIGH PERFORMANCE LEADERSHIP DEVELOPMENT PROGRAMME** (Pages 29 - 32)
- To provide an update on how the programme is progressing since the introduction of the programme to People Performance and Development Committee in March 2014.

- 8 FAIRNESS AND RESPECT STRATEGY UPDATE - "BECOMING AN EMPLOYER OF CHOICE"** (Pages 33 - 46)
- This report is a progress update on the Workforce Priority in the Fairness and Respect Strategy 2013-2018.

9 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 relevant paragraphs of Part 1 of Schedule 12A of the Act.

PART TWO - IN PRIVATE

- 10 FUTURE PAY ARRANGEMENTS FOR PUBLIC HEALTH STAFF** (Pages 47 - 56)
- This report is being brought to People, Performance and Development Committee because the Committee will approve the future pay arrangements for staff employed in public health within the Council.

Confidential: Not for publication under Paragraph 4

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.

- 11 PAY POLICY EXCEPTIONS** (Pages 57 - 76)
- 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 TWO 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 27 November 2014.

MOBILE TECHNOLOGY AND FILMING – ACCEPTABLE USE

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