

MINUTES of the meeting of the **PEOPLE, PERFORMANCE AND DEVELOPMENT COMMITTEE** held at 1.00 pm on 31 March 2021, Remote.

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

Elected Members:

Tim Oliver (Chairman)
Denise Turner-Stewart
Mr Ken Gulati
Eber Kington
Colin Kemp (Vice-Chairman)
Chris Botten

16/21 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS [Item 1]

Apologies were received from Chris Botten and Colin Kemp.

Mary Lewis acted as a substitute for Colin Kemp.

17/21 MINUTES OF THE PREVIOUS MEETING [10 FEBRUARY 2021] [Item 2]

The minutes were agreed as a true record of the meeting.

18/21 DECLARATIONS OF INTEREST [Item 3]

There were none.

19/21 QUESTIONS AND PETITIONS [Item 4]

There were none.

20/21 ACTION REVIEW [Item 5]

Declarations of interest:

None

Witnesses:

Jackie Foglietta, Director – HR&OD

Key points from the discussion:

1. The Committee noted that there were no updates on the actions tracker.
2. In regards to Action A15/19, Members agreed to include an item on Workforce Performance Indicators within the next meeting's agenda.

Actions/ further information to be provided:

None.

RESOLVED:

Members noted the action tracker.

21/21 FORWARD WORK PROGRAMME [Item 6]

Declarations of interest:

None

Witnesses:

Jackie Foglietta, Director – HR&OD

Key points from the discussion:

1. Member agreed to consider an item on Workforce Performance Indicators at the next meeting.

Actions/ further information to be provided:

To consider an item on Workforce Performance Indicators during the committee meeting in June 2021.

RESOLVED:

Members noted the Forward Work Programme.

22/21 WORKFORCE OF THE FUTURE [Item 7]

Declarations of interest:

None

Witnesses:

Beth Stewart, Workforce Strategy and Design Lead
Jackie Foglietta, Director - HR&OD

Key points raised during the discussion:

1. Officers introduced the report and provided Members with a presentation beginning from page 17 of the agenda. Members noted details on:
 - a) Strategic Drivers
 - b) Vision
 - c) Model for Workforce Transformation
 - d) Focus Areas
 - e) Delivery
2. Members noted that a new Enterprise Resource Planning system would allow the council to collate and analyse data in a way which would provide further insight into the council's current workforce situation. It was further noted that the council's current system was not fit for purpose.
3. Members heard that the pipeline of skills mentioned in the slideshow would initially fit into the Strategic Workforce Planning focus area and then further explored within the Resourcing focus area which would aim to understand how the council could access skilled workers.

4. The Committee discussed the council's need to compete with London wages and how there was an ambition to create valuable job roles which included benefits other than salary level.
5. A Member of the Committee asked for officer input on how strong they believed the council brand to be when attracting new employees. Officers stated that there was still work to be done to improve the council's brand.
6. Members noted the work which had already begun on the council's workforce. This included work on culture and value space recruitment.

Actions/ further information to be provided:

None.

RESOLVED:

The Committee noted the contents of the report.

23/21 EXCLUSION OF THE PUBLIC [Item 8]

RESOLVED: 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.

24/21 SURREY PAY 2021/22 [Item 9]

Declarations of interest:

None

Witnesses:

Jackie Foglietta, Director - HR&OD

Key points raised during the discussion:

1. The report was introduced by officers. The Committee asked a number of questions which were responded to by the officers present before moving to recommendations.

Actions/ further information to be provided:

None.

RESOLVED:

See exempt minute E-12-21

25/21 PAY POLICY STATEMENT 2021-2022 [Item 10]

Declarations of interest:

None

Witnesses:

Jackie Foglietta, Director - HR&OD

Key points raised during the discussion:

1. The report was introduced by officers. The Committee asked a number of questions which were responded to by the officers present before moving to recommendations.

Actions/ further information to be provided:

None.

RESOLVED:

See exempt minute E-13-21

26/21 UNSOCIAL HOURS PAYMENT [Item 11]

Declarations of interest:

None

Witnesses:

Emma Lucas, Head of Business Partnering and Employment Practice.

Key points raised during the discussion:

1. The report was introduced by officers. The Committee asked a number of questions which were responded to by the officers present before moving to recommendations.

Actions/ further information to be provided:

None.

RESOLVED:

See exempt minute E-14-21

27/21 EMERGENCY DUTY TEAM (EDT) - PAY PROPOSAL [Item 12]

Declarations of interest:

None

Witnesses:

Jacquie Burke, Director - Family, Resilience & Safeguarding

Key points raised during the discussion:

1. The report was introduced by officers. The Committee asked a number of questions which were responded to by the officers present before moving to recommendations.

Actions/ further information to be provided:

None.

RESOLVED:

See exempt minute E-15-21

28/21 PUBLICITY OF PART 2 ITEMS [Item 13]

29/21 DATE OF NEXT MEETING [Item 14]

The Committee noted that its next meeting would be held on 9 June 2021.

Meeting ended at: 3.20 pm

Chairman