

Notice of Meeting

People, Performance and Development Committee



SURREY
COUNTY COUNCIL

Date & time
Friday, 29 January
2016
at 9.00 am

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

Contact
Andrew Baird
Room 122, County Hall
Tel 020 8541 7609

Chief Executive
David McNulty

andrew.baird@surreycc.gov.uk



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This meeting will be held in public. If you would like to attend and you have any special requirements, please contact Andrew Baird on 020 8541 7609.

Members

Mr David Hodge (Chairman), Mr Peter Martin (Vice-Chairman), Mr Ken Gulati, Mr Nick Harrison, Ms Denise Le Gal and Mrs Hazel Watson

Ex Officio:

Mrs Sally Ann B Marks (Chairman of the County Council) and Mr Nick Skellett CBE (Vice-Chairman of the County Council)

AGENDA

1 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS

2 MINUTES OF THE PREVIOUS MEETING: 27 NOVEMBER 2015

(Pages 1
- 6)

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 (*25 January 2016*).
2. The deadline for public questions is seven days before the meeting (*22 January 2016*).
3. The deadline for petitions was 14 days before the meeting, and no petitions have been received.

5 ACTION REVIEW

(Pages 7
- 12)

For Members to consider and comment on the Committee's actions tracker.

6 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.

- 7 PAY AND REWARDS STRATEGY REVIEW BUSINESS CASE** (Pages 13 - 60)
- This report sets out for agreement by the People, Performance and Development Committee, the business case and proposals of the for the Pay and Reward Strategy review to be taken forward for formal consultation with staff.
- Exempt: Not for publication under Paragraph 1**
Information relating to any individual.
- 8 SENIOR PAY POLICY EXCEPTIONS REPORT JANUARY 2016** (Pages 61 - 74)
- 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 pay that fall outside the published Pay Policy.
- Exempt: Not for publication under Paragraph 1**
Information relating to any individual.
- 9 OUTCOME OF CHIEF EXECUTIVE'S APPRAISAL PANEL - 23 NOVEMBER 2015** (Pages 75 - 78)
- To inform the People, Performance and Development Committee of the outcome of the Chief Executive's appraisal which took place on 23 November 2015.
- 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 relevant paragraphs of Part 1 of Schedule 12A of the Act.
- 11 OUTCOME OF THE CHIEF EXECUTIVE'S APPRAISAL PANEL - 23 NOVEMBER 2015** (Pages 79 - 102)
- This is a Part 2 Annex relating to item 8.
- Exempt: Not for publication under Paragraph 1**
Information relating to any individual.
- 12 APPOINTMENT OF AN INDIVIDUAL MEMBER OF THE LOCAL PENSION BOARD** (Pages 103 - 108)
- This report sets out the proposed further appointment of an individual member of the Local Pension Board for approval by the People, Performance and Development Committee.
- The Local Pension Board is a requirement under section 5 of the Public Service Pensions Act 2013, and Regulation 106 of the Local Government Pension Scheme Regulations 2013.

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| 13 | CORPORATE 'REFER A FRIEND INCENTIVE' SCHEME | (Pages
109 -
112) |
| | To seek endorsement from the People, Performance and Development Committee to implement material changes to the 'Refer a Friend' incentive scheme that was presented to the Committee on 29 September 2015. | |
| 14 | REVIEWED AND ENHANCED HEALTH AND SAFETY POLICY | (Pages
113 -
126) |
| | To provide the People, Performance and Development Committee with the recommended changes to the Health and Safety Policy Statement Policy in line with audit recommendations by the Royal Society of Prevention of Accidents (RoSPA) in 2015. | |
| 15 | PAY POLICY STATEMENT 2015 - 2016 | (Pages
127 -
136) |
| | This report set out for the Committee's approval additions to the Council's Pay Policy Statement 2015-16. | |
| 16 | DATE OF NEXT MEETING | |
| | The next meeting of People, Performance and Development Committee will be on 25 February 2016. | |

David McNulty
Chief Executive

Published: Thursday, 21 January 2016

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