

## Notice of Meeting

# People, Performance and Development Committee



**SURREY**  
COUNTY COUNCIL

**Date & time**  
**Monday, 24**  
**September 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 Eber A Kington, Mr Tim Oliver and Mrs Fiona White

## AGENDA

### 1 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS

### 2 MINUTES OF PREVIOUS MEETINGS

(Pages 1  
- 22)

To agree the minutes from the following meetings as a true and accurate record of those meetings:

14 June 2018  
27 June 2018 (Appointments Sub-Committee)  
4 July 2018  
25 July 2018 (Appointments Sub-Committee)

### 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 PROCEDURAL MATTERS

#### a. Members' Questions

The deadline for Members' questions is four working days before the meeting (Tuesday 18 September).

#### b. Public Questions

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

#### 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** (Pages 23 - 30)  
For Members to consider and comment on the Committee's actions tracker
- 6 PEOPLE, PERFORMANCE AND DEVELOPMENT COMMITTEE TERMS OF REFERENCE** (Pages 31 - 36)  
To seek agreement from Members for revisions to the People, Performance and Development Committee's Terms of Reference.
- 7 SURREY COUNTY COUNCIL PAY POLICY STATEMENT 2018 - 2019** (Pages 37 - 58)  
The People, Performance and Development Committee is invited to recommend the amendments to the Pay Policy Statement for 2018/2019 to the next meeting of the Full Council on the 9 October 2018 for publication on the Council's external website.
- 8 PEOPLE STRATEGY 2018 - 2020** (Pages 59 - 64)  
To present to Members an overview People Strategy 2018-2020 in support of the Surrey Vision 2030 and the Council's Transformation Programme.
- 9 CENTRALLY EMPLOYED TEACHERS' PAY SETTLEMENT 2018-19** (Pages 65 - 68)  
This report is being brought to People, Performance and Development Committee in accordance with its responsibility to determine the pay progression arrangements for centrally employed teachers for 2018/2019 in accordance with the Section 2, para 6.13 of the Scheme of Delegation.
- 10 FORWARD WORK PROGRAMME** (Pages 69 - 72)  
For Members to review and comment on upcoming items due for consideration by the People, Performance and Development Committee.
- 11 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**

- 12 VOLUNTARY REDUNDANCY BUSINESS CASE** (Pages 73 - 78)  
To present a business case for voluntary redundancy following a restructure within the Legal and Democratic Services Directorate.
- 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 7 November 2018.

**Joanna Killian  
Chief Executive**

Published: Friday, 14 September 2018

**MOBILE TECHNOLOGY AND FILMING – ACCEPTABLE USE**

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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*