

Notice of Meeting

People, Performance and Development Committee



SURREY
COUNTY COUNCIL

Date & time
Monday, 25
September 2017
at 2.00 pm

Place
Room G 30, 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 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: 25 JULY 2017

(Pages 1
- 20)

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 (*Tuesday 19 September*).
2. The deadline for public questions is seven days before the meeting (*Monday 17 September*).

Notice of Petition

Received from Mr Gerald Harvard, 960 signatures

With cuts in services, including switching off street lights at night, and a proposal to raise Council Tax by 15%, abolishing the post of Chief Executive would seem to be a very good idea. Other authorities have done it. The committee system, together with a competent leader, should be quite sufficient. In addition, SCC should look carefully at the need for any senior staff on salaries of more than, say, £50,000.

A response will be tabled at the meeting.

5 ACTION REVIEW

(Pages
21 - 34)

To provide Members with an update on progress against actions recorded

in the actions tracker.

6 FORWARD WORK PROGRAMME (Pages 35 - 40)

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

7 LEARNING AGREEMENT (Pages 41 - 50)

The purpose of this paper is provide background to Learning Agreements within Surrey County Council, the requirement for a revised Learning Agreement and approval to implement the new Learning Agreement.

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 PRESENTATION BY TRADE UNION REPRESENTATIVES

To receive a presentation from Trade Union representatives with regard to the ongoing pay negotiations.

Confidential: 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.

10 SURREY PAY ANNUAL REVIEW 2017 TO 2018 (Pages 51 - 68)

The purpose of this report is to provide an update on the outcome of the trade unions ballot in respect of the 2017/2018 Surrey Pay offer for non-schools based Surrey Pay staff and set out the next steps for implementation.

In addition the report explains the context for achieving a different pay settlement for schools based Surrey Pay staff whose annual pay review is effective from 1 April 2017 and to make recommendations for a proposed two year settlement for schools covering the period 2017/18 and 2018/19 in order to phase the alignment of the Surrey Pay bands.

Confidential: 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 SENIOR MANAGEMENT ARRANGEMENTS (To

Follow)

Report to follow

12 PAY POLICY EXCEPTIONS - SEPTEMBER 2017

(Pages
69 - 82)

The People, Performance and Development Committee (The 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 the Committee's decision.

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

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.

Confidential: 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 27 October 2017.

David McNulty
Chief Executive

Published: Friday, 15 September 2017

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