

Notice of Meeting

People, Performance and Development Committee



SURREY
COUNTY COUNCIL

Date & time

**Monday, 23
September 2019
at 2.00 pm**

Place

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

Contact

Angela Guest
Room 122, County Hall
Tel 0208 541 9075
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Chief Executive

Joanna Killian



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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 Angela Guest on 0208 541 9075

Members

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

AGENDA

1 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS

Apologies have been received from Councillor Tim Oliver.

Councillor Colin Kemp will be taking the Chair for this meeting and Councillor Mel Few is to substitute.

2 MINUTES OF THE PREVIOUS MEETINGS

(Pages 1
- 14)

To agree the minutes of the People, Performance and Development Committee meeting which took place on 13 June 2019, and those of the Appointments Sub-Committee meetings which took place on 18 June, 27 June, 30 July and 31 July as true records 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 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 (*17 September 2019*).
2. The deadline for public questions is seven days before the meeting (*16 September 2019*).
3. The deadline for petitions was 14 days before the meeting, and no petitions have been received.

5 ACTION REVIEW

(Pages
15 - 18)

For Members to consider and comment on the Committee's action 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 WORKFORCE PERFORMANCE INDICATORS**
- For Members to receive a demonstration of Workforce Performance Indicators using Tableau.

- 8 LOCAL GOVERNMENT PENSIONS SCHEME - STATEMENT OF POLICY ON EMPLOYER DISCRETIONS** (Pages 23 - 36)
- To seek the Committee's approval to a revised version of the Council's Statement of Policy on Employer Discretions.

This report is being brought to the 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".

- 9 TERMINATION OF A MEMBER REPRESENTATIVE AND APPOINTMENT OF A MEMBER REPRESENTATIVE TO THE LOCAL PENSION BOARD** (Pages 37 - 42)

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 Pensions Scheme Regulations 2013.

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 PAY FOR SENIOR FIRE AND RESCUE STAFF** (Pages 43 - 46)
- To seek the Committee's approval to a number of changes to senior Fire & Rescue pay and conditions of service.

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".

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

**12 MOVING CLOSER TO OUR RESIDENTS PROGRAMME (MCTR)
STAFFING IMPLICATIONS**

(Pages
47 - 54)

To provide the Committee with an update on the staffing implications of the MCTR 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 on Wednesday, 6 November 2019 at 9:30am.

**Joanna Killian
Chief Executive**

Published: Friday, 13 September 2019

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