

Notice of Meeting

People, Performance and Development Committee



SURREY
COUNTY COUNCIL

Date & time
Wednesday, 31
March 2021
at 1.00 pm

Place
Remote

Contact
Joss Butler
Tel 020 8541 9702

Chief Executive
Joanna Killian

joss.butler@surreycc.gov.uk



We're on Twitter:
@SCCdemocracy

Members

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

AGENDA

1 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS

2 MINUTES OF THE PREVIOUS MEETING [10 FEBRUARY 2021]

(Pages 1
- 4)

To agree the minutes as a true record 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 QUESTIONS AND PETITIONS

To receive any questions or petitions.

Notes:

1. The deadline for Member's questions is 12.00pm four working days before the meeting (*23 March 2021*).
2. The deadline for public questions is seven days before the meeting (*11 March 2021*)
3. The deadline for petitions was 14 days before the meeting, and no petitions have been received.

5 ACTION REVIEW

(Pages 5
- 8)

To note the Committee's Action Tracker.

6 FORWARD WORK PROGRAMME

(Pages 9
- 12)

To consider the Committee's Forward Work Programme.

7 WORKFORCE OF THE FUTURE

(Pages
13 - 26)

To provide the Committee with an overview of a new workforce strategy for the council: Workforce of the Future.

8 EXCLUSION OF THE PUBLIC

Recommendation: That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds that they involve the likely disclosure of exempt information under the relevant paragraphs of Part 1 of Schedule 12A of the Act.

PART TWO – IN PRIVATE

9 SURREY PAY 2021/22

(Pages
27 - 36)

To seek the Committee's approval to a number of key changes to Surrey staff pay with effect from 1 April 2021.

This report is being brought to People, Performance and Development Committee under its delegated powers in accordance with Section 2, para 6.13 (a) of the Constitution:
"determine policy on pay, terms and conditions of employment of all staff".

10 PAY POLICY STATEMENT 2021-2022

(Pages
37 - 56)

The People, Performance and Development Committee is invited to recommend the Pay Policy Statement for 2021/2022 to the next meeting of the Full Council on the 25 May 2021 for publication on the council's external website.

Confidential: Not for publication under Paragraph 4

Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under the authority.

11 UNSOCIAL HOURS PAYMENT

(Pages
57 - 70)

To seek the Committee's approval to a key change to staff pay with effect from 1 July 2021. In consultation with the Trade Unions this change has been de-coupled from the main Surrey Pay 2021/22 pay settlement.

This report is being brought to People, Performance and Development Committee under its delegated powers in accordance with Section 2, para 6.13 (a) of the Constitution:
"determine policy on pay, terms and conditions of employment of all staff".

Confidential: Not for publication under Paragraph 4

Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under the authority.

12 EMERGENCY DUTY TEAM (EDT) - PAY PROPOSAL

(Pages
71 - 114)

To seek the Committee's approval for the introduction of on-call payments paid per shift, to support the new model for the functioning of the Children's Emergency Duty Team (EDT), through continued use of daytime staff on-call for EDT.

This report is being brought to People, Performance and Development Committee under its delegated powers in accordance with Section 2, para 6.13 (a) of the Constitution: "determine policy on pay, terms and conditions of employment of all staff".

Confidential: Not for publication under Paragraph 4

Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under the authority.

13 PUBLICITY OF PART 2 ITEMS

To consider whether the item considered under Part 2 of the agenda should be made available to the press and public.

Confidential: Not for publication under Paragraph 1

Information relating to any individual.

14 DATE OF NEXT MEETING

The next meeting of People, Performance and Development Committee will be on 9 June 2021.

Joanna Killian
Chief Executive

Published: Tuesday, 23 March 2021

1.