

Notice of Meeting

People, Performance and Development Committee



SURREY
COUNTY COUNCIL

Date & time
Thursday, 25 April
2019
at 2.00 pm

Place
Committee Room C,
County Hall, Kingston
upon Thames, Surrey
KT1 2DN

Contact
Vicky Hibbert
Room 122, County Hall
Tel 020 8541 9229

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 Vicky Hibbert on 020 8541 9229.

Members

Mr Tim Oliver (Chairman), Mr Colin Kemp (Deputy Chairman), Mr Ken Gulati, Mr Eber A Kington, Mrs Fiona White and Ms Denise Turner-Stewart

AGENDA

1 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS

2 MINUTES OF PREVIOUS MEETINGS

(Pages 1
- 10)

To agree the minutes of the People Performance and Development Committee which took place on 11 February 2019 and the Appointments Sub-Committees which took place on 19 March and 1 April 2019 as a true record of those meetings.

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 Member's questions is 12.00pm four working days before the meeting (*Wednesday 17 April*).

b. Public Questions

The deadline for public questions is seven days before the meeting (*Thursday 18 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 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 - 14)
For Members to consider and comment on the Committee's actions tracker.
- 6 FORWARD WORK PROGRAMME** (Pages 15 - 18)
For Members to review and comment on upcoming items due for consideration by the People, Performance and Development Committee.
- 7 ACCELERATING APPRENTICESHIPS** (Pages 19 - 26)
Update to inform the Committee on the Council's approach to increasing apprenticeships within Surrey.
- 8 PERFORMANCE MANAGEMENT** (Pages 27 - 100)
The Committee is asked to:
- Consider and note the overarching new approach to employee performance management.
 - Consider and endorse a number of proposed modifications to three of the Council's contractual employment policies and procedures.
- 9 APPOINTMENT OF AN EMPLOYER REPRESENTATIVE OF THE LOCAL PENSION BOARD** (Pages 101 - 106)
This report sets out the proposed appointment of an individual member of the Local Pension Board for approval by the People, Performance and Development Committee.

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.
- 10 DATE OF NEXT MEETING**
The next meeting of People, Performance and Development Committee will be on 13 June 2019.

**Joanna Killian
Chief Executive**

Published: Monday, 15 April 2019

MOBILE TECHNOLOGY AND FILMING – ACCEPTABLE USE

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