

MINUTES of the meeting of the **PEOPLE, PERFORMANCE AND DEVELOPMENT COMMITTEE** held at 2.00 pm on 3 May 2016 at Committee Room A, County Hall.

These minutes are subject to confirmation by the Committee at its meeting 19 May 2016.

Elected Members:

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

Apologies:

None

In Attendance

None

36/16 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS [Item 1]

None were received.

37/16 MINUTES OF THE PREVIOUS MEETING [5 APRIL 2016] [Item 2]

The minutes were agreed as a true record of the meeting.

38/16 DECLARATIONS OF INTEREST [Item 3]

There were none.

39/16 QUESTIONS AND PETITIONS [Item 4]

There were none.

40/16 ACTION REVIEW [Item 5]

Declarations of interest:

None

Witnesses:

Ken Akers, Head of HR & OD

Key points raised during the discussions:

None

41/16 TERMINATION OF A MEMBER REPRESENTATIVE AND FURTHER APPOINTMENT OF A MEMBER OF THE LOCAL PENSION BOARD [Item 6]

Declarations of interests:

None

Witnesses:

Neil Mason, Senior Advisor (Pension Fund)

Key points raised during the discussions:

1. Members were informed that it had become necessary to seek approval from the People, Performance and Development Committee (PPDC) to terminate the membership of UNISON's existing representative on the Local Pension Board due to non-attendance at meetings of the Board.
2. The Senior Advisor highlighted that a new representative from UNISON had been identified and had agreed to become a member of the Local Pension Board. The new representative had already undergone some of the training required to become a member of the Board and would complete the remaining elements of this training in June 2016.

Actions/ further information to be provided:

None

RESOLVED:

That the proposed termination and appointment for a member representative position of the Local Pension Board be approved.

42/16 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 [Item 7]

Declarations of interests:

None

Witnesses:

Neil Mason, Senior Advisor (Pension Fund)

Key points raised during the discussions:

1. The Senior Advisor provided Committee Members with an introduction to the report highlighting that approval was being sought from PPDC to centralise Surrey County Council's (SCC) discretionary policies in

relation to the Local Government Pension Scheme (LGPS). The Committee was advised that no changes had been proposed to any of the discretionary policies and Members were just asked for their approval to consolidate these policies.

2. Members drew attention to the Council's discretionary policy in relation to injury allowances as outlined in Annex 1 of the report. Clarification was sought on why the policy stated that the Council would not adopt any further injury allowance awards. The Committee was informed that restrictions on injury allowance awards arise from SCC's Discretionary Payment Regulations (1996) which state that the applicants for an injury allowance award must have been continuously employed with SCC since 25 June 1985. There was a very limited number of employees who would be eligible for the injury allowance award which is why the policy stated that there would be "no new adoption" in relation to injury allowance awards.
3. The Committee asked why redundancy payments as outlined in the discretionary policy varied for different groups of employees. The Senior Advisor stated that these variations were to take into account additional strain on the pension fund arising from early retirement by allowing redundancy payments to be made directly from the fund's capital scheme.

Actions/ further information to be provided:

None

RESOLVED:

That the People, Performance and Development Committee noted the Local Government Pension Scheme consolidated employer discretions policy document.

43/16 EXCLUSION OF THE PUBLIC [Item 8]

RESOLVED: That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting during consideration of 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.

44/16 2016-17 PAY SETTLEMENT FOR SURREY PAY STAFF AND STAFF ON TERMS AND CONDITIONS THAT ARE DETERMINED LOCALLY [Item 9]

Declarations of interests:

None

Witnesses:

Ken Akers, Head of HR & OD
David McNulty, Chief Executive

Key points raised during the discussion:

1. The Head of HR & OD introduced the report. The Committee asked a number of questions which were responded to by the officers present, before moving to recommendations.

Actions/ further information to be provided:

These are outlined in the Part 2 minutes.

RESOLVED:

The Committee approved the recommendations set out in the confidential report, these recommendations are highlighted in the Part 2 minutes.

45/16 UPDATE ON SENIOR MANAGEMENT ARRANGEMENTS FOR CHILDREN, SCHOOLS AND FAMILIES DIRECTORATE [Item 10]

Declarations of interests:

None

Witnesses:

Ken Akers, Head of HR & OD
David McNulty, Chief Executive

Key points raised during the discussion:

1. The Chief Executive introduced the report. The Committee asked a number of questions which were responded to by the officers present before moving to recommendations.

Actions/ further information to be provided:

These are outlined in the Part 2 minutes.

RESOLVED:

The Committee approved the recommendations set out in the confidential report, these recommendations are highlighted in the Part 2 minutes.

46/16 RESHAPING LEADERSHIP ROLES IN ENVIRONMENT AND INFRASTRUCTURE [Item 11]

Declarations of interests:

None

Witnesses:

Ken Akers, Head of HR & OD
David McNulty, Chief Executive

Key points raised during the discussion:

1. The Chief Executive introduced the report. The Committee asked a number of questions which were responded to by the officers present before moving to recommendations.

Actions/ further information to be provided:

These are outlined in the Part 2 minutes.

RESOLVED:

The Committee approved the recommendations set out in the confidential report, these recommendations are highlighted in the Part 2 minutes.

47/16 SENIOR PAY POLICY EXCEPTIONS REPORT MAY 2016 [Item 12]

Declarations of interests:

None

Witnesses:

Ken Akers, Head of HR & OD
David McNulty Chief Executive

Key points raised during the discussion:

1. The Head of HR & OD introduced the report. The Committee asked a number of questions which were responded to by the officers present, before moving to recommendations.

Actions/ further information to be provided:

These are outlined in the Part 2 minutes.

RESOLVED:

The Committee approved the recommendations set out in the confidential report, these recommendations are highlighted in the Part 2 minutes.

48/16 DATE OF NEXT MEETING [Item 13]

The Committee noted that its next meeting would be held on 30 June 2016.

Meeting ended at: 3.05 pm

Chairman

By virtue of paragraph(s) 1 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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