

**MINUTES** of the meeting of the **PEOPLE, PERFORMANCE AND DEVELOPMENT COMMITTEE** held at 3.00 pm on 22 July 2024 at Surrey County Council, Woodhatch Place, 11 Cockshot Hill, Reigate, Surrey, RH2 8EF.

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

**Members present:**

Tim Oliver OBE (Chairman)  
Denise Turner-Stewart (Vice-Chairman)  
Eber Kington  
Sinead Mooney  
Mark Nuti  
Fiona White

**11/24 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS [Item 1]**

None received.

**12/24 MINUTES OF THE PREVIOUS MEETING - 9 APRIL 2024 [Item 2]**

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

A Member noted that the Chairman and Vice Chairman of the Resources and Performance Select Committee were due to be invited to a future meeting of the People, Performance and Development Committee for when it considers an update on the Equalities, Diversity and Inclusion (EDI) Policy.

**13/24 DECLARATIONS OF INTEREST [Item 3]**

There were none.

**14/24 QUESTIONS AND PETITIONS [Item 4]**

One Member Question was received from Cllr Eber Kington. The question and response was published in a supplementary agenda.

Cllr Kington thanked the Chairman for the response and stated that he was committed to speaking to the new Chief Executive to outline that the council needed a leaner senior leadership structure and that the balance of the number of directors managing front line services, compared to internal organisation services, needed to be addressed. Cllr Kington asked the Chairman whether he would also make this commitment which was agreed. The Chairman added that work was underway to consider the structure in a number of areas across the organisation.

**15/24 ACTION REVIEW [Item 7]**

**Officers:**

Shella Smith, Director – People and Change

**Key points raised during the discussion:**

1. Officers noted that Members of the Committee would consider a periodic report on agency workers and the actions put in place to address the LGA peer review recommendations relevant to staffing at the People, Performance and Development Committee meeting in September 2024. In regard to the agency workers report, Members noted that the report would contain data from the previous financial year and the first quarter of the current financial year.

**Actions / further information to be provided:**

None.

**Resolved:**

The Committee noted the Forward Work Programme.

**16/24 FORWARD WORK PROGRAMME [Item 5]**

**Officers:**

Shella Smith, Director – People and Change

**Key points raised during the discussion:**

1. The Chairman introduced the report and provide a brief overview.
2. The Committee noted detail on the reporting process for reports to be considered by the People, Performance and Development Committee. In regard to the Transgender+ Policy, a Member sought detail on the reporting history and stressed the importance of Member review before publication.

**Actions / further information to be provided:**

None.

**Resolved:**

The Committee noted the Forward Work Programme.

**17/24 EXCLUSION OF THE PUBLIC [Item 6]**

**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.

**18/24 SURREY COUNTY COUNCIL PAY AND TERMS & CONDITIONS OF SERVICE [Item 12]**

**Officers:**

Paul Smith, Interim Project Manager Pay & Reward

**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:**

The Committee agreed to note the report.

**19/24 ANNUAL STATEMENT OF SETTLEMENT AGREEMENT COSTS [Item 8]**

**Officers:**

Shella-Marie Smith, Director of People & Change

**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:**

The Committee agreed to note the report.

**20/24 REDUNDANCY AND PENSION PAYMENTS FOR A SURREY COUNTY COUNCIL EMPLOYEE [Item 9]**

**Officers:**

Shella-Marie Smith, Director of People & Change

**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-14-24

**21/24 PUBLICITY OF PART 2 ITEMS [Item 10]**

**22/24 DATE OF NEXT MEETING [Item 11]**

The Committee noted the date of the next meeting would be held on 9 September 2024.

Meeting ended at: 3.45 pm

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**Chairman**