

Notice of Meeting

People, Performance and Development Committee



SURREY
COUNTY COUNCIL

Date & time
Thursday, 24
November 2016
at 10.00 am

Place
Members' Conference
Room, County Hall,
Kingston upon
Thames, KT1 2DN

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

Chief Executive
David McNulty

andrew.baird@surreycc.gov.uk



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

2 MINUTES OF THE PREVIOUS MEETING [27 OCTOBER 2017]

(Pages 1
- 10)

To agree the minutes as a true record of the meeting.

3 DECLARATIONS OF INTEREST

All Members present are required to declare, at this point in the meeting or as soon as possible thereafter

- (i) Any disclosable pecuniary interests and / or
- (ii) Other interests arising under the Code of Conduct in respect of any item(s) of business being considered at this meeting

NOTES:

- Members are reminded that they must not participate in any item where they have a disclosable pecuniary interest
- As well as an interest of the Member, this includes any interest, of which the Member is aware, that relates to the Member's spouse or civil partner (or any person with whom the Member is living as a spouse or civil partner)
- Members with a significant personal interest may participate in the discussion and vote on that matter unless that interest could be reasonably regarded as prejudicial.

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 (*18 November 2016*).
2. The deadline for public questions is seven days before the meeting (*17 November 2016*).
3. The deadline for petitions was 14 days before the meeting, and no petitions have been received.

5 ACTION REVIEW

(Pages
11 - 18)

To review the Committee's Actions Tracker.

6 PAY POLICY STATEMENT 2016 - 2017

(Pages
19 - 36)

The People, Performance and Development Committee is invited to recommend to Full Council that the attached Pay Policy Statement for 2016 for publication on the Council's external website.

This report is being brought to the People, Performance and Development Committee as Surrey County Council's Remuneration Committee in accordance with the Scheme of Delegation contained within the Constitution of the County Council.

7 APPRAISAL COMPLETION REPORT FOR FINAL APPRAISALS CARRIED OUT IN 2016 (TO COVER PERFORMANCE IN 2015/16) (Pages 37 - 40)

To provide the People, Performance and Development Committee with an update on the final completion rates for appraisals undertaken in 2016 and covering performance from 1 April 2015 to 31 March 2016.

8 HIGH PERFORMANCE DEVELOPMENT PROGRAMME (Pages 41 - 56)

This report provides an update to the Committee on outcomes following the external evaluation of the High Performance Development Programme. This followed a request from Members to understand the return on investment from the programme agreed by Cabinet in May 2014.

9 DATE OF NEXT MEETING

The next meeting of People, Performance and Development Committee will be on 26 January 2017.

David McNulty
Chief Executive

Published: Wednesday, 16 November 2016

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Thank you for your co-operation