

Notice of Meeting

People, Performance and Development Committee



SURREY
COUNTY COUNCIL

Date & time
Wednesday, 12
February 2020
at 2.00 pm

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

Contact
Joss Butler
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Tel 020 8541 9702

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 Joss Butler on 020 8541 9702.

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

2 MINUTES OF THE PREVIOUS MEETINGS

(Pages 1
- 12)

To agree the minutes of the People, Performance and Development Committee meetings which took place on 5 November 2019 & 18 December 2019 , and of the Appointments Sub-Committee meetings which took place on 6 January 2020 & 20 January 2020 & 24 January 2020 & 31 January 2020, 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 (*6 February 2020*).
2. The deadline for public questions is seven days before the meeting (*5 February 2020*).
3. The deadline for petitions was 14 days before the meeting, and no petitions have been received.

5 ACTION REVIEW

(Pages
13 - 16)

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

6 FORWARD WORK PROGRAMME

(Pages
17 - 20)

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

7 OUR PEOPLE 2025 WORKFORCE STRATEGY (Pages 21 - 30)
To provide the Committee with an overview of the Our People 2025 Workforce Strategy.

8 APPRENTICESHIP GROWTH STRATEGY (Pages 31 - 38)
To provide the Committee with insight into plans to maximise apprenticeships within the County Council, and more widely across Surrey

9 EXCLUSION OF THE PUBLIC

Recommendation: That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for Item 10 & 11 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

10 MOVING CLOSER TO OUR RESIDENTS PROGRAMME STAFFING IMPLICATIONS (Pages 39 - 46)
To provide the Committee with an update on the staffing implications of the Moving Closer to our Residents (MCTR) Programme.

Confidential: Not for publication under Paragraph 1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

11 SURREY PAY 2020/21 (Pages 47 - 60)
To seek the Committee's approval to a number of key changes to Surrey Pay with effect from 1 April 2020, (unless otherwise stated).

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 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.

PART 1 – IN PUBLIC

12 SURREY PAY POLICY STATEMENT 2020 - 2021 (Pages 61 - 70)
The People, Performance and Development Committee is invited to recommend the Pay Policy Statement for 2020/2021 to the next meeting of the Full Council on the 17 March 2020 for publication on the Council's external website.

13 EXCLUSION OF THE PUBLIC

Recommendation: That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for Item 14 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

14 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, 4
Information relating to any individual.

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.

15 DATE OF NEXT MEETING

The next meeting of People, Performance and Development Committee will be on 29 April 2020.

Joanna Killian
Chief Executive

Published: Tuesday, 4 February 2020

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