

Notice of Meeting

People, Performance and Development Committee



SURREY
COUNTY COUNCIL

Date & time
Wednesday, 7
November 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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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 Eber A Kington, Mr Tim Oliver and Mrs Fiona White

AGENDA

1 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS

To record any apologies for absence and substitutions.

2 MINUTES OF THE PREVIOUS MEETING: 24 SEPTEMBER 2018

(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 PROCEDURAL MATTERS

a. Members' Questions

The deadline for Members' questions is four working days before the meeting (Thursday 1 November).

b. Public Questions

The deadline for Members' questions is seven days before the meeting (Wednesday 31 October).

c. Petitions

The petition deadline 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 a 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
11 - 18)

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

- 6 FORWARD WORK PROGRAMME** (Pages 19 - 22)
 For Members to review and comment on upcoming items due for consideration by the People, Performance and Development Committee.
- 7 PEOPLE, PERFORMANCE AND DEVELOPMENT COMMITTEE TERMS OF REFERENCE** (Pages 23 - 30)
 To seek agreement from Members for revisions to the People, Performance and Development Committee's Terms of Reference.
- 8 'OUR PEOPLE 2021' STRATEGY** (Pages 31 - 44)
 To present to Members the new 'Our People 2021' Strategy and corresponding workforce performance indicators.
- 9 CENTRALLY EMPLOYED TEACHERS' PAY** (Pages 45 - 48)
 This report is being brought to People, Performance and Development Committee because the Committee will 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 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

- 11 SURREY PAY 2019/20** (Pages 49 - 62)
 To seek the Committee's approval in principle to a number of key changes to staff pay with effect from 1 April 2019. These proposals are subject to consultation and negotiation with Trade Unions.
- This report is being brought to People, Performance and Development Committee under its delegated powers in accordance with Section 2, para 6.13 (a) of the Constitution:
- "determine policy on pay, terms and conditions of employment of all staff".
- A presentation giving details of the proposals will be made to the Committee at this meeting.
- 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.

12 CHILDREN'S SERVICES STAFFING STRUCTURE

(Pages
63 - 74)

To provide a progress update on Children's Services restructuring programme.

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 in February 2019.

Joanna Killian
Chief Executive

Published: Tuesday, 30 October 2018

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