

Notice of Meeting

People, Performance and Development Committee



SURREY
COUNTY COUNCIL

Date & time
Monday, 27
February 2023
at **1.30 pm**

Place
Surrey County
Council, Woodhatch
Place, 11 Cockshot
Hill, Reigate, Surrey,
RH2 8EF

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

Chief Executive
Joanna Killian



We're on Twitter:
@SCCdemocracy

Members

Tim Oliver (Chairman), Denise Turner-Stewart (Vice-Chairman), Eber Kington, Will Forster, Mark Nuti and Clare Curran

AGENDA

1 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS

2 MINUTES OF THE PREVIOUS MEETING: 14 NOVEMBER 2022

(Pages 1
- 6)

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 (*21 February 2023*).
2. The deadline for public questions is seven days before the meeting (*20 February 2023*).
3. The deadline for petitions was 14 days before the meeting, and no petitions have been received.

5 ACTION REVIEW

(Pages 7
- 10)

For Members to consider and note the action tracker.

6 FORWARD WORK PROGRAMME

(Pages
11 - 14)

To note the Forward Work Programme.

7 SURREY COUNTY COUNCIL SPECIAL SEVERANCE POLICY

(Pages
15 - 48)

To provide the Committee with an overview of the approval process Special Severance payments process and newly updated severance policy required by the introduction of statutory guidance in May 2022 on the making and disclosure of Special Severance Payments by local authorities.

8 SURREY COUNTY COUNCIL ENDING BULLYING AND HARASSMENT POLICY (Pages 49 - 62)

To update the Committee and seek the approval of the newly created Ending Bullying and Harassment Policy. This newly created policy is an extension to the already existing Grievance Policy.

9 EXCLUSION OF THE PUBLIC

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

10 SURREY COUNTY COUNCIL PAY AND REWARD (Pages 63 - 76)

To update the Committee on progress to date on Surrey Pay negotiations and also set out the work programme in respect of pay and reward reform for SCC employees.

11 DATE OF NEXT MEETING

The next meeting of People, Performance and Development Committee will be on 12 April 2023.

**Joanna Killian
Chief Executive**

Published: 17 February 2023

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.

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