

Notice of Meeting

People, Performance and Development Committee



SURREY
COUNTY COUNCIL

Date & time
Thursday, 27
October 2016
at 10.00 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

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We're on Twitter:
@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

To receive any apologies for absence and substitutions.

2 MINUTES OF THE PREVIOUS MEETING [26 SEPTEMBER 2016]

(Pages 1
- 12)

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 (21 October 2016).
2. The deadline for public questions is seven days before the meeting (20 October 2016).
3. The deadline for petitions was 14 days before the meeting, and no petitions have been received.

5 ACTION REVIEW

(Pages
13 - 18)

To review the Committee's Actions Tracker.

6 APPRAISAL UPDATE REPORT 2015/16

(Pages
19 - 24)

To detail the findings from the management review requested by the People, Performance and Development Committee on the distribution of appraisal ratings detailing the rationale of services whose individual combined total of the performance levels 'exceeds expectations' and 'outstanding' was 10 per cent or greater; and to provide a definition for the three new performance levels 'exceptional' 'successful' and 'needs improvement'.

7 PROPOSAL TO INTRODUCE A PROFESSIONAL DEVELOPMENT PROGRAMME WITHIN THE ENVIRONMENT AND INFRASTRUCTURE

(Pages
25 - 50)

DIRECTORATE

To seek endorsement from the People, Performance and Development Committee to introduce a Professional Development Programme within the Environment & Infrastructure Directorate that provides set pay progression for candidates undertaking specific professional training schemes.

The report sets out pay and reward packages offered by those organisations competing with Surrey County Council for engineers and other specialist E&I officers. Following this, it outlines how introducing a Professional Development Programme will benefit E&I; the details of the proposed scheme, including costs, as well as providing information on other similar schemes that exist within the Council.

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.

PART TWO – IN PRIVATE

9 PAY POLICY EXCEPTIONS OCTOBER 2016

(Pages
51 - 58)

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 and recommendations on pay that fall outside the published Pay Policy and amendments to existing Surrey Pay policies.

This report includes a range of pay exceptions and staff related decisions that require the Committee's decision.

Exempt: Not for publication under Paragraph 1
Information relating to any individual.

10 PUBLICITY OF PART 2 ITEMS

To consider whether the item considered under Part 2 of the agenda should be made available to the press and public.

Exempt: Not for publication under Paragraph 1
Information relating to any individual.

11 DATE OF NEXT MEETING

The next meeting of People, Performance and Development Committee will be on 24 November 2016..

David McNulty
Chief Executive

Published: Wednesday, 19 October 2016

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