



We're on Twitter:
[@SCCdemocracy](https://twitter.com/SCCdemocracy)



Agenda and Reports

for the meeting of

THE COUNTY COUNCIL

to be held on

17 MARCH 2020

(i)

County Hall
Kingston upon Thames
Surrey

Friday, 6 March 2020

TO THE MEMBERS OF SURREY COUNTY COUNCIL

SUMMONS TO MEETING

You are hereby summoned to attend the meeting of the Council to be held in the Council Chamber, County Hall, Kingston upon Thames, Surrey KT1 2DN, on Tuesday, 17 March 2020, beginning at 10.00 am, for the purpose of transacting the business specified in the Agenda set out overleaf.

JOANNA KILLIAN
Chief Executive

Note 1: *For those Members wishing to participate, Prayers will be said at 9.50am. Rabbi René Pfertzel, Kingston Liberal Synagogue, has kindly consented to officiate. If any Members wish to take time for reflection, meditation, alternative worship or other such practice prior to the start of the meeting, alternative space can be arranged on request by contacting Democratic Services.*

There will be a very short interval between the conclusion of Prayers and the start of the meeting to enable those Members and Officers who do not wish to take part in Prayers to enter the Council Chamber and join the meeting.

Note 2: *This meeting may be filmed for live or subsequent broadcast via the Council's internet site - at the start of the meeting the Chairman will confirm if all or part of the meeting is being filmed. The images and sound recording may be used for training purposes within the Council.*

Generally the public seating areas are not filmed. However by entering the meeting room and using the public seating area, you are consenting to being filmed and to the possible use of those images and sound recordings for webcasting and/or training purposes.

If you have any queries regarding this, please contact the representative of Legal and Democratic Services at the meeting.

If you would like a copy of this agenda or the attached papers in another format, e.g. large print or braille, or another language please either call Democratic Services on 020 8541 9122, or write to Democratic Services, Surrey County Council at Room 122, County Hall, Penrhyn Road, Kingston upon Thames, Surrey KT1 2DN, Minicom 020 8541 9698, fax 020 8541 9009, or email amelia.christopher@surreycc.gov.uk

This meeting will be held in public. If you would like to attend and you have any special requirements, please contact Amelia Christopher on 020 8213 2838

1 APOLOGIES FOR ABSENCE

The Chairman to report apologies for absence.

2 MINUTES

(Pages 9
- 30)

To confirm the minutes of the meeting of the Council held on 4 February 2020.

(Note: the Minutes, including the appendices, will be laid on the table half an hour before the start 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 CHAIRMAN'S ANNOUNCEMENTS

- Please do take a look at the Chairman and Vice-Chairman notice boards (situated outside our offices) which provide pictorial information about recent visits and activities.

Recent visits and events

- **Queen's Award for Voluntary Service and the British Empire Medals** – I attended a reception hosted by the Lord-Lieutenant of Surrey for nominees of the Queen's Award for Voluntary Service (QAVS). It was an honour to learn of the wonderful work that has been carried out by volunteers to greatly benefit many Surrey residents. It was a truly humbling evening. I wish all nominees the very best of luck. Winners of the QAVS will be announced on 2 June.

I also had the honour of attending the presentation of the British Empire Medals to several Surrey residents who have dedicated so much of their time over many years to help others. Their contribution to our county has been deservedly recognised and I offer them my heartfelt thanks and congratulations.

- **Surrey Armed Forces Covenant Conference 2020** – This event brought together all those supporting the Armed Forces Covenant in Surrey to share, celebrate and build on the partnership between Surrey’s armed forces and civilian communities. Representatives attended from local authorities, health, emergency services, service charities, local businesses, community stakeholders and all members of the Armed Forces community. An update was given from the Ministry of Defence on the national and regional picture and we reviewed the successes of the partnership over the past year. We also focused on the benefits of working with cadets, supporting reservists and employing ex-service personnel. An extremely worthwhile event which highlighted the truly phenomenal contribution of our Armed Forces.

5 LEADER'S STATEMENT

The Leader to make a statement.

There will be an opportunity for Members to ask questions and/or make comments.

6 MEMBERS' QUESTION TIME

1. The Leader of the Council or the appropriate Member of the Cabinet or the Chairman of a Committee to answer any questions on any matter relating to the powers and duties of the County Council, or which affects the county.

(Note: Notice of questions in respect of the above item on the agenda must be given in writing, preferably by e-mail, to Democratic Services by 12 noon on 11 March 2020).

2. Cabinet Member Briefings on their portfolios

These will be circulated by email to all Members prior to the County Council meeting, together with the Members’ questions and responses.

There will be an opportunity for Members to ask questions.

7 STATEMENTS BY MEMBERS

Any Member may make a statement at the meeting on a local issue of current or future concern.

(Note: Notice of statements must be given in writing, preferably by e-mail, to Democratic Services by 12 noon on 16 March 2020).

8 ORIGINAL MOTIONS

Item 8 (i)

Mr Chris Botten (Caterham Hill) to move under Standing Order 11 as follows:

This council notes:

That the economy of Surrey relies significantly on workers from the EU in the care and health sectors, in construction and hospitality and other areas vital to our communities.

EU nationals from the 27 EU member states are part of our shared communities alongside UK citizens. They are our husbands, wives, partners, parents, friends, neighbours and colleagues.

It further notes that since 2016 EU nationals have been promised again and again that "there will be no change for EU citizens already lawfully resident in the UK and [they...] will be treated no less favourably than they are at present".

According to the Home Office's December 2019 statistics, of the estimated 3.5m EU nationals in the UK, 2.7m had by then applied for the Settled Status which only 58% had been granted while 41% of them had been granted the inferior Pre-Settled status, thus requiring them to reapply for the Full Settled status later on. Thus, a number of EU nationals are left at risk of becoming unlawful residents the mercy of the Home Office's "Hostile Environment".

Therefore it resolves that:

- i. The Council will launch a publicity campaign aimed at:
 - a) Advising EU residents that they are welcome in Surrey
 - b) Alerting EU residents of the required timescales for achieving settled status
 - c) Encouraging employers to support their staff who are EU residents with a view to mitigating as much risk as possible to the continuity of service in their sectors
- ii. That the Leader of the Council will write to the Home Secretary seeking clarification of, and suggesting improvements to the European Settlement scheme, which include:
 - a) Confirming that there will be no reduction in the rights of Settled Status EU citizens from what they currently have and committing to ratifying this as primary legislation before 31st December 2020
 - b) Confirming what support is to be provided to EU Citizens who did not achieve Full Settled Status and over what timescales
 - c) Providing a means for EU Citizens to rapidly and without charge obtain physical proof of Settled Status that can be used to access services if required with the option to apply for full British citizenship waiving the fees involved
 - d) Providing EU citizens the right to full participation in civic life, including the ability to stand for office and vote in UK referendums, European elections from within the UK and UK general elections as well as local elections
 - e) Replacing the current European Settlement scheme with a better free registration scheme without a deadline where EU citizens living in the UK for 5 years or more are considered lawful by default

- 9 MEMBERS' COMMUNITY ALLOCATION - FINANCIAL FRAMEWORK** (Pages 31 - 38)
- The report seeks Council's approval of a new Financial Framework for Members' Community Allocation (MCA) from 1 April 2020. The Framework aims to more closely align MCA with the Organisation Strategy in supporting the realisation of the Community Vision for Surrey 2030.
- 10 SURREY PAY POLICY STATEMENT 2020/2021** (Pages 39 - 58)
- Council is asked to approve the Pay Policy Statement for the period 2020/2021.
- 11 MINUTES OF CABINET MEETINGS** (Pages 59 - 64)
- Any matters within the minutes of the Cabinet's meetings, and not otherwise brought to the Council's attention in the Cabinet's report, may be the subject of questions and statements by Members upon notice being given to Democratic Services by 12 noon on Monday 16 March 2020.

MOBILE TECHNOLOGY AND FILMING – ACCEPTABLE USE

Those attending for the purpose of reporting on the meeting may use social media or mobile devices in silent mode to send electronic messages about the progress of the public parts of the meeting. To support this, County Hall has wifi available for visitors – please ask at reception for details.

Anyone is permitted to film, record or take photographs at council meetings. Please liaise with the council officer listed in the agenda prior to the start of the meeting so that those attending the meeting can be made aware of any filming taking place.

Use of mobile devices, including for the purpose of recording or filming a meeting, is subject to no interruptions, distractions or interference being caused to the PA or Induction Loop systems, or any general disturbance to proceedings. The Chairman may ask for mobile devices to be switched off in these circumstances.

It is requested that if you are not using your mobile device for any of the activities outlined above, it be switched off or placed in silent mode during the meeting to prevent interruptions and interference with PA and Induction Loop systems.

Thank you for your co-operation

This page is intentionally left blank

MINUTES OF THE MEETING OF THE COUNTY COUNCIL HELD AT THE COUNCIL CHAMBER, COUNTY HALL, KINGSTON UPON THAMES, KT1 2DN ON 4 FEBRUARY 2020 COMMENCING AT 10.00 AM, THE COUNCIL BEING CONSTITUTED AS FOLLOWS:

Tony Samuels (Chairman)
Helyn Clack (Vice-Chairman)

| | | |
|---|----------------------|-----------------------|
| * | Mary Angell | Naz Islam |
| | Ayesha Azad | Colin Kemp |
| | Nikki Barton | Eber Kington |
| | John Beckett | Graham Knight |
| | Mike Bennison | Rachael I Lake |
| | Amanda Boote | * Yvonna Lay |
| | Chris Botten | David Lee |
| | Liz Bowes | Mary Lewis |
| | Natalie Bramhall | * Andy MacLeod |
| | Mark Brett-Warburton | * Ernest Mallett MBE |
| | Ben Carasco | David Mansfield |
| | Bill Chapman | Peter Martin |
| | Stephen Cooksey | Jan Mason |
| | Clare Curran | Cameron McIntosh |
| | Nick Darby | Sinead Mooney |
| | Paul Deach | * Charlotte Morley |
| * | Graham Ellwood | Marsha Moseley |
| | Jonathan Essex | Tina Mountain |
| | Robert Evans | Bernie Muir |
| | Tim Evans | Mark Nuti |
| | Mel Few | John O'Reilly |
| | Will Forster | Tim Oliver |
| * | John Furey | Andrew Povey |
| | Matt Furniss | Wyatt Ramsdale |
| | Bob Gardner | Penny Rivers |
| | Mike Goodman | Becky Rush |
| | Angela Goodwin | Stephen Spence |
| | David Goodwin | Lesley Steeds |
| | Zully Grant-Duff | Peter Szanto |
| | Alison Griffiths | Keith Taylor |
| | Ken Gulati | * Barbara Thomson |
| | Tim Hall | * Rose Thorn |
| * | Kay Hammond | Chris Townsend |
| | David Harmer | Denise Turner-Stewart |
| | Jeffrey Harris | Richard Walsh |
| | Nick Harrison | Hazel Watson |
| | Edward Hawkins | Fiona White |
| * | Marisa Heath | Keith Witham |
| | Saj Hussain | Victoria Young |
| | Julie Iles | |

*absent

1/20 APOLOGIES FOR ABSENCE [Item 1]

Apologies for absence were received from Mrs Angell, Mr Furey, Mrs Hammond, Miss Heath, Mrs Lay, Mr MacLeod, Mr Mallett, Ms Morley, Ms Thomson and Mrs Thorn.

2/20 MINUTES [Item 2]

The minutes of the meeting of the County Council held on 10 December 2019 were submitted, confirmed and signed.

3/20 DECLARATIONS OF INTEREST [Item 3]

There were none.

4/20 CHAIRMAN'S ANNOUNCEMENTS [Item 4]

The Chairman:

- Highlighted to Members that the Chairman's Announcements were located in the agenda front sheet.

5/20 2020/21 FINAL BUDGET REPORT AND MEDIUM-TERM FINANCIAL STRATEGY [Item 5]

The Leader presented the 2020/21 Final Budget Report and Medium-Term Financial Strategy and made a statement in support of the proposed budget. A copy of the Leader's statement is attached as Appendix A.

Each of the Minority Group Leaders (Mr Darby and Mr Botten) were invited to speak on the budget proposals.

Key points made by Mr Darby were that:

- There was greater stability this year due to a balanced budget without the use of reserves which was an essential improvement and he welcomed the improvements in the Children's directorate.
- Commended the capital funding for additional care and children's homes.
- Noted the need to accelerate key project areas to improve residents' experiences whilst generating savings.
- The provision of affordable key worker housing should be considered, working closely with boroughs and district councils to have a strategic approach to housing, developing Surrey's 2050 Place Ambition for the right houses in the right places.
- Welcomed the additional funding for highways and flood defences, but more detail was needed on the £100 million for the Community Investment Fund.
- Praised the positive changes to scrutiny across the Council that were agreed last May.
- Noted that it was the role of the opposition to scrutinise the proposed budget as opposed to providing an alternative one.
- Questioned the amount set aside in the budget to address the Climate Emergency.

- That the move to Woking was positive due to the current economic and environmental costs of County Hall and promotion of agile working.
- Despite the £20 million contingency in the budget, queried whether that would be adequate due to the significant annual cuts and rationing in Adult Social Care.
- Both SEND and public health faced low central Government funding, as well as a £700,000 cut for mental health. Years of austerity had affected the Council's provision of services and of the £40 million increase in the Council's budget by 2020/21, £28 million was from a rise in council tax.
- Increased funding was short-term as there was a forecasted £160 million deficit by 2024/2025, noting that 'efficiencies' were cuts.
- That the Fairer Funding Review and the green paper on Adult Social Care remained outstanding making forward planning difficult.
- Proposed that there was a need for two extra Council Tax bands at the top end covering those who could afford to contribute more, savings from this would fund services and provide relief for those in lower tax bands.
- Commended the budget, but expressed concern on criticisms from CIPFA and the Council's auditors around areas lacking significant Government funding.

Key points made by Mr Botten were that:

- There was a challenging context concerning inadequate local government funding which created a burden on the Council to address the ongoing concerns of residents, including the difficulty in getting the right care packages for SEND and elderly relatives.
- Praised the Council's Transformation Programme, but queried whether transformation was reaching the front line where services were rationed despite significant demand.
- The capital investment programme was of huge importance to residents, particularly the £270 million flood prevention scheme.
- The continued integration with Public Health was beneficial and the Executive Director for Children, Families, Lifelong Learning involvement in health commissioning for children was welcomed.
- Raised concerns with the lack of effective transformation on the ground, noting cost pressures the transformation project on Spans and Layers which generated a £500,000 cost pressure.
- The proposed £14 million efficiencies in SEND were worrying when individuals struggled to see educational psychologists and speech therapists.
- Highlighted that elderly care packages, and learning disability and autism services were cut by £4.6 million apiece and a saving of £700,000 was needed for the recent transformation programme on the reorganisation of Section 75 concerning mental health - compared to the £100 million investment in the Community Investment Fund.
- Noted the premature savings on the total spending of £12.3 million in Adult Social Care but welcomed the Local Learning Fund of £1 million for schools to access resources for SEND.
- In response to the recent petition to Council on the Fire Service, a positive interim report on the service had been released, but the £1.5 million in efficiencies was problematic as staffing levels remained a challenge.

- Felt that the protection of the most vulnerable in the Council would be compromised by the efficiencies needed within the transformation programmes.
- Commended the competence of the proposed budget but noted the remaining ethical challenges.

Twelve Members spoke on the Budget proposals and the following key points were made:

- That despite future uncertainty over local government funding, the budget was a clever balance with a sensible level of reserves especially utilising the low interest rates by having a large capital programme. Commended greater investment in highways, local projects and the additional £70 million funding for schools including non-academies.
- That the budget was not developed through cross-party consultation and was concerned that local projects were not a priority to the Council, such as the major development in Farnham, Brightwells Yard. That development had not been audited and traffic reduction and air pollution issues in Farnham were not budgeted for and actions to address pollution in Farnham remained outstanding.
- Praised the budget as being reflective of the immediate requirements of communities and highlighted the approximately £3 million significant capital investment in public rights of way to ensure traffic avoidance and improved access, enabling five hundred miles of paths to be brought back into use. The twelve thousand finger posts, bridges and overgrown vegetation needed constant maintenance to ensure public safety, thanking the volunteers.
- Commended the ambitious but financially sustainable budget without the use of reserves in which each of the select committees scrutinised effectively despite the short time frame and hoped for a resolution to the Eco Park.
- That the proposed budget was a wasted opportunity to change Surrey due to the limited amount and resources set aside to address the urgent Climate Emergency, there was no mention of the promised £84 million for Surrey's Greener Future despite the doubling of reserves.
- Queried the millions set aside for ambiguous areas in the budget such as the Feasibility Fund and Other Pipeline Schemes.
- Questioned the significantly low spending on public health, whilst £200 million for road maintenance was prioritised with no funding for new bus routes or for improving road safety for cyclists and pedestrians.
- That it was concerning that SEND where Education, Health and Care Plans (EHCPs) were not properly resourced or implemented on a timely basis, and the transition for people with learning disabilities and autism were identified as needing to make 'efficiencies' or savings as they were underfunded.
- Highlighted the necessity in ensuring the Property Service was fully resourced as it was crucial to achieve savings targets across the Council.
- That a cultural shift was needed to commit to significant carbon reductions as the budget inadequately addressed the Climate Emergency, no additional funding was set aside to train specialist officers in areas like greener travel.
- Sought confirmation that the Council's executive would negotiate with the current landlord of Midas House to secure an appropriate

contribution to aid the Council in raising the building's energy efficiency from the low E rating.

- Felt that in some areas rights of way were diminishing and that it was essential that investments in the budget would be in the right places and financially sound - including the move to Midas House - to deliver good services, especially as borrowing would double in the next two years.
- That past budget regimes lacked meaningful scrutiny, positive change came after critical reports from CIPFA and the Council's external auditors. The current budget embraced transparency, long-term planning and scrutiny in some areas.
- That senior officer pay and the amount in the top pay bracket had increased since last May despite cuts across other areas. Although the senior officers were well-qualified, there must be an annual opportunity for Members to monitor senior officer pay to ensure Value for Money.
- Welcomed the optimistic budget, noting the static funding towards Public Health and highlighted a number of directorates with budgetary increases, as well as the total budget increase of £40 million and £1.4 billion of capital expenditure over the next five years.
- That the Council took climate change seriously with funding for solar farms, electric vehicles and ultra-low emission buses. The Council were in consultation across a wide range of focus groups to benchmark current progress and to ensure spending in the right areas - as a result a climate strategy would be announced in April 2020.
- That there were sufficient funds at local level with the borough council and project developers to address air quality in Farnham, through improving road conditions by enforcing a 20mph speed and 7.5 tonnage limits.

The Leader of the Council made the following comments in response:

- He recognised the difficulty of balancing the budget with confined resources and delivering the many transformation programmes to provide good services to residents.
- That there was no trade-off between addressing the Climate Emergency and supporting vulnerable residents.
- He urged all Members to aid the work on a deliverable climate strategy within select committees and working groups, to be announced in April.
- That £84 million of the budget was set aside to address the Climate Emergency and it was correct that some areas of the budget remained undefined as it was for Members - not the executive - alongside officers to allocate expenditure in the right areas.
- He did not accept that efficiencies meant cuts in SEND and public health, as it was important to allocate money effectively such as the transformation programme on prevention and early intervention. Supporting children to have more independent lives by enhancing vocational opportunities was crucial and having special learning facilities nearer to home to save transport costs.
- That he was working closely with the Executive Director for Children, Families, Lifelong Learning to establish a new single point of access for SEND children.
- In collaboration with Surrey Members of Parliament, the Council had contributed to and was actively lobbying the delayed Fairer Funding Review.

- He had spoken to the Chief Executive on the possible initiative in which residents could make voluntary contributions to Council Tax and he agreed that there needed to be a review in Council Tax bands and business rates.
- He stressed that the Community Investment Fund was a capital fund which did not negate from revenue and reminded Members of the upcoming all-Member workshop to help identify appropriate projects to promote.
- He noted the £1.6 million additional revenue from the collaborative service with West Sussex concerning fire services.
- He expressed disappointment that measures to improve the air quality in Farnham had not progressed since the Pollution Summit last November. The Council would take control of the project by providing officer time and hold public consultations, as progress had not been made at borough council level.
- That sustainability was key to the Rethinking Transport programme, there was funding for additional bus routes which would reduce emissions, congestion and social isolation - noting the Chatterbus - to enable seamless movement around the county.
- That plans were underway to improve the energy efficiency of Midas House, stating that improving home efficiency was also important.
- Although the Council was getting recognition from CIPFA, HMICFRS and Ofsted for its improvements, the real focus was ensuring the best service provision for residents.
- The Council had a statutory responsibility to pass the budget, which was a living document which would evolve.
- There was no lack of transparency or scrutiny due to monthly budget monitoring and oversight by the select committees. Members could track the progress of the budget and Council's aims through the twenty-four transformation plans.

After the debate the Chairman called the recommendations, which included the council tax precept proposals, and a recorded vote was taken.

The following Members voted for it:

Ms Azad, Mr Bennison, Mrs Bowes, Mrs Bramhall, Mr Brett-Warburton, Mr Carasco, Dr Chapman, Mrs Clack, Mrs Curran, Mr Deach, Mr Tim Evans, Mr Few, Mr Furniss, Mr Gardner, Mr Goodman, Miss Griffiths, Dr Grant-Duff, Mr Gulati, Mr Hall, Mr Harmer, Mr Harris, Mr Hawkins, Mr Hussain, Mrs Iles, Mr Islam, Mr Kemp, Mr Knight, Rachael I Lake, Mrs Lewis, Mr McIntosh, Mr Mansfield, Mr Martin, Mrs Mooney, Mrs Moseley, Mrs Mountain, Mrs Muir, Mr Nuti, Mr Oliver, Mr O'Reilly, Dr Povey, Mr Ramsdale, Mrs Rush, Mr Samuels, Mrs Steeds, Dr Szanto, Mr Taylor, Ms Turner-Stewart, Mr Walsh, Mr Witham, Mrs Young.

And the following Members voted against it:

Mr Botten, Mr Cooksey, Mr Essex, Mr Robert Evans, Mr Forster, Mr Goodwin, Mrs Goodwin, Mr Lee, Mrs Rivers, Mr Spence, Mrs Watson, Mrs White,

The following Members abstained:

Mrs Barton, Mr Beckett, Miss Boote, Mr Darby, Mr Harrison, Mr Kington, Mrs Mason, Mr Townsend,

Therefore, it was:

RESOLVED:

That the following important features of the revenue and capital budget be noted, and in line with Section 25 of the Local Government Act 2003:

1. The Executive Director of Resources' (Section 151 Officer) conclusion that estimates included in the Final Budget Report and Medium-Term Financial Strategy are sufficiently robust in setting the budget for 2020/21; and
2. It is the view of the Executive Director of Resources (Section 151 Officer), that a General Fund Balance of £21.3m and the level of Earmarked Reserves is adequate to meet the Council's needs for 2020/21 and a Contingency of £20.4m, will be held to mitigate against the risks in delivery of transformation efficiencies and cost containment plans in 2020/21.

Proposed budget: That the following revenue and capital budget decisions be approved:

3. The net revenue budget requirement be set at £968.4 million (net cost of services after service specific government grants) for 2020/21 (Annex B), subject to confirmation of the Final Local Government Financial Settlement;
4. The total Council Tax funding requirement be set at £765.3 million for 2020/21. This is an increase of 3.99%, made up of an increase in the level of core Council Tax of 1.99% to cover core Council services and an increase of 2% in the precept proposed by Central Government to cover the growing cost of Adult Social Care (Annex E);
5. Noted that for the purpose of section 52ZB of the Local Government Finance Act 1992, the Council formally determines that the increase in Council Tax is not such as to trigger a referendum (i.e. not greater than 2%);
6. Set the Surrey County Council precept for Band D Council Tax at £1,511.46, which represents a 3.99% uplift. This is a rise of £1.11 a week from the 2019/20 precept of £1,453.50. This includes £131.46 for the Adult Social Care precept, which has increased by £29.07.
7. Agreed to maintain the Council Tax rate set after the Final Local Government Finance Settlement;

8. The Council Tax for each category of dwelling as set out in the table below:

| Council Tax Band | 2019/20 £ | 2020/21 £ |
|------------------|--------------|--------------|
| Band A | £969.00 | £1,007.64 |
| Band B | £1,130.50 | £1,175.58 |
| Band C | £1,292.00 | £1,343.52 |
| Band D | £1,453.50 | £1,511.46 |
| Band E | £1,776.51 | £1,847.34 |
| Band F | £2,099.51 | £2,183.22 |
| Band G | £2,422.51 | £2,519.10 |
| Band H | £2,907.01 | £3,022.92 |

9. The payment for each billing authority, including any balances on the Collection Fund, as set out in Annex E;
10. Delegated powers to the Leader and Executive Director of Resources (Section 151 Officer) to finalise budget proposals and recommendations to County Council, updated to take into account new information in the Final Local Government Finance Settlement;
11. The Flexible Use of Capital Receipts Strategy for 2020/21 to meet the statutory guidelines for the use of such receipts to fund transformation and the move back into the County (Annex F);
12. The Total Schools Budget of £505.7 million to meet the Council's statutory requirement on schools funding;
13. The overall indicative Budget Envelopes for Executive Directorates and individual services for the 2020/21 budget (Annex B); and
14. The total £1.447 billion proposed five-year Capital Programme (comprising £851m of budget and £596m pipeline) and approves the £175.7 million capital budget in 2020/21 (Annex C).

Capital and Investment Strategies: That the following be approved:

15. The Capital Strategy (Annex G), which provides an overview of how risks associated with capital expenditure, financing and treasury will be managed as well as how they contribute towards the delivery of services;
16. The policy for making a prudent level of revenue provision for the repayment of debt (the Minimum Revenue Provision (MRP) Policy) (Annex H); and
17. The Investment Strategy (Annex I), which provides detail on how the Council will manage commercial investments.

6/20 MEMBERS' QUESTION TIME [Item 6]

Questions:

Notice of five questions had been received. The questions and replies were published in a supplementary agenda on 3 February 2020.

A number of supplementary questions were asked and a summary of the main points is set out below:

(Q1) Mrs Hazel Watson asked the Cabinet Member for Environment and Waste if he was aware that many Surrey residents were pleased with the Council's declaration of the Climate Emergency but were disappointed with the lack of urgency and she also asked how many trees were planted since the launch of the Council's initiative to plant 1.2 million trees by 2030.

Mr Essex requested that when the climate strategy is announced in April, it included plans for what would be done throughout the financial year.

In response the Cabinet Member for Environment and Waste explained that he did not accept that the Council lacked urgency as it would spend the money properly as a result of comprehensive consultations with residents including schools and businesses. The Council was also consulting with the Government on low emission buses and electric vehicle charging points. The number of trees planted across the year would be announced on 1 October and noted that the Council was proactive on the issue as it would have its own Tree Week beginning the first week of March - several thousand trees would be planted.

(Q2) Mr Robert Evans asked the Cabinet Member for Highways if he would agree that there were too many cases where roads were dug up in close succession and instances where borough boundaries were evident against London roads due to different road surfaces, which was problematic when done piecemeal.

In response, the Cabinet Member for Highways stated that he did agree some instances of reinstatement by utility companies was not adequate. The Council were pursuing lane rental which would be presented to Council later in the year for implementation, to encourage utility companies to act swiftly and competently.

(Q3) Mr Jonathan Essex asked the Cabinet Member for Adults and Public Health to promote public transport more greatly - rather than issuing taxi vouchers - to support transport for residents in care, SEND and elderly residents, which would aid the increased demand within the Voluntary, Community and Faith Sector (VCFS). He sought reassurance that there would be a review of the funding for increased distanced travelled as a result of the budget, after three to six months and if not to consider whether funding should be drawn from reserves.

In response the Cabinet Member for Adults and Public Health noted the Member's useful suggestions and will speak to the Cabinet Member for Highways on the promotion of public transport. She stated that the Adult Social Care service would review the provision of transport concerning residents in care, SEND and elderly residents with the VCFS within three to six months.

(Q4) Mr Robert Evans asked the Cabinet Member for Adults and Public Health if she was aware that there were about 35,000 employed in the care sector in Surrey. One third of those employed were non-British, 80% from the European Union (EU) and 8,000 were reaching retirement age and he queried the measures needed to deal with the challenges outside of the EU and the increased pressures within Adult Social Care.

In response, the Cabinet Member for Adults and Public Health commented that she was aware of the pressures around staff recruitment and retention, those issues were a priority and were being addressed in ongoing conversations with service providers.

(Q5) Mr Jonathan Essex asked the Cabinet Member for Adults and Public Health if she would commit to a best practice review to gauge a sustainable level of funding within Adult Social Care, benchmarking against what other councils spend and their outcomes.

In response, the Cabinet Member for Adults and Public Health explained that the service regularly reviewed its expenditure in line with other local authorities and would provide the Member with an update after discussing the matter within Adult Social Care.

7/20 STATEMENTS BY MEMBERS [Item 7]

Mr Robert Evans made a statement on the recent tragic car crash in his electoral division in which three British Airways employees died, highlighting the unsafe mix of commercial and civilian traffic around Heathrow.

8/20 ORIGINAL MOTIONS [Item 8]

The Chairman introduced the motion noting that although there is a presumption that there will be no motions at the budget meeting of the Council, he used his discretion allow it in accordance with Standing Order 11.6. He highlighted that the motion on the agreement of the IHRA definition of anti-Semitism was timely as Holocaust Memorial Day occurred on 27 January 2020 - which also marked the 75th anniversary of the liberation of Auschwitz - Birkenau.

Item 8 (i)

Under Standing Order 12.3 the Council agreed to debate this motion.
Under Standing Order 12.1 Mr Tim Oliver moved:

“Last year, we made a commitment to ensure that no-one in Surrey is ‘left behind’. This local authority plays a vital role in representing all groups across Surrey and specifically in tackling all forms of hate crime.

The International Holocaust Remembrance Alliance (IHRA) has developed a definition of antisemitism.

‘Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or

their property, toward Jewish community institutions and religious facilities.'

I call on this Council to demonstrate its commitment to engaging with the experiences of Jewish communities and supporting them against the challenges that they face. I seek the Council's endorsement to adopt the IHRA definition of antisemitism."

Mr Tim Oliver made the following points:

- Thanked the Chairman for accepting the motion and commented that the Council's Holocaust Memorial Day last week led by the Chairman was a moving tribute.
- That it was important not to forget the senseless persecution of millions, particularly as prejudice, discrimination and inequality remained prevalent in society.
- That a society which celebrated diversity was crucial to expel bigotry.

The motion was formally seconded by Mr Botten, who made the following comments:

- That he was brought up in a time where there was a casual use of anti-Semitic language.
- Inherent prejudice remained in society, whether more overtly through fascistic emblems and Holocaust denial on social media, or presented more subtly through subtexts.
- Institutions that failed to call out anti-Semitism colluded through their silence, adopting a common definition allowed society to continually recognise what anti-Semitism meant and would show explicit resistance to it.

Eight Members made the following comments:

- On behalf of the Jewish community in Surrey, thanked the Leader and Mr Botten for the motion.
- That it was unfortunate there was a need for the motion in 2020, explaining that he experienced anti-Semitism as an adult only once becoming politically active.
- That the international community shared the responsibility to tackle all hate crime faced by ethnic minorities, who must be protected against the worrying rise of violent extremist political ideologies.
- Society must challenge prejudice and lead in education to promote tolerance, by adopting the IHRA definition of anti-Semitism already endorsed by 31 member countries, the Council would set an example that it was committed to fighting such prejudice.
- Praised the recent service for Holocaust Memorial Day in the Council and thanked all those involved in its organisation.
- Supported all examples of anti-Semitism by IHRA and stressed that for the Council to ensure that no one was left behind, motions on Islamophobia and other discrimination definitions should be brought forward.

- Apologised for the Labour Party's failings to address the issue despite its historical Jewish movement and hoped that the new leader of the Labour Party adopted the IHRA definition.
- Stated that it was crucial to understand the strength of others' religions and give them full support.
- Supported the adoption of the definition but expressed concern that it focused on Jewish people rather than all minorities who had suffered from a rise in hate crime since Brexit. One side of the fight should not be chosen, as harmony was built on recognising the plight of oppressed people both Palestinians and Jews in Israel as an example.
- Commented that all should be respected irrespective of their faith.
- Stated that it was important not to forget the untold stories of the millions killed in the Holocaust by openly declaring the abhorrence of anti-Semitism.

The Chairman asked Mr Tim Oliver, as proposer of the original motion, to conclude the debate.

- He urged cross-party support on the motion and recognised the need to address all forms of prejudice.
- That Cabinet had recently had training on equality and diversity - which would be rolled out to backbenchers and the wider organisation - whereby understanding unconscious bias was fundamental to stop discrimination.

The motion was put to a vote and received unanimous support.

Therefore, it was **RESOLVED** that:

Last year, we made a commitment to ensure that no-one in Surrey is 'left behind'. This local authority plays a vital role in representing all groups across Surrey and specifically in tackling all forms of hate crime.

The International Holocaust Remembrance Alliance (IHRA) has developed a definition of antisemitism.

'Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.'

I call on this Council to demonstrate its commitment to engaging with the experiences of Jewish communities and supporting them against the challenges that they face. I seek the Council's endorsement to adopt the IHRA definition of antisemitism.

9/20 CORPORATE PARENTING STRATEGY [Item 9]

The Cabinet Member for Children, Young People & Families introduced the report. She highlighted a key part of the Member role profile which was 'to fulfil

the responsibilities as 'corporate parent' of Looked After Children, accepting responsibility for children in the Council's care'.

Members and officers should have high ambitions for their corporate children and the 2018 Ofsted report rating of Requires Improvement for the care given to Looked After Children and Care Leavers Surrey was disappointing. She thanked members of the Corporate Parenting Board who sought to address the negative rating and noted the recent report from the Children's Commissioner which identified the positive development of corporate parenting and the strong leadership from Board members.

The Strategy reflected the current work of the Board and had been endorsed by the Children, Families, Lifelong Learning and Culture Select Committee. The Council would send a clear message of its commitment as a corporate parent if it agreed the Strategy and it was important to have a clear strategy document for key partners across directorates to understand their obligations under the Children and Social Work Act 2017 - to promote the 'best interests' for children, 'keeping them safe' - and the subsequent Statutory Guidance to the Act (2018).

The cross-party membership of the Board incorporating foster carers, harnessed a variety of talents and she thanked the Leader of the Residents' Association and Independent Group for his recent attendance at a Board meeting, noting that permanent representation would be advantageous.

Members made the following comments:

- Praised the work of the Cabinet Member for Children, Young People & Families for her work as chair of the Board, as concurred within the recent Report of the Non-Executive Commissioner for Children's Services which noted the 'strong lead from members and the chair of the board' in the Strategy's positive development.
- That all children should be supported equally, Looked After Children should never be far from the thoughts of all within the Council and urged Members to read the introduction and the key points of the Strategy in green text.
- As a member of the Board, highlighted the crucial work by the chair and the importance of the Strategy which pointed out Members' responsibilities as corporate parents. That all Members should pay close attention to the list of ten 'must dos' identified by the Board in respect of their actions and behaviours, ensuring that children were at the forefront of the Council.
- Stated that being a 'corporate parent' was a legal and moral duty of all councillors across boroughs and districts in Surrey, with over one thousand Looked After Children and for Members to reflect on the point of 'would this be good enough for my child?'
- That the Board was composed of a passionate group of members and officers, chaired superbly by the Cabinet Member for Children, Young People & Families and supported by the Executive Director for Children, Families, Lifelong Learning. Urged Members to review what being a corporate parent meant personally and how they could contribute to the Strategy, noting the Celebration Fund for Looked After Children and Care Leavers.
- Queried the frequency of the Corporate Parenting Report to be received by the Children, Families, Lifelong Learning & Culture Select Committee

and whether it could be automatically circulated to all Members as corporate parents.

- That it was a privilege to be a member of the Board, praising its chair and the Board showcased the best of the Council.
- Emphasised the importance of recognising the responsibilities of all as corporate parents across the county, exemplified by Surrey County Council's endorsement of the provision of Council Tax Relief for Care Leavers in Surrey in October 2019 - supported by ten of the eleven borough and district councils in Surrey. The provision of wider opportunities was essential for Looked After Children and Care Leavers such as through linking with the Chamber of Commerce on the facilitating work experience in schools. Waverley Borough Council offered free swimming classes and access to its leisure centres for Looked After Children, Care Leavers and foster families.
- Having seen the enthusiasm of officers and Board members at a recent Board meeting, the Leader of the Residents' Association and Independent Group would be delighted to attend future meetings and become member.

The Cabinet Member for Children, Young People & Families was pleased to take back praise to members of the Board and the key officers involved in the strategy, highlighting the Director - Corporate Parenting, the Executive Director for Children, Families, Lifelong Learning and the Policy, Planning, and Projects Manager. Commended the work of boroughs and districts noting that coordination was needed across Surrey and there were positive responses to the letter sent out by the Corporate Parenting Board to five hundred elected councillors. The Council's Corporate Parenting Report would incorporate many aspects relating to Looked After Children and Care Leavers and she would provide the Report to all Members as well as the Select Committee.

RESOLVED:

That the Council adopted the Corporate Parenting Strategy.

10/20 FINANCIAL REGULATIONS [Item 10]

The Cabinet Member for Finance introduced the report, noting the revisions to the Financial Regulations last updated in December 2018 as a result of changes to the Council's organisation structure through its various transformation programmes.

RESOLVED:

That Council approved the changes in the revised Financial Regulations.

11/20 APPOINTMENT OF LOCAL COMMITTEE CHAIRMAN [Item 11]

RESOLVED:

That Edward Hawkins was duly elected as the Chairman of the Surrey Heath Local Committee for the remainder of 2019/20.

12/20 REPORT OF THE CABINET [Item 12]

The Leader presented the report of the Cabinet meetings held on 17 December 2019 and 28 January 2020.

Reports for Decision:

- A. Admission arrangements for community and voluntary controlled schools and co-ordinated schemes for September 2021
- B. 2020/21 Final Budget And Medium-Term Financial Strategy

Reports for Information/Discussion:

- C. Quarterly Report On Decisions Taken Under Special Urgency Arrangements: 1 October – 31 December 2019

RESOLVED:

1. The County Council approved the admission arrangements for community and voluntary controlled schools and co-ordinated schemes for September 2021.
2. The recommendations regarding the 2020/21 Final Budget and Medium-Term Financial Strategy had already been approved under item 5.
3. That Council noted that there had been one urgent decision in that quarter.
4. That the reports of the meetings of the Cabinet held on 17 December 2019 and 28 January 2020 be adopted.

13/20 MINUTES OF CABINET MEETINGS [Item 13]

No notification had been received by the deadline from Members wishing to raise a question or make a statement on any matters in the minutes.

[Meeting ended at: 12.14pm]

Chairman

This page is intentionally left blank

Mr Chairman, we come together for the first Council meeting of 2020 having laid out the most sensible, sustainable and ambitious budget proposals in Surrey for years.

Our work as an organisation over the past two years has been tireless, and that hard work, leadership and innovative thinking from both council officers and members throughout Surrey County Council must be acknowledged and praised.

Around half a million pounds every working day has been saved through greater efficiency and financial management, over the last two years.

Thanks to that work, we are able to present this balanced, forward-thinking budget, that will deliver real progress and benefits for the people of Surrey – both now and in the future.

Our finances are now on a stable footing and our transformation programme well underway. Not only will we continue to deliver efficiencies for our budget, but as importantly we will be improving outcomes for residents.

Quite simply, we are doing things better.

Ofsted and Her Majesty's Inspectorate of Constabulary & Fire and Rescue Services have recognised this progress recently in our Childrens Services and Fire service, and we're determined to keep raising the bar across all our services.

Our net revenue budget this year has slightly increased to a total £968.4m, which includes over £20m relating to inflation and £55m of service pressures, with £38m of efficiencies identified, largely through transformation.

There is still uncertainty in future funding settlements from government and still growing pressures on many of our services.

We are not complacent. We are looking to the future to identify challenges as well as opportunities, as we move forward as a leading authority.

We are proposing to increase Council Tax by 1.99% this year, to support our sustainable funding base for future years and mitigate against the current uncertainty in medium- and long-term local government funding.

We will also use this increase in Council Tax revenue to deliver real tangible benefits for the Council Tax payer in Surrey.

Our capital investment programme will now enable us to start delivering our ambitious projects, making journeys around the county smoother, protecting homes and businesses, increasing education and care capacity and supporting our local economy.

I will speak about this in greater detail shortly.

We will also be taking up the 2% increase in the Adult Social Care precept, proposed by central government, to help manage the pressures on the Adult Social Care budget.

This is an area that needs a national solution and now with a more stable government in place, I hope we will see a long-term plan evolve to deal with these pressures in a more sustainable way.

We want to play a part in developing those plans as we feel that local government holds the key to many of the potential solutions.

This will form a key part of our engagement with central government, as well as seeking long term funding settlements for local government to enable us to plan our future vision with greater certainty.

Our greatest area of day-to-day spending by far is on supporting our most vulnerable residents – the elderly, those with special educational needs or disabilities, and children in care.

We spend over £1m every single day on Adult Social Care.

And around half a million pounds every day on looking after children.

These are services that many Surrey residents may never have any direct experience of, and whilst it is our statutory responsibility it is also our moral and civic duty to support those people with greatest need.

Through greater integration with our health services and an approach that prioritises independence where possible, we are hopeful that the outcomes for

these residents will improve considerably and provide a more sustainable future for the whole County.

Mr Chairman, Surrey is always considered to be an affluent County, with many of our residents enjoying a comfortable quality of life. However, there are also many pockets of deprivation – many people struggling with poor health, lack of opportunity and without the advantages in life of others.

It is our mission to reduce the inequality in Surrey, particularly in life expectancy, by targeting services and improving access to the many opportunities in this great County.

We must deliver on our Health and Wellbeing strategy whether that's through supporting lifestyle changes, a focus on preventing people falling in to a chronic condition whether that's a physical or mental illness, by much earlier intervention and by delivering new models of care, including easier GP access and earlier screening.

This mission cuts across all our departments and services and is a key pillar of our Organisation Strategy and partnership working that came to the previous Council meeting in December.

Our Environment, Transport and Infrastructure portfolio is perhaps the more 'universal' area of our revenue spend – the things that nearly all our residents see and experience pretty much every day.

It is this area that will focus on our Greener Future ambitions, rethinking the way we provide and use transport in the County and improve the way we maintain and enhance our countryside. That means a thorough review of our existing infrastructure and more particularly our public transport system. If we are to persuade our residents to get out of their vehicles we must provide an alternative means of transport. That requires us to use public money to strengthen and enhance our bus and train services and that is exactly what we shall do.

Transformation funding will be used to support the development and delivery of much of this important work. We will identify and use the best technology, invest in renewable energy, and work to change behaviour, to ensure that Surrey is fit for the future.

It is essential that we have the right level of capacity and resource in place within the organisation to deliver our ambitions set out in the medium-term financial strategy. As members will have seen the main areas of capital investment being around place-based projects such as highways improvement, flood alleviation and renewable energy sources.

The ambitious capital programme outlined, sets this budget apart from previous years.

We are looking to invest hundreds of millions of pounds in a series of projects that will deliver real benefits for the people of Surrey but also deliver year-on-year efficiencies and resilience long into the future.

An extra £92 million on improving our 3000 miles of roads and pavements.

£84 million on projects to protect the environment and help tackle the Climate Emergency, including a Solar Farm, Ultra Low Emission vehicles and electrification of transport services including buses and school transport.

£270m to protect over 30,000 homes and businesses from the risk of flooding – enhancing the environment, attracting investment and keeping residents safe.

£100m to regenerate high streets and invest in local communities. Funding that needs to support projects that our communities actually want and not projects that we think they need. We will genuinely engage with them in partnership to ensure that we collectively deliver real local initiatives.

£31m to provide 883 additional places for children with Special Educational Needs and Disabilities, including a new SEND school.

A further £70m to provide additional school places and improve school facilities across the county.

£7m in the first phase of a programme to deliver 725 specially adapted homes for elderly residents, to increase independence and hopefully reduce hospital admittance.

This, alongside already identified capital investment, takes the total capital spend over the next five years to £1.4bn, and signals our absolute intent to deliver a better place for all Surrey residents.

As already mentioned, a huge amount of work has gone into these budget proposals to ensure they are designed to help us deliver the key priorities of our organisation strategy for the next five years.

This budget focuses on tackling Surrey's inequality, supporting independence, working in partnership, embracing Surrey's diversity, creating a greener future, supporting our local economy, delivering a more joined up health and social care system and leading a digital revolution in the County.

We are very clear in our purpose and we now have the tools to deliver it.

Mr Chairman, let me finish by again paying tribute to the tireless work that has gone into getting this Council in a stable place financially. It is no mean feat and it has provided a solid platform for us to improve lives and create a better place for everyone.

This page is intentionally left blank



OFFICER REPORT TO COUNCIL

MEMBERS' COMMUNITY ALLOCATION – FINANCIAL FRAMEWORK

KEY ISSUE/DECISION:

In October 2019, a refreshed Organisation Strategy was approved by Surrey's Cabinet. The Strategy details the council's contribution to the achievement of the Community Vision for Surrey in 2030. The Community Vision is a collective ambition to make Surrey a uniquely special place for people to live and learn, and where no one is left behind.

This report seeks approval for the new Financial Framework for Members' Community Allocation (MCA) attached at Annex 1. The Framework aims to more closely align MCA with the Organisation Strategy in supporting the realisation of the Community Vision for Surrey in 2030.

BACKGROUND:

1. Context

Members' Community Allocation (MCA) is an established funding stream that is well-utilised by councillors in supporting voluntary, charitable, faith sector and other local organisations working in Surrey's communities. Each Surrey county councillor is allocated an equal share of this funding to direct towards wide-ranging community activities that benefit residents in their local division.

In 2019-20, the countywide MCA budget totalled £405,000, with each councillor receiving £5,000 to spend per division. On average, 96% MCA grant is spent each year, the greatest share of which has been awarded to local community groups, as detailed at Annex 2.

The MCA funding criteria were last updated in May 2018. This was prior to both the launch of the Community Vision for Surrey in 2030 and the Organisation Strategy refresh. It is therefore opportune to review the MCA criteria to ensure synergy with the council's focus on creating better lives, a better place, and a county where no-one is left behind. The revised funding criteria seek to maintain MCA as a flexible funding stream for members' use in their local communities, while also assisting with the county's broader objectives of improving the quality of residents' lives and reducing the inequality in life expectancy that exist across Surrey. The proposed Financial Framework for MCA aims to strike this balance.

2. Proposed Changes to MCA Funding Criteria

With a long tradition of funding local grass-roots and community organisations, MCA is ideally placed to proactively support the Organisation Strategy's approach of:

- Working with partners and residents to strengthen and improve what we do and be more resilient to future challenges;
- Improving how we engage with residents, working in a more agile way and embedding the council in the heart of our communities;
- Tackling inequality of life expectancy and improving quality of life for everyone to ensure no one is left behind.

Subject to the limitations detailed in section 3, below, the revised MCA funding criteria will respond to members' expressed desire to fund:

- wide-ranging projects impacting residents in one or more divisions
- a broad range of internal and external partners; and
- county council services and initiatives (e.g. Adult Social Care, the Children's Celebration Fund and highway tree-planting).

New MCA Funding Criteria April 2020

To enable MCA to play its part in implementing the Organisation Strategy, we are proposing that the Organisation Strategy's eight areas of focus, below, supplant the existing MCA grant criteria to become the main standards against which all MCA applications are assessed for eligibility. From 1 April 2020, MCA applicants would be required to demonstrate how their project proposal would contribute to the achievement of one or more of the Organisation Strategy's focus areas in order to receive the grant.

- **Tackling inequality** – Work with Surrey's residents to identify and address causes of inequality, especially in life expectancy.
- **Supporting independence** – Help residents help themselves and each other within their communities.
- **More joined up health and social care** – Help integrate health and council services so they're more effective, efficient and seamless for residents.
- **Creating a greener future** – Tackle the causes of climate change to help Surrey become a carbon neutral county as soon as possible.
- **Embracing Surrey's diversity** – Recognise the benefits of a diverse workforce and population to ensure Surrey is a place full of opportunity for everyone.
- **Partnership** – Work with residents, businesses, partners and communities to collectively meet challenges and grasp opportunities.
- **Supporting the local economy** – Invest in the infrastructure Surrey needs to build a strong and resilient economy.
- **Digital revolution** – Make the most of new technology to innovate and improve local services, and how we work together, to help Surrey and residents thrive.

3. Limitations and exclusions

While seeking to allow the maximum degree of flexibility for local councillors, there are legal and organisational considerations that curtail how MCA funding can be used. Therefore, MCA will not be able to fund the following organisations, projects, initiatives, purchases or activities:

- **Political organisations:** Parties or organisations registered with the Electoral Commission www.electoralcommission.org.uk or any politically-related activities e.g. campaigns or meetings.
- **National curriculum:** Funding for subjects or learning activities that are contained in the National Curriculum, or that fall within the annual School and Early Years Finance Regulations issued under the School Standards and Framework Act 1998.
- **Planning disputes:** Taking sides in a planning dispute, or support for contentious planning-related activities.
- **Reputational damage:** Activities that may adversely affect the reputation of SCC, or that could lead to disrepute.
- **Conflicts of interest:** Supporting organisations directly campaigning against SCC or its local statutory partners; or other activities that present conflicts of interest for the council.

RECOMMENDATIONS:

1. Approve the new MCA grant criteria detailed at section 2 of tackling inequality; supporting independence; joined up health and social care; creating a greener future; embracing surrey's diversity; partnership; supporting the local economy; and digital revolution.
2. Approve the revised MCA exclusions disallowing the funding of political organisations and activities; national curriculum teaching or learning activities; planning disputes; reputation-damaging activities; and conflicts of interest, as detailed in Section 3 of this report.
3. Approve the new Financial Framework for Members' Community Allocation, detailed at Annex 1, with effect from 1 April 2020.

Lead/Contact Officers:

Michael Coughlin, Executive Director, Transformation, Partnerships and Prosperity

Sources/background papers:

SCC Constitution – Financial Framework for Members' Community Allocation
SCC Organisation Strategy

This page is intentionally left blank

Annex 1

Financial Framework for Members' Community Allocation

A. Purpose

Members' Community Allocation grant funding will help support the council's Organisation Strategy focus areas, and the implementation of the wider Community Vision for Surrey in 2030 in making the county a uniquely special place where everyone has a great start to life, people live healthy and fulfilling lives, are enabled to achieve their full potential and contribute to their community, and no one is left behind.

MCA will support the Strategy's approach in working with partners and residents to strengthen and improve communities to become more resilient to future challenges; helping to tackle inequality of life expectancy and improve quality of life for everyone to ensure no one is left behind; and assisting in improving how we engage with residents, and work in more agile ways, at the heart of our communities.

B. Essential Funding criteria

Projects receiving MCA funding will be expected to demonstrate how they contribute to, and help make a difference in, one or more of the county council's eight planned areas of focus, as detailed below:

- **Tackling inequality** – Work with Surrey's residents to identify and address causes of inequality, especially in life expectancy;
- **Supporting independence** – Help residents help themselves and each other within their communities;
- **More joined up health and social care** – Help integrate health and council services so they're more effective, efficient and seamless for residents;
- **Creating a greener future** – Tackle the causes of climate change to help Surrey become a carbon neutral county as soon as possible;
- **Embracing Surrey's diversity** – Recognise the benefits of a diverse workforce and population to ensure Surrey is a place full of opportunity for everyone;
- **Partnership** – Work with residents, businesses, partners and communities to collectively meet challenges and grasp opportunities;
- **Supporting the local economy** – Invest in the infrastructure Surrey needs to build a strong and resilient economy;
- **Digital revolution** – Make the most of new technology to innovate and improve local services, and how we work together, to help Surrey and residents thrive.

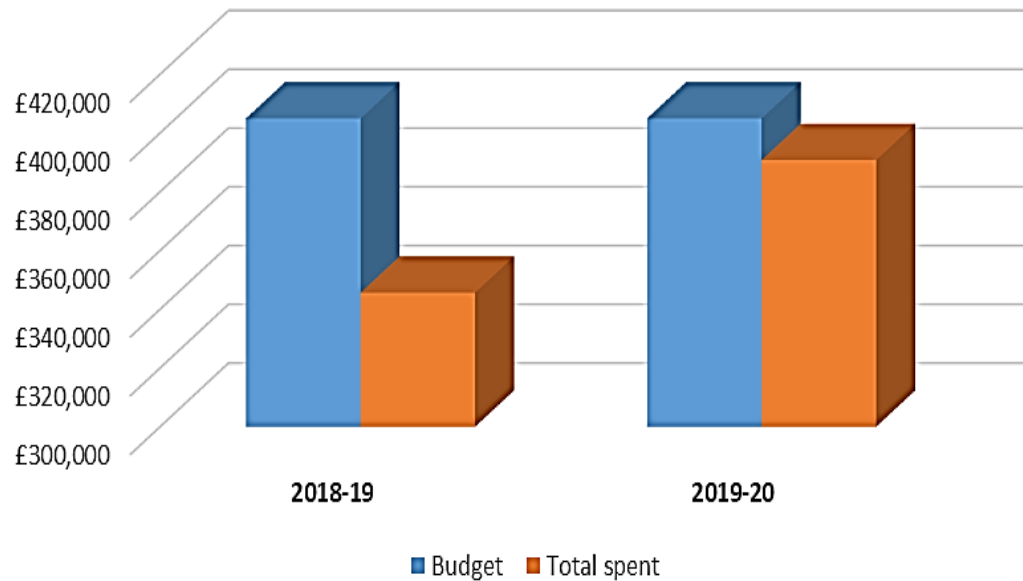
C. Exclusions

There are legal and other organisational considerations that limit how MCA funding will be used. Funding political organisations and/or political activities; teaching national curriculum subjects and/or learning-related activities contained in the annual School and Early Years Finance Regulations; supporting contentious planning matters or disputes; activities causing reputational damage; and conflicts of interest for SCC, including campaigns against the council or its statutory partners.

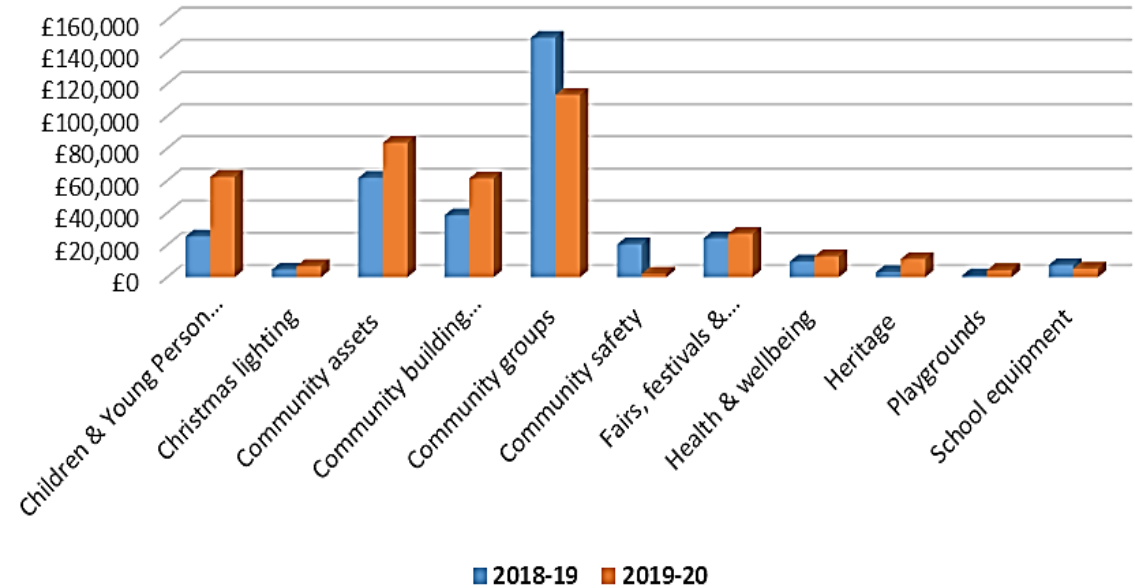
This page is intentionally left blank

Members' Community Allocation 2018-20

How much was spent



How it was spent



- Community groups received the greatest share of the funding.
- Since 2013 , on average, 96% of the MCA budget has been spent each year. 91% of the MCA budget was spent, on average, between 2018-20*

**An earlier MCA deadline was set in 2018-19*

This page is intentionally left blank



OFFICER REPORT TO COUNCIL

SURREY PAY POLICY STATEMENT 2020/2021

KEY ISSUE / DECISION:

Council is asked to approve the Pay Policy Statement for the period 2020/2021.

BACKGROUND:

1. To comply with Section 38(1) of the Localism Act 2011 and related guidance under Section 40 provided by the Secretary of State, all local authorities are required to publish a Pay Policy Statement, approved through decision by Full Council with effect from 1 April each year.
2. A copy of the Pay Policy Statement which reflects the 2020/2021 Surrey Pay settlement effective from 1 April 2020 is attached as Annex 1.

The main points that must be covered include:-

- the remuneration of Chief Officers;
 - the responsibilities of Surrey County Council's (SCC) remuneration committee (the People, Performance and Development Committee) for determining the terms on which Chief Officers are employed; and
 - the Council's current policies on equal pay, redundancy and severance.
3. Please note that this has been updated following the Surrey Pay review for 2020/2021 and has been written as though it has already been agreed by Full Council.

Governance

4. The People, Performance and Development Committee (PPDC) acts as the County Council's Remuneration Committee under delegated powers, in accordance with the constitution of the County Council. All Surrey Pay terms and conditions are determined by the PPDC, including the remuneration of Chief Officers.

Publication of the Pay Policy Statement

4. The Statement has been drafted to reflect the requirements of the Local Government Transparency Code 2014 as well as guidance published by the Department for Communities and Local Government on Openness and Accountability in Local Pay 2012, to comply with Section 40 of the Localism Act 2011. Account has also been taken of the final report and the recommendations made in the Hutton Review of Fair Pay in the Public Sector 2011.
5. This updated Pay Policy Statement reflects the outcome of the recent collective bargaining process with UNISON and GMB in respect of Surrey Pay, pay, terms and conditions.
6. The changes are relevant to all staff on Surrey Pay terms and conditions, both in schools and non-schools, including the increases to annual leave entitlement.
7. Following formal consultation agreement was reached with UNISON and GMB. Members of both unions voted overwhelmingly in favour of the pay settlement; 99% and 87% respectively. The Council's People, Performance and Development Committee (PPDC) approved a new Surrey Pay collective agreement on 12 February and confirmed implementation of the pay settlement from 1 April 2020.
8. This pay settlement will do much for some of the lowest paid in the authority and will ensure greater consistency of practice across schools and non-schools Surrey Pay groups, as well as achieving the government's target on the national minimum living wage.

Pay Multiple

9. The independent review of public sector pay by Will Hutton in 2010 recommended that all organisations delivering public services should be required to 'track, publish and explain their pay multiples over time'. This approach aims to hold public sector organisations to account for their remuneration policy and, how that policy applies to the highest paid director and to be able to demonstrate a fair and effective reward strategy.
10. Hutton's interim report suggested the need for a fixed limit on pay variations in the public sector in which no manager could earn more than twenty times the lowest paid person in the organisation. However, in his final report Hutton concluded that a hard cap would not be workable across a diverse public sector workforce and would go against the principle of 'fair' pay (i.e. People at the top of very large and complex organisations, but with low paid workers, could earn less than people running simpler bodies but whose bottom workers were better paid).

SCC Pay Multiple

11. As a result of the Hutton review, every public body is required to publish in its pay policy statement (and monitor) the multiple of top to median pay;

median earnings are a more representative measure of the pay of the whole workforce.

12. Table 1 shows the data available for SCC over the last few years, showing a current ratio of approximately 8.1:1. This table and section 5 of the pay policy statement will be updated following April 2020 payroll run, before publication of this statement.

Table 1: SCC Pay Multiple: Median salary to higher salary

| Year | Median Salary | Highest Salary | Ratio |
|-----------|---------------|----------------|--------|
| 2019/2020 | £27,099 | £220,000 | 8.1:1 |
| 2018/2019 | £25,821 | £220,000 | 8.5:1 |
| 2017/2018 | £22,872 | £232,683 | 10:1 |
| 2016/2017 | £25,328 | £232,683 | 9.19:1 |

13. The published Pay Policy Statement will include hyperlinks to:

- (i) documents already published on the council's website:
- Councillors and committees (which sets out the role of the PPDC as the Council's remuneration committee);
 - Statement of Accounts, which relates to salaries in the previous year.
- (ii) Additional documents on the Council's website including:
- Equal Pay Statement;
 - Gender Pay Gap report; and
 - Surrey Pay rates.

- 14 Once approved by Full Council, this Pay Policy Statement will be published on Surrey County Council's website.

RECOMMENDATION:

- 15 That Council agree the Pay Policy Statement for 2020/2021.

Lead / Contact Officer:

Jackie Foglietta, Director of HR & Organisational Development
Tel: 020 8213 2619

Sources / Background papers:

Annex 1 - Surrey County Council Pay Policy Statement 2020/2021

This page is intentionally left blank

SURREY COUNTY COUNCIL
PAY POLICY STATEMENT 2020-2021



Table of Contents

| | | |
|-----|---|---|
| 1. | Introduction | 1 |
| 2. | Further Details | 2 |
| 3. | Governance | 2 |
| 4. | Definitions | 2 |
| 5. | Surrey Pay Salary Ratios April 2019 | 3 |
| 6. | Salary Transparency | 4 |
| 7. | Equal Pay | 4 |
| 8. | Remuneration for Chief Officers | 4 |
| 9. | Remuneration for employees who are not Chief Officers | 5 |
| 10. | Other elements of remuneration | 7 |
| 11. | Remuneration of staff – contract for services | 7 |
| 12. | Early Retirement and Severance | 7 |
| 13. | Termination of employment of Chief Officers | 8 |

1. Introduction

This Pay Policy Statement was approved by a meeting of the full County Council on 17 March 2020 and is effective from 1 April 2020. It is published to comply with the requirements of Section 38(1) of the Localism Act, 2011 and related guidance under Section 40 provided by the Secretary of State.

This Statement includes information relating to the terms and conditions that are determined locally by the council and are referred to as ‘Surrey Pay’. The Council’s reward strategy is based on the local negotiation of Surrey Pay terms and conditions of service. Pay, including terms and conditions, is reviewed annually with any changes agreed by the People, Performance and Development Committee, (PPDC). The Council recognises two Trade Unions, the GMB and UNISON, for the purposes of negotiating Surrey Pay and collective bargaining.

In addition there are a number of National Agreements produced through collective bargaining arrangements for different groups of local government staff. The main negotiating bodies relevant to the council’s workforce and their scope are listed below. Surrey County Council operates these national conditions as amended by local agreements. A separate Pay Policy Statement is published for centrally employed teachers.

Terms and conditions determined on a national basis by independent organisations or arrangements include:

- Fire fighters; whose pay and conditions are determined by the National Joint Committee for Local Authorities Fire and Rescue Service.
- Teachers; whose terms and conditions are determined by the Department for Education and governing bodies.
- Educational psychologists; whose terms and conditions are determined by the Soulbury Committee.
- Youth and community workers whose terms and conditions are determined by the Joint Negotiating Committee (JNC).

This Statement does not include details of the terms and conditions of council employees that have retained terms and conditions following a transfer under Transfer of Undertakings and Protection of Employment Regulations.

This Pay Policy Statement will be updated as soon as possible following any pay changes and at least annually.

2. Further Details

Specific details may be accessed via the links indicated below. Full details of 2020/21 pay bands can be found in Appendix A, attached.

The council publishes details of staff earnings in accordance with legal requirements on transparency. Further information is contained in the [Annual Report and Accounts](#) in accordance with the Audit of Accounts legislation, as well as within the Transparency section of Surrey-I (see section 6 of this Statement).

3. Governance

[The People, Performance and Development Committee](#) (PPDC) acts as the County Council's Remuneration Committee under delegated powers in accordance with the Constitution of the County Council. All Surrey Pay and terms and conditions are determined by PPDC including the remuneration of Chief Officers and Deputy Chief Officers.

4. Definitions

For the purpose of this Pay Policy Statement the following definitions will apply:

i Lowest paid employees

Surrey County Council defines its lowest paid employees as those who are paid on the lowest Surrey Pay grade, PS 1/2. As at 1 April 2020 this equates to £17,457 per annum for full time staff.

ii Full time

A full time post is based on a 36 hour working week for staff on main Surrey Pay and 37 hours per week for staff employed in South East Shared Services who are aligned more closely to national NJC terms and conditions.

iii Chief Officers

The majority of statutory and non-statutory Chief Officers of the County Council report directly to the Chief Executive as the Head of the Authority's paid service. In addition

for the purposes of this Pay Policy Statement, this group also includes the majority of posts who report to a Chief Officer, (Deputy Chief Officers).

iv Surrey Pay salary ratios

The publication of the pay multiple as a determinant of the relationship between the pay of Chief Officers and that of the rest of the workforce was recommended by the Hutton report on Fair pay. This is a calculation in the form of a ratio between the median earnings across the organisation and the highest paid employee. [The pay multiple](#) is published separately on the County Council website and monitored annually.

5. Surrey Pay Salary Ratios

The minimum Surrey Pay salary is the bottom of grade PS1/2: £17,457 per annum, which equates to £9.30 per hour, compared to the statutory National Living Wage of £8.72 per hour for those aged 25 years and over (April 2020) and the “UK Living Wage”, of £9.30 per hour for those living outside London, which is advocated by the Living Wage Foundation (November 2019).

Based on salaries paid with effect from 1 April 2019 it is estimated that the Council will have the following ratios between the median earnings across the organisation and the highest paid employee. Note, this data will be updated following April 2020 payroll run before publication of this Statement.

| Surrey Pay Salary Ratios April 2019 – March 2020 | | |
|--|------------------|-----------------------------|
| Salary | Amount per annum | Ratio to the highest salary |
| Highest Basic Salary | £220, 000 | n/a |
| Median Basic Salary | £27,099 | 8.1:1 |

Notes:

(i) The ratios have been calculated in accordance with guidance published in The Code of Recommended Practice for Local Authorities on Data Transparency 2011 and in light of recommendations contained in the Hutton Review of Fair Pay in the Public Sector 2011.

(ii) The median is defined as the mid-point of the total number of staff employed.

6. Salary Transparency

Surrey County Council is committed to openness and transparency in order to demonstrate to its residents and local taxpayers that it delivers value for money. As part of the national and local government transparency agenda it publishes information on its website detailing Surrey Pay ranges, expenditure over £500 and contracts with a value of £50,000 or more.

To continue this commitment, and in line with the Local Government Transparency Code 2014, the Council has published details of salaries paid to senior staff on its website since 31 March 2016. This information is updated on an annual basis and covers senior positions with annual salaries of £50,000 and above.

7. Equal Pay

The Council is committed to ensuring that its employment policies and practices comply with the requirements of the Equal Pay Act 1970. This includes the application of a robust job evaluation process to ensure that all staff receive equal pay for work of equal value.

i **Grading Structure**

The allocation of Surrey Pay grades to jobs is determined by (HAY) job evaluation or in accordance with a job family underpinned by (HAY) job evaluation. The Surrey Pay grading structure covers all jobs from the lowest grade to Chief Officers, including the Chief Executive, on the highest grades.

Newly appointed or promoted staff are normally appointed to the minimum salary on a grade unless there is clear business reason to appoint at a higher salary within the grade range.

ii **Supplements**

Managers may make a business case for an additional supplement to be paid above the maximum for the particular grade under specific circumstances or if it proves exceptionally difficult to recruit at the rate advertised. Such supplements must be supported by a business case, approved by the Director of HR & Organisational Development in conjunction with the Chair of the PPD Committee in the case of Chief Officers, or by the Director of HR & Organisational Development under delegated powers for all other staff.

8. Remuneration for Chief Officers

Chief Officers are appointed within the leadership pay model at a spot salary within the appropriate pay band range.

Annual salary reviews for Chief Officers will take into account any generally agreed adjustments to senior management pay rates (if any) as determined by PPDC and the JNC pay award for Chief Officers pay for local authorities. Details of the remuneration paid to all members of the Council's Leadership Team are available in the Council's Annual Statement of Accounts.

9. Remuneration for employees who are not Chief Officers

i. **Surrey Pay staff**

Surrey Pay comprises pay bands PS1/2 to PS14 and pay bands for senior managers PS15 to Chief Executive.

Surrey Pay roles are aligned to a defined pay model as follows:

- Spot Salary Pay model
- Job Family Pay Model
- Career Pay Model
- Leadership Pay Model

Surrey Pay is reviewed annually to come into effect from 1 April each year and staff will progress through the fixed pay points for their grade until the maximum of the grade is reached.

Any increases to the pay points for Surrey Pay grades 1/2 to 14 as part of the annual pay review will take into account the NJC pay award for local government employees.

Annual individual pay progression will be subject to:

- Staff being in post at their current grade level on 1 October (or the first working day of the week) in the previous year. Staff appointed between October and March will receive their first increment after six months in role and will then fall in line with the April annual review.
- Performance in the role, and
- Scope being available within the individual pay grade until the top of the grade is reached.

ii. **Apprentices**

From 1 September 2019 apprenticeship pay is more closely aligned to the main Surrey Pay rates as follows:

- The salary for level 2/3 apprenticeships is 85% of grade PS1 in year one, rising to the full rate of pay in year two.
- The salary for level 4/5 apprenticeships is at Surrey Pay grade PS3.
- Apprenticeships at level 6 and above will be paid the rate for the role as evaluated.

The proposed pay points are set out in Appendix A.

iii. **Commercial Services Education Catering**

PPDC has approved entry salary levels for Commercial Services staff above the grade minimum.

iv. **Regional Surrey Pay bands**

In February 2013 (as a result of the creation of the then South East Shared Services), PPDC agreed that a Regional Surrey Pay band should be established for Surrey County Council staff based in East Sussex. The pay arrangements reflect the local wage market. From 1 April 2020 an incremental pay model has been introduced to replace the previous performance related pay scheme.

v. **Former Buckinghamshire County Council Trading Standards staff**

On 1 April 2015, staff from Buckinghamshire County Council's Trading Standards Service were transferred into the employment of Surrey County Council under the Transfer of Undertakings Protection of Employment Regulations.

There is no adjustment made to the pay bands for 2020/2021. A two percent performance-related pay progression will be applied to staff employed on Buckinghamshire County Council terms and conditions with effect from 1 July 2020, subject to successful performance and available headroom with the pay range.

In addition, in accordance with their terms and conditions:

- For an “exceeding” performance rating a contribution based pay increase applies, based on 35% of the difference between the top two pay points; and
- For an “outstanding” performance rating a contribution based pay increase applies, based on 70% of the difference between the top two pay points.

vi. Tutors - Surrey Arts and Community Learning & Skills

Tutors within Surrey Arts and Community Learning & Skills are paid a spot salary. There is no pay progression within this pay model. Salary increases are aligned to the annual review of Surrey Pay and pay changes are implemented from 1 September each year. For the pay year commencing 1 September 2020, a two percent pay increase will be applied.

vii. Political Assistants

SCC employs Political Assistants on Surrey Pay contracts to support political groups. These Assistants work directly for the political groups rather than as mainstream officers within the officer structure of the Council. These are unique posts and have a set maximum salary determined by The Local Government (Assistants for Political Groups) (Remuneration) (England) Order 2006. This is currently set at £34,986 per annum.

10. Other elements of remuneration

i Employee Benefits

The Council does not provide any grade related benefits in kind, such as annual leave, private medical insurance or lease cars. Chief Officers receive the same allowances as other members of staff and have access to the same voluntary benefits scheme.

ii Additional Payments

In order to ensure sufficient flexibility to reward staff who are undertaking additional responsibilities the Council’s reward policy provides for acting-up payments or a one-off honorarium payment to be made in specific circumstances.

iii Travel and Expenses

Where authorised to do so, employees are entitled to be reimbursed for additional mileage they incur whilst discharging their official duties. The rate of reimbursement will depend on the mileage incurred. Employees who have to use public transport to travel for business travel are entitled to reclaim the additional costs of the transport under the council’s expenses policy. Any expenditure on business travel is reimbursed at the same rates for all grades.

Out of pocket expenses incurred during the course of employment will be met by the County Council provided that the expenses are directly related to employment and are approved as reasonable.

11. Remuneration - Contract for Services

The Council encourages the direct employment of staff and pays them via the payroll system. In circumstances where it is more appropriate to engage people on a contract for services the Council follows HMRC guidelines to ensure that the correct employment status is identified.

When a need arises for an ‘interim’ appointment, recruitment is normally secured via the Council’s temporary staffing agency frameworks. Individuals contracted via an agency will in

most instances be paid at a rate consistent with the pay of directly employed staff performing a comparable role. The Council will consider any relevant market factors to support payment of a premium rate necessary to secure appropriate levels of skills and expertise.

12. Early Retirement and Severance

The Council's terms for granting redundancy or severance, including access to benefits under the Local Government and Teachers' Pension Schemes, are the same for all staff on Surrey Pay contracts including Chief Officers, as well as for teachers working in maintained schools across Surrey.

In cases of redundancy, an employee will not be entitled to a redundancy payment or a severance payment if, before leaving the Council, they accept an offer of employment with another local authority or associated employer contained in the Redundancy Payments (Modification) Order 1999 and commence the new employment within four weeks of their last day of service as the employment would be deemed to be continuous.

13. Termination of employment of Chief Officers

Any compensation payments made to Chief Officers on ceasing to hold office or to be employed by the authority will be made on the same basis as any other employee in line with the County Council's Early Retirement and Severance Policy.

In the event of an employee being made redundant or applying for voluntary severance, the County Council's managing change policy contains details of the circumstances in which a redundancy payment is payable. The Local Government Pension Scheme regulations provide for access to pension benefits without reduction from the age of 55 in the event of an employee being made redundant.

This page is intentionally left blank



Surrey Pay Bands 2020/2021

Table of Contents

Surrey Pay

| | |
|---|---|
| Table 1: Job Family Pay Bands | 3 |
| Table 2: Career Pay Band - Social Wellbeing | 4 |
| Table 3: Career Pay Band - Community protection, Transport and Environment..... | 5 |
| Table 4: Commercial Services Education Catering..... | 6 |
| Table 5: South East Shared Services (SESS) | 6 |
| Table 6: Political Assistants | 6 |
| Table 7: Trainee Social Workers..... | 6 |
| Table 8a: Community Learning & Skills Tutors | 7 |
| Table 8b: Community Learning & Skills Tutors | 7 |
| Table 9a: Surrey Arts Tutors | 8 |
| Table 9b: Surrey Arts Tutors | 8 |
| Table 10a: Apprenticeship and internship pay rates | 9 |
| Table 10b: Apprenticeship and internship pay rates | 9 |

Local Non-Surrey Pay Groups

| | |
|--|---|
| Table 11: Former Buckinghamshire County Council trading standards pay settlement | 9 |
|--|---|

Surrey Pay

Applies to all schools and non-schools based Surrey Pay staff.

Table 1 - Job Family Pay Bands – effective from 1 April 2020

| Job Family | Pay Model | Grade Name | Salary Range | | | | | |
|--|----------------------|------------|-----------------|---------|---------|---------|----------|-----------------|
| | | | Minimum Point 1 | Point 2 | Point 3 | Point 4 | Point 5 | Maximum Point 6 |
| <ul style="list-style-type: none"> • Business Functions • Public Engagement • Regulation & Technical • Operational Services • Personal Care & Support • Children Learning & Educational Support (CLES) | Job Family Pay Model | PS1/2 | £17,457 | | | | | |
| | | PS3 | £17,663 | £18,135 | £18,607 | | | |
| | | PS4 | £19,072 | £19,453 | £19,843 | £20,239 | £20,644 | £21,066 |
| | | PS5 | £21,593 | £22,025 | £22,465 | £22,914 | £23,373 | £23,834 |
| | | PS6 | £24,430 | £24,919 | £25,417 | £25,926 | £26,444 | £26,967 |
| | | PS7 | £27,641 | £28,194 | £28,758 | £29,333 | £29,919 | £30,510 |
| | | PS8 | £31,273 | £31,898 | £32,536 | £33,187 | £33,851 | £34,519 |
| | | PS9 | £35,382 | £36,089 | £36,811 | £37,547 | £38,298 | £39,246 |
| | | PS10 | £40,227 | £41,031 | £41,852 | £42,689 | £43,543 | £44,619 |
| | | PS11 | £45,734 | £46,878 | £48,050 | £49,251 | £50,482 | £51,725 |
| | | PS12 | £53,018 | £54,344 | £55,702 | £57,095 | £58,522 | £59,964 |
| | | PS13 | £61,463 | £62,999 | £64,574 | £66,189 | £67,843 | £69,514 |
| | | PS14 | £71,252 | £73,033 | £74,859 | £76,730 | £78,649 | £80,586 |
| Leadership Job Family | Leadership Pay Model | PS15 | £80,977 | | | | £92,278 | |
| | | PS16 | £92,279 | | | | £114,404 | |
| | | PS17 | £114,405 | | | | £137,286 | |
| | | PS18 | £137,287 | | | | £164,744 | |
| | | CEX | £214,184 | | | | £237,337 | |

Career pay bands

Table 2: Social Wellbeing* – effective from 1 April 2020

| Job Family | Pay Model | Grade Name | Pay Point | Salary |
|------------------|------------------|------------|-----------|---------|
| Social Wellbeing | Career Pay Model | PS8SC | | £32,896 |
| | | PS9SC | Point 1 | £35,382 |
| | | | Point 2 | £36,670 |
| | | | Point 3 | £37,957 |
| | | | Point 4 | £39,246 |
| | | PS10SC | Point 1 | £40,227 |
| | | | Point 2 | £41,691 |
| | | | Point 3 | £43,155 |
| | | | Point 4 | £44,619 |
| | | PS11SC | Point 1 | £45,734 |
| | | | Point 2 | £47,732 |
| | | | Point 3 | £49,729 |
| | | | Point 4 | £51,725 |
| | | PS12SC | Point 1 | £53,018 |
| | | | Point 2 | £54,501 |
| | | | Point 3 | £56,816 |
| | | | Point 4 | £59,964 |

*Applies to all Social Workers and Occupational Therapists.

Career pay bands

Table 3: Community protection, Transport and Environment – effective from 1 April 2020

Scheme 1: PS5HT - PS7*

| Job Family | Pay Model | Grade | Point | Salary |
|--------------------------|-----------------------|-------|---------|---------|
| Regulation and Technical | CT&E Career Pay Model | PS5HT | Point 1 | £21,593 |
| | | | Point 2 | £22,714 |
| | | PS6HT | Point 1 | £24,430 |
| | | | Point 2 | £25,699 |
| | Job Family Pay Model | PS7 | Point 1 | £27,641 |
| | | | Point 2 | £28,194 |
| | | | Point 3 | £28,758 |
| | | | Point 4 | £29,333 |
| | | | Point 5 | £29,919 |
| | | | Point 6 | £30,510 |

Scheme 2: PS6HT – PS8*

| Job Family | Pay Model | Grade | Point | Salary |
|--------------------------|-----------------------|-------|---------|---------|
| Regulation and Technical | CT&E Career Pay Model | PS6HT | Point 1 | £24,430 |
| | | | Point 2 | £25,699 |
| | | PS7HT | Point 1 | £27,641 |
| | | | Point 2 | £29,076 |
| | Job Family Pay Model | PS8 | Point 1 | £31,273 |
| | | | Point 2 | £31,898 |
| | | | Point 3 | £32,536 |
| | | | Point 4 | £33,187 |
| | | | Point 5 | £33,851 |
| | | | Point 6 | £34,519 |

Scheme 3 PS7HT - PS9*

| Job Family | Pay Model | Grade | Point | Salary |
|--------------------------|-----------------------|-------|---------|---------|
| Regulation and Technical | CT&E Career Pay Model | PS7HT | Point 1 | £27,641 |
| | | | Point 2 | £29,076 |
| | | PS8HT | Point 1 | £31,273 |
| | | | Point 2 | £32,896 |
| | Job Family Pay Model | PS9 | Point 1 | £35,382 |
| | | | Point 2 | £36,089 |
| | | | Point 3 | £36,811 |
| | | | Point 4 | £37,547 |
| | | | Point 5 | £38,298 |
| | | | Point 6 | £39,246 |

*applies to staff on the CT&E Professional Development Programme (PDP)

Table 4: Commercial Services Education Catering - effective from 1 April 2020

| Position | Grade | Pay Point | Starting Salary |
|--|--------|-----------|-----------------|
| Catering / Servery Assistant | PS 1/2 | N/A | £17,457 |
| Cook - Primary / Secondary & Smart | | | |
| Caterer - Primary Small | PS 3 | Point 1 | £17,663 |
| Caterer - Primary Medium | PS 3 | Point 2 | £18,135 |
| Deputy Caterer - Primary / Secondary Large | | | |
| Caterer - Primary Large | PS 3 | Point 3 | £18,607 |
| Caterer (Secondary Small) | PS 4 | Point 2 | £19,453 |
| Caterer Primary - Very Complex | PS 4 | Point 3 | £19,843 |

Table 5: South East Shared Services (SESS) regional Surrey Pay bands effective from 1 April 2020

| Grade | Title | Point 1 | Point 2 | Point 3 | Point 4 | Point 5 |
|-------|-----------------------|---------|---------|---------|---------|---------|
| SE 5 | Administrator Level 1 | £18,242 | £18,583 | £18,923 | £19,264 | £19,604 |
| SE 6 | Administrator Level 2 | £18,979 | £19,789 | £20,598 | £21,408 | £22,217 |
| SE 7 | Senior Administrator | £22,353 | £23,463 | £24,573 | £25,683 | £26,793 |
| SE 8 | Hub Leader | £23,655 | £24,545 | £25,435 | £26,324 | £27,214 |
| SE 9 | Team Leader | £26,492 | £27,024 | £27,555 | £28,087 | £28,618 |
| SE 10 | Team Manager | £29,666 | £30,261 | £30,856 | £31,450 | £32,045 |
| SE 11 | Manager | £37,217 | £37,658 | £38,098 | £38,539 | £38,979 |
| SE 12 | Senior Manager | £44,809 | £45,850 | £46,891 | £47,931 | £48,972 |

Table 6: Political Assistants

| Grade | Salary |
|---------|---------|
| PS9(PA) | £34,986 |

Table 7: Trainee Social Workers - effective from 1 April 2020

| Trainee Social Worker | Salary |
|-----------------------|---------|
| Fixed salary | £19,000 |

Table 8a: Community Learning & Skills Tutors – 1 September 2019

| Role Level | Surrey Grade equivalent | Surrey Arts Tutor Grade | Basic Hourly Rate | Total incl. hourly rate & preparation allowance* | Total incl. 14% AL** | Total incl. 16% AL** |
|---|-------------------------|-------------------------|-------------------|--|----------------------|----------------------|
| | | | | | <2yrs service | >2yrs service |
| Adult Learning Standard (ALS) Community courses which are non-qualification based | PS7 | ALS A | £14.80 | £20.94 | £23.87 | |
| | | ALS B | | | | £24.29 |
| Adult Learning Higher (ALH) Accredited courses which are qualification based | PS8 | ALH A | £17.76 | £25.13 | £28.65 | |
| | | ALH B | | | | £29.15 |
| Adult Learning Top (ALT) Highly specialist subject areas | PS9 | ALT A | £19.24 | £27.22 | £31.04 | |
| | | ALT B | | | | £31.58 |

*Preparation allowance is 41.5% of basic hourly rate.

**Percentage uplift on basic hourly rate to reflect annual leave/holiday pay.

Table 8b: Community Learning & Skills Tutors – 1 September 2020

| Role Level | Surrey Grade equivalent | Surrey Arts Tutor Grade | Basic Hourly Rate | Total incl. hourly rate & preparation allowance* | Total incl. 14% AL** | Total incl. 16% AL** |
|---|-------------------------|-------------------------|-------------------|--|----------------------|----------------------|
| | | | | | <2yrs service | >2yrs service |
| Adult Learning Standard (ALS) Community courses which are non-qualification based | PS7 | ALS A | £15.10 | £21.36 | £24.35 | |
| | | ALS B | | | | £24.78 |
| Adult Learning Higher (ALH) Accredited courses which are qualification based | PS8 | ALH A | £18.12 | £25.63 | £29.22 | |
| | | ALH B | | | | £29.73 |
| Adult Learning Top (ALT) Highly specialist subject areas | PS9 | ALT A | £19.62 | £27.77 | £31.66 | |
| | | ALT B | | | | £32.21 |

*Preparation allowance is 41.5% of basic hourly rate.

**Percentage uplift on basic hourly rate to reflect annual leave/holiday pay.

Table 9a: Surrey Arts Tutors – 1 September 2019

| Role Level | Surrey Grade equivalent | Surrey Arts Tutor Grade | Basic Hourly Rate | Basic hourly rate plus preparation & travel allowance* | Total incl. AL** | |
|---|-------------------------|-------------------------|-------------------|--|------------------|---------------|
| | | | | | <2yrs service | >2yrs service |
| Unqualified Instrumental Music Teacher; Qualified Instrumental Music Teacher. | PS7 | SA1 A | £14.72 | £21.49 | £24.41 | |
| | | SA1 B | | | | £24.82 |
| Assistant Teacher for the whole class; Team Support Teacher; Curriculum Lead. | PS8 | SA2 A | £15.49 | £22.62 | £25.69 | |
| | | SA2 B | | | | £26.13 |
| | | SA3 A | £16.20 | £23.64 | £26.85 | |
| | | SA3 B | | | | £27.31 |
| | | SA4 A | £17.15 | £25.05 | £28.44 | |
| SA4 B | | £28.93 | | | | |
| Group/Ensemble Conductor/Director; Lead Teacher for the whole class. | PS9 | SA5 A | £18.31 | £26.73 | £30.36 | |
| | | SA5 B | | | | £30.88 |
| | | SA6 A | £20.23 | £29.53 | £33.54 | |
| | | SA6 B | | | | £34.11 |

*Travel allowance of 4.5% & preparation allowance of 41.5% applied to basic hourly rate.

**Percentage uplift on basic hourly rate to reflect annual leave/holiday pay.

Table 9b: Surrey Arts Tutors – 1 September 2020

| Role Level | Surrey Grade equivalent | Surrey Arts Tutor Grade | Basic Hourly Rate | Basic hourly rate plus preparation & travel allowance* | Total incl. AL** | |
|---|-------------------------|-------------------------|-------------------|--|------------------|---------------|
| | | | | | <2yrs service | >2yrs service |
| Unqualified Instrumental Music Teacher; Qualified Instrumental Music Teacher. | PS7 | SA1 A | £15.01 | £21.92 | £24.90 | |
| | | SA1 B | | | | £25.32 |
| Assistant Teacher for the whole class; Team Support Teacher; Curriculum Lead. | PS8 | SA2 A | £15.80 | £23.07 | £26.20 | |
| | | SA2 B | | | | £26.65 |
| | | SA3 A | £16.52 | £24.12 | £27.39 | |
| | | SA3 B | | | | £27.86 |
| | | SA4 A | £17.50 | £25.55 | £29.01 | |
| SA4 B | | £29.51 | | | | |
| Group/Ensemble Conductor/Director; Lead Teacher for the whole class. | PS9 | SA5 A | £18.67 | £27.27 | £30.96 | |
| | | SA5 B | | | | £31.49 |
| | | SA6 A | £20.63 | £30.12 | £34.21 | |
| | | SA6 B | | | | £34.80 |

*Travel allowance of 4.5% & preparation allowance of 41.5% applied to basic hourly rate.

**Percentage uplift on basic hourly rate to reflect annual leave/holiday pay.

Table 10a: Apprenticeship and internship pay rates – effective from 1 September 2019 – 31 March 2020

| Apprenticeship | Apprenticeship Level | Year | Annual Salary |
|---------------------------|----------------------|--------|---------------|
| Intermediate and Advanced | 2 | Year 1 | £14,360 |
| | | Year 2 | £16,894 |
| | 3 | Year 1 | £14,360 |
| | | Year 2 | £16,894 |
| Higher | 4 | N/A | £17,316 |
| | 5 | N/A | £17,316 |
| | 6 | N/A | £17,316 |
| Internship | N/A | N/A | £17,316 |

Table 10b: Apprenticeship and internship pay rates – effective from 1 April 2020

| Apprenticeship | Apprenticeship Level | Year | Annual Salary |
|---------------------------|----------------------|--------|---------------|
| Intermediate and Advanced | 2 | Year 1 | £14,839 |
| | | Year 2 | £17,457 |
| | 3 | Year 1 | £14,839 |
| | | Year 2 | £17,457 |
| Higher | 4 | N/A | £17,663 |
| | 5 | N/A | £17,663 |
| | 6 | N/A | £17,663 |
| Internship | N/A | N/A | £17,663 |

Local (Non-Surrey) Pay Terms & Conditions

Table 11: Former Buckinghamshire County Council trading standards pay settlement effective from 1 April 2020

| Grade | Entry Point | Competent Point | Advanced Point |
|--------|-------------|-----------------|----------------|
| R4 CBP | £ 22,853 | £24,110 | £25,367 |
| R6 CBP | £ 28,468 | £30,034 | £31,599 |
| R8 CBP | £ 37,151 | £39,194 | £41,237 |

**MINUTES OF THE MEETING OF THE CABINET
HELD ON 25 FEBRUARY 2020 AT 2.00 PM
AT ASHCOMBE SUITE, COUNTY HALL, KINGSTON UPON THAMES,
SURREY KT1 2DN.**

These minutes are subject to confirmation by the Cabinet at its next meeting.

Members:

| | |
|--------------------------------|---------------------------|
| *Mr Tim Oliver (Chairman) | *Mr Mike Goodman |
| *Mr Colin Kemp (Vice-Chairman) | *Mrs Mary Lewis |
| *Dr Zully Grant-Duff | *Mrs Julie Iles |
| *Mrs Sinead Mooney | *Mr Matt Furniss |
| *Mr Mel Few | *Ms Denise Turner-Stewart |

Deputy Cabinet Members:

| | |
|-----------------------|-------------------------|
| *Mrs Natalie Bramhall | * Miss Alison Griffiths |
| *Mr Mark Nuti | |

* = Present

Members in attendance:

Mr Keith Taylor (Shere)
Mrs Fiona White (Guildford West)

21/20 APOLOGIES FOR ABSENCE [Item 1]

There were none.

22/20 MINUTES OF PREVIOUS MEETING: 28 JANUARY 2020 [Item 2]

The Minutes of the meeting held on 28 January 2020 were approved as a correct record and signed by the Chairman.

23/20 DECLARATIONS OF INTEREST [Item 3]

There were none.

24/20 MEMBERS' QUESTIONS [Item 4a]

There were none.

25/20 PUBLIC QUESTIONS [Item 4b]

There was one question from a local resident. This and the response are attached as an annex to these minutes.

26/20 PETITIONS [Item 4c]

There were none.

27/20 REPRESENTATIONS RECEIVED ON REPORTS TO BE CONSIDERED IN PRIVATE [Item 4d]

There were none.

28/20 REPORTS FROM SELECT COMMITTEES , TASK GROUPS, LOCAL COMMITTEES AND OTHER COMMITTEES OF THE COUNCIL [Item 5]

There was one report from the Guildford Joint Committee which was discussed with item 7 (Bus Lane Enforcement), to which it related.

29/20 LEADER / DEPUTY LEADER / CABINET MEMBER/ STRATEGIC INVESTMENT BOARD DECISIONS TAKEN SINCE THE LAST CABINET MEETING [Item 6]

RESOLVED:

That the delegated decisions taken since the last meeting of the Cabinet be noted.

Reason for decision:

To inform the Cabinet of decisions taken by Cabinet Members, Strategic Investment Board and the Committee in Common subcommittee under delegated authority.

30/20 BUS LANE ENFORCEMENT [Item 7]

Mr Keith Taylor introduced the report from the Guildford Joint Committee and explained the work around enforcement that was being planned locally and that this work was now in jeopardy due to a change in county policy. He went on to say that the Joint Committee had received late notice of the proposed changes and requested that money raised in Guildford be used on traffic alleviation in Guildford. He also requested that Guildford be treated the same as Woking where there was bus lane enforcement in its High Street.

Mrs Fiona White also spoke of the Guildford Joint Committee meeting and raised the issue of the short notice given on changes to the financial arrangements. She went on to talk about localism and how this policy change removed localism and questioned the committee's ability to take local decisions. She requested that the policy be changed or at least deferred until all boroughs had discussed the proposed changes.

The Cabinet Member for Highways introduced the main report and explained how in 2019 the County Council declared a climate emergency and was developing detailed plans to support the Greener Futures agenda. He spoke of the need for a consistent county-wide policy and that properly located and managed bus lanes would help improve bus transport efficiency and hence impact on the usage of private motor vehicles, potentially aiding both congestion and emissions. High Street, Woking would be brought in line with the new policy and any surplus revenue would be used for walking, cycling and buses across the county. The bus operators had seen the paper and welcomed the proposals.

Six other Cabinet Members spoke in support of the proposals.

The Leader responded to the Guildford Joint Committee report stating that he understood the concerns and recognised the issues raised about process; from which learning would be taken. He reiterated that Woking would be brought into line so there would be consistency across the county. He apologised if the report had not satisfied the Guildford Joint Committee but there was a need to move at pace and with consistency and fairness regarding revenue generated.

RESOLVED:

1. That the revised Bus Lane and Camera policy (Feb 2020) attached as Annex A to the submitted report be agreed.
2. That authority be delegated to the Director for Infrastructure & Operations in consultation with the Cabinet Member for Highways to introduce Bus Lane Enforcement.
3. That authority be delegated to the Cabinet Member for Highways to introduce new or amend existing bus lanes and determine any formal objections through the public formal Cabinet Member decision making meeting.
4. That the Cabinet Member for Highways enter into any new bus lane enforcement agency agreements or external enforcement contracts, subject to County Council procurement and governance processes and procedures.

Reason for decisions:

To ensure the County Council can effectively, efficiently and consistently manage bus lane enforcement and bus lane provision to support the growth of bus use in Surrey as a part of our Greener Futures agenda.

31/20 2019/20 MONTH 9 (DECEMBER) FINANCIAL REPORT [Item 8]

The Cabinet Member for Finance gave a detailed overview of the report which reflected revenue and capital budgets, the expected outlook for the remainder of the financial year and, also as a quarter-end report. It also included Treasury Management and Debt. Whilst there had been a negative movement on the revenue outlook since last month's report the Cabinet Member confirmed that a balanced budget still looked achievable.

RESOLVED:

To note the Council's forecast revenue and capital budget positions for the year.

Reason for decision:

To comply with the agreed policy of providing a monthly budget monitoring report to Cabinet for approval of any necessary actions.

Meeting closed at 2.32 pm

Chairman

CABINET – 25 FEBRUARY 2020**PROCEDURAL MATTERS****Public Questions****Question (1) Resident:**

Please can the committee explain to me why families are having to wait unacceptable times for Post Mortem's to be carried out? Please discuss, debate and sort this problem within the Coroner's Department.

Reply:

The Coroners service has experienced an unusually high number of referrals during the winter months, at the same time as there has been a reduction in the numbers of pathologists prepared to undertake post-mortems. This has regrettably resulted in a number of post-mortems having to be cancelled and rescheduled, leading to unavoidable delays.

Recent discussions with pathologists working in Surrey (including an additional two) have concluded with new agreements and terms being put in place that will give greater certainty over post-mortem arrangements going forwards. In addition, the Coroner's service has allocated more staff to deal with the high number of referrals.

These measures have led to an ongoing improvement in the situation since January. The steps being taken will continue to reduce the time between a referral being received and it being actioned.

Dr Zully Grant-Duff
Cabinet Member for Corporate Support
25 February 2020

This page is intentionally left blank