

MINUTES of the meeting of the **PEOPLE, PERFORMANCE AND DEVELOPMENT COMMITTEE** held at 10.00 am on 19 May 2016 at Room 267 (Ispace) County Hall, Kingston upon Thames, Surrey KT1 2DN.

These minutes are subject to confirmation by the Committee at its meeting 14 June 2016.

Elected Members:

- * Mr David Hodge (Chairman)
- * Mr Peter Martin (Vice-Chairman)
- * Mr Nick Harrison
- * Mrs Hazel Watson

* = In attendance

Apologies:

Mr Ken Gulati
Ms Denise Le Gal

In Attendance

None

49/16 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS [Item 1]

Apologies were received from Denise Le Gal and Ken Gulati.

Mike Goodman acted as a substitute for Ken Gulati.

50/16 MINUTES OF THE PREVIOUS MEETING [3 MAY 2016] [Item 2]

The minutes were tabled at the meeting and are attached as Annex 1 to these minutes.

The minutes were agreed as an accurate record of the meeting.

51/16 DECLARATIONS OF INTEREST [Item 3]

None were received.

52/16 QUESTIONS AND PETITIONS [Item 4]

None were received.

53/16 ACTION REVIEW [Item 5]

Witnesses:

Ken Akers, Head of HR & OD

Key points raised during the discussions:

1. Discussions took place regarding Action A22/16 which related to the pay settlement for South East England Councils (SEEC) and South East England Regional Assembly (SEERA) staff based at Surrey County Council (SCC). The Committee was informed that a bespoke pay settlement could be agreed for SCC's two SEERA staff members based on the recommendations of the People, Performance and Development Committee (PPDC) but that the budget envelope did not allow for a 2% increase to be awarded to the three SEEC members of staff based at SCC. The Head of HR & OD stated that discussions were taking place to agree a way forward to ensure that a consistent pay settlement could be applied across the SEEC and SEERA teams. It was agreed that a report would be brought back to the Committee once an agreement had been reached on the pay settlement for both SEEC and SEERA staff members based at SCC.
2. In relation to Action A15/16, the Chairman informed the Committee that he had received a response from Paul Brocklehurst who stated that he had enjoyed working at SCC.

Actions/ further information to be provided:

1. A report to be brought back to PPDC once an agreement had been reached on the pay settlement for both South East England Councils and South East England Regional Assembly staff members based at Surrey County Council.

RESOLVED:

That the People, Performance and Development Committee note the actions tracker.

54/16 EXCLUSION OF THE PUBLIC [Item 6]

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.

55/16 FORMAL OFFER - PAY AND REWARD STRATEGY REVIEW [Item 7]

Declarations of interests:

None

Witnesses:

Ken Akers, Head of HR & OD

Julie Fisher, Deputy Chief Executive and Strategic Director for Children, Schools and Families

Trevor Pugh, Strategic Director for Environment and Infrastructure

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

56/16 PUBLICITY OF PART 2 ITEMS [Item 8]

It was agreed that the information in relation to the Part 2 items discussed at the meeting would remain exempt.

57/16 DATE OF NEXT MEETING [Item 9]

The Committee noted that its next meeting would take place on 30 June 2016.

Meeting ended at: 11.05 am

Chairman

By virtue of paragraph(s) 4 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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