

## Notice of Meeting

# People, Performance and Development Committee



**SURREY**  
COUNTY COUNCIL

**Date & time**  
**Tuesday, 22**  
**September 2020**  
**at 2.00 pm**

**Place**  
Remote

**Contact**  
Joss Butler  
joss.butler@surreycc.gov.uk

**Chief Executive**  
Joanna Killian



**We're on Twitter:**  
**@SCCdemocracy**

### **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  
- 14)

To agree the minutes of the People, Performance and Development Committee meetings on 11 June 2020, 10 July 2020 and 20 August 2020 and the Appointment Sub-Committee meetings on 19 February 2020, 10 July 2020, 30 July 2020 and 6 August 2020 as a true record.

### 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 (*16 September 2020*).
2. The deadline for public questions is seven days before the meeting (*15 September 2020*).
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 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 TERMINATION OF A MEMBER REPRESENTATIVE AND FURTHER APPOINTMENT OF A MEMBER REPRESENTATIVE OF THE LOCAL PENSION BOARD** (Pages 23 - 30)

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.

- 8 COVID-19 - STAFF WELLBEING** (Pages 31 - 46)

To provide the Committee with an update on wellbeing provision for staff as we move through the next stages of the Covid-19 pandemic.

To respond to the Committee's request at its previous meeting for information on how the council has responded to staff displaying ill health during the pandemic as well as to outline the support in place in response to potential delayed effects.

- 9 "OUR CONVERSATION" STAFF ENGAGEMENT** (Pages 47 - 58)

To provide the Committee with a summary of the results of the "Our Conversation" staff engagement activity undertaken over the past few months.

**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 COUNTY COUNCIL PAY AND TERMS & CONDITIONS OF SERVICE** (Pages 59 - 88)

To seek the Committee's approval in principle to several key changes to staff pay with effect from 1 April 2021. These proposals are subject to consultation with staff and negotiation with recognised Trades 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".

**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 CENTRALLY EMPLOYED TEACHERS 2020 - 2021 PAY SETTLEMENT** (Pages 89 - 96)

This report is being brought to the People, Performance and Development Committee in order for the Committee to determine the updated pay ranges for centrally employed teachers (CET) with effect from 1 September 2020, for the pay year 2020/21 and to approve the move to reinstate the national teachers sick pay and maternity pay schemes in accordance with Section 2, para 6.13 of the Scheme of Delegation.

**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.

**13 CHILDREN'S SOCIAL WORKERS PAY & REWARD PROPOSALS** (Pages 97 - 110)

To seek the Committee's approval to the introduction of retention payments in relation to Children's Social Workers, Team Leaders and Independent Chairs, to come into effect from 1 October 2020.

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".

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**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.

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**15 DATE OF NEXT MEETING**

The next meeting of People, Performance and Development Committee will be on 4 November 2020

**Joanna Killian  
Chief Executive**

Published: Monday, 14 September 2020