

Notice of Meeting

People, Performance and Development Committee



SURREY
COUNTY COUNCIL

Date & time
Thursday, 26 April
2018
at 2.00 pm

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
Joanna Killian

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@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

There are none.

The minutes of the previous meeting held on 9 April 2018 will be reviewed at the People, Performance and Development Committee meeting held on 14 June 2018.

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

a. Members' Questions

The deadline for Member's questions is 12.00pm four working days before the meeting (*Friday 20 April*).

b. Public Questions

The deadline for public questions is seven days before the meeting (*Thursday 19 April*).

c. Petitions

The deadline for petitions was 14 days before the meeting, and no petitions have been received.

d. Representations received on reports to be considered in

private To consider any representations received in relation to why part of the meeting relating to a report circulated in Part 2 of the agenda should be open to the public.

5 ACTION REVIEW

For Members to consider and comment on the Committee's actions tracker.

(Pages 1
- 8)

6 FORWARD WORK PROGRAMME (Pages 9 - 14)

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

7 SURREY COUNTY COUNCIL'S APPROACH TO FLEXIBLE WORKING (Pages 15 - 32)

Purpose of the report:

To outline Surrey County Council's flexibility to engage workers, the risks and costs of these approaches and how the council promotes its employment rewards and benefits.

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 CORONER'S PAY ARRANGEMENTS (Pages 33 - 50)

Purpose of the report:

The People, Performance and Development Committee reviewed the proposal to adopt the new Joint Negotiating Committee (JNC) pay framework for Coroners at its meeting on 8 March 2018. The Committee requested a further report setting out details of the coroners' current conditions of employment and the views of the Senior Coroner about the application of the framework in Surrey.

This reports sets out details of Coroners' terms and conditions, feedback from the Senior Coroner on the pay framework and a proposed salary for each coroner. It recommends that the Committee agrees to adopt the framework set by the JNC, the salary levels recommended for the current Senior Coroner, Area Coroner and Assistant Coroners and proposed changes to current practice for payment of travel expenses.

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

10 SURREY PAY REVIEW 2018 TO 2019 (Pages 51 - 86)

Purpose of the report:

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 2018/2019 and to make recommendations for achieving a pay settlement for implementation from 1 July 2018 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.

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 PAY EXCEPTIONS - APRIL 2018

(Pages
87 - 96)

Purpose of the report:

To seek approval from the People, Performance and Development Committee regarding recommendations on senior pay arrangements that fall outside Surrey County Council's published Pay Policy Statement.

Confidential: Not for publication under Paragraph 1

Information relating to any individual.

12 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.

13 DATE OF NEXT MEETING

The next meeting of People, Performance and Development Committee will be on 14 June 2018.

**Joanna Killian
Chief Executive**

Published: Wednesday, 18 April 2018

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