

Notice of Meeting

People, Performance and Development Committee



SURREY
COUNTY COUNCIL

Date & time
Tuesday, 3 May
2016
at 2.00 pm

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

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

Chief Executive
David McNulty

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@SCCdemocracy

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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 [5 APRIL 2016]

(Pages 1
- 10)

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 (26 April 2016).
2. The deadline for public questions is seven days before the meeting (26 April 2016).
3. The deadline for petitions was 14 days before the meeting, and no petitions have been received.

5 ACTION REVIEW

(Pages
11 - 16)

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

6 TERMINATION OF A MEMBER REPRESENTATIVE AND FURTHER APPOINTMENT OF A MEMBER OF THE LOCAL PENSION BOARD

(Pages
17 - 22)

This report sets out the proposed termination and further appointment of a member representative position 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.

- 7 **CONSOLIDATION OF THE DISCRETIONARY POLICIES OF SURREY COUNTY COUNCIL IN RELATION TO THE LOCAL GOVERNMENT PENSION SCHEME REGULATIONS, THE LOCAL GOVERNMENT (EARLY TERMINATION OF EMPLOYMENT) (DISCRETIONARY COMPENSATION) REGULATIONS AND THE LOCAL GOVERNMENT (DISCRETIONARY PAYMENTS) (INJURY ALLOWANCES) REGULATIONS** (Pages 23 - 40)

This report provides details of the consolidation of existing discretionary policy statements of Surrey County Council (the Council) in relation to the Local Government Pension Scheme Regulations, the Local Government (Early Termination of Employment) (Discretionary Compensation) Regulations and the Local Government (Discretionary Payments) (Injury Allowances) Regulations into a single combined document.

8 **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.

- 9 **2016-17 PAY SETTLEMENT FOR SURREY PAY STAFF AND STAFF ON TERMS AND CONDITIONS THAT ARE DETERMINED LOCALLY** (Pages 41 - 52)

This report seeks approval from the People, Performance and Development Committee for the implementation of the 2016/17 Surrey Pay settlements for those staff who are out of the scope of the current Pay and Reward Strategy Review.

Exempt: 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.

- 10 **UPDATE ON SENIOR MANAGEMENT ARRANGEMENTS FOR CHILDREN, SCHOOLS AND FAMILIES DIRECTORATE** (Pages 53 - 56)

To provide the People, Performance and Development Committee with an update on the management arrangements for the Children, Schools and Families Directorate.

Exempt: Not for publication under Paragraph 1

Information relating to any individual.

- 11 **RESHAPING LEADERSHIP ROLES IN ENVIRONMENT AND INFRASTRUCTURE** (Pages 57 - 60)

To invite the Committee to consider a request from the Strategic Director Environment and Infrastructure to use the flexible retirement policy and to consider the implications of granting that request.

Exempt: Not for publication under Paragraph 1

Information relating to any individual.

12 SENIOR PAY POLICY EXCEPTIONS REPORT MAY 2016

(Pages
61 - 64)

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. This includes:

- Context and background. Exceptions to the current Pay Policy and a business rationale is provided to support management decisions taken on pay that fall outside the current Pay Policy.
- Requests to award a pay progression above the amount agreed as part of the 2015/2016 pay settlement for senior pay employees.
- Information on starting salaries above the grade minimum that falls outside of the resourcing policy for senior pay employees.

Exempt: Not for publication under Paragraph 1

Information relating to any individual.

13 DATE OF NEXT MEETING

The next meeting of People, Performance and Development Committee will be on 30 June 2016.

David McNulty
Chief Executive

Published: Friday, 22 April 2016

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