

Notice of Meeting

People, Performance and Development Committee



SURREY
COUNTY COUNCIL

Date & time
Wednesday, 14
June 2017
at 3.00 pm

Place
Committee Room C,
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

If you would like a copy of this agenda or the attached papers in another format, eg large print or braille, or another language please either call 020 8541 9068, write to Democratic Services, Room 122, County Hall, Penrhyn Road, Kingston upon Thames, Surrey KT1 2DN, Minicom 020 8541 8914, fax 020 8541 9009, or email democratic.services@surreycc.gov.uk.

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 CBE (Chairman), Mr John Furey (Vice-Chairman), Mr Ken Gulati, Mr Mel Few, Mr Nick Harrison and Mrs Hazel Watson

AGENDA

1 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS

2 MINUTES OF THE PREVIOUS MEETING [22 MARCH 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 (*8 June 2017*).
2. The deadline for public questions is seven days before the meeting (*7 June 2017*).
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 FORWARD WORK PROGRAMME

(Pages
17 - 22)

For Members to review and comment on upcoming items due for consideration by the People, Performance and Development Committee.

7 EXTENSION OF MEMBER AND EMPLOYER REPRESENTATIVE APPOINTMENTS OF THE LOCAL PENSION BOARD

(Pages
23 - 28)

This report sets out the proposed extension of Member and employer representative appointments for Local Pension Board for approval by the

People, Performance and Development Committee.

The report also recommends the new appointment of a county councillor as employer representative and Vice-Chairman, to fill a vacancy following the election on 4 May 2017.

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.

8 APPRAISAL COMPLETION UPDATE 2016/17

(Pages
29 - 42)

To provide an update on the appraisal completion rates and distribution of appraisal ratings for performance year from 1 April 2016 to 31 March 2017. The report includes a comparison of the completion and distribution of appraisal ratings with the first year of implementation for the performance year from 1 April 2015 to 31 March 2016.

9 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

10 SURREY PAY ANNUAL REVIEW 2017/18

(Pages
43 - 66)

The purpose of this report is to provide the People, Performance and Development Committee with an update on the financial and economic context ahead of the annual Surrey Pay review for 2017/2018 and to make recommendations for achieving a pay settlement for implementation from 1 July 2017 for non-schools Surrey Pay staff on performance related terms and conditions.

In addition, the report will explain the context for achieving a different pay settlement for those groups of non-schools based Surrey Pay staff on separate terms and conditions as well as schools based Surrey Pay staff whose annual pay review is effective from 1 April 2017.

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.

11 PAY POLICY EXCEPTIONS - JUNE 2017

(Pages
67 - 74)

The People, Performance and Development Committee 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 a decision by the Committee.

Exempt: Not for publication under Paragraph 1

Information relating to any individual.

12 COLLECTIVE GRIEVANCES AND COLLECTIVE DISPUTES

(Pages
75 - 88)

The People, Performance and Development Committee is asked to consider and endorse the proposed changes to Surrey County Council's policies on Collective Grievances and Collective Disputes.

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.

13 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.

14 DATE OF NEXT MEETING

The next meeting of People, Performance and Development Committee will be on 25 July 2017.

David McNulty
Chief Executive

Published: Tuesday, 6 June 2017

MOBILE TECHNOLOGY AND FILMING – ACCEPTABLE USE

Those attending for the purpose of reporting on the meeting may use social media or mobile devices in silent mode to send electronic messages about the progress of the public parts of the meeting. To support this, County Hall has wifi available for visitors – please ask at reception for details.

Anyone is permitted to film, record or take photographs at council meetings. Please liaise with the council officer listed in the agenda prior to the start of the meeting so that those attending the meeting can be made aware of any filming taking place.

Use of mobile devices, including for the purpose of recording or filming a meeting, is subject to no interruptions, distractions or interference being caused to the PA or Induction Loop systems, or any general disturbance to proceedings. The Chairman may ask for mobile devices to be switched off in these circumstances.

It is requested that if you are not using your mobile device for any of the activities outlined above, it be switched off or placed in silent mode during the meeting to prevent interruptions and interference with PA and Induction Loop systems.

Thank you for your co-operation