

MINUTES of the meeting of the **PEOPLE, PERFORMANCE AND DEVELOPMENT COMMITTEE** held at 9.30 am on 18 December 2014 at Committee Room C, County Hall, Kingston upon Thames, Surrey KT1 2DN.

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

Elected Members:

Mr David Hodge (Chairman)
Mr Peter Martin (Vice-Chairman)
Mr Stuart Selleck
Mr Richard Walsh
Mrs Hazel Watson

Apologies:

Ms Denise Le Gal

In Attendance

Ken Akers, Strategic Relationship Manager
Cheryl Hardman, Regulatory Committee Manager
Carmel Millar, Director of People and Development

92/14 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS [Item 1]

Apologies were received from Denise Le Gal.

93/14 MINUTES OF THE PREVIOUS MEETING: 27 NOVEMBER 2014 [Item 2]

The Minutes were approved as an accurate record of the meeting.

94/14 DECLARATIONS OF INTEREST [Item 3]

There were none.

95/14 QUESTIONS AND PETITIONS [Item 4]

There were none.

96/14 ACTION REVIEW [Item 5]**Declarations of Interest:**

None.

Witnesses:

Carmel Millar, Director of People and Development
Ken Akers, Strategic Relationship Manager

Key points raised during the discussion:

1. In relation to Action A11/14 (telephone policy), the Chairman highlighted the postponement of the report pending discussions at senior officer level.
2. In relation to Action A17/14 (Fairness and Respect letter), the Regulatory Committee Manager was asked to follow up on whether the letter had been sent.
3. In relation to Action A18/14 (sickness absence data), the Chairman informed the committee that officers had provided an update on average absence in the private sector as requested, having gathered data from the Chartered Institute of Personnel and Development (CIPD) absence report. The private sector average absence is 5.5 days compared to 8.7 days for the public sector. Surrey County Council is currently reporting 6.7 days. In response to a question, it was confirmed that Adult Social Care figures were included in Surrey's average rate and that this pushed it up to the level it is. Members accepted that there were reasons for Adult Social Care reporting higher absence rates.

Actions/Further information to be provided:

The action tracker will be updated to reflect the points raised during the discussion.

RESOLVED:

To note the tracker.

Committee next steps:

None.

97/14 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 paragraphs 1 and 4 of Part 1 of Schedule 12A of the Act.

THE FOLLOWING ITEMS OF BUSINESS WERE CONSIDERED IN PRIVATE BY THE COMMITTEE. HOWEVER, THE INFORMATION SET OUT BELOW IS NOT CONFIDENTIAL.

98/14 REWARD STRATEGY REVIEW 2014-2018 [Item 7]

Declarations of Interest:

None.

Witnesses:

Carmel Millar, Director of People and Development
Ken Akers, Strategic Relationship Manager

Key points raised during the discussion:

1. The Strategic Relationship Manager introduced the report.
2. Concern was expressed about the risks arising from the new 'sleeping in payments' case law and officers were asked to draft a letter to the LGA requesting support in changing legislation (**Action Review ref: A19/14**).
3. The committee asked further questions which were answered by the officers present, before moving to the recommendations.

Actions/Further information to be provided:

Officers to draft a letter to the LGA requesting support in changing legislation to mitigate the risks arising from the new 'sleeping in payments' case law.

RESOLVED:

To approve the recommendations in the confidential report.

Committee next steps:

None.

99/14 SENIOR PAY POLICY EXCEPTIONS REPORT DECEMBER 2014 [Item 8]

Declarations of Interest:

None.

Witnesses:

Carmel Millar, Director of People and Development
Ken Akers, Strategic Relationship Manager

Key points raised during the discussion:

1. The Chairman introduced the report. The committee asked a number of questions which were answered by the officers present, before moving to the recommendations.

Actions/Further information to be provided:

None.

RESOLVED:

To approve the recommendations in the confidential report.

Committee next steps:

None.

100/14 PUBLICITY FOR PART TWO ITEMS [Item 9]

RESOLVED: That the items considered under Part Two of the agenda should remain confidential and not be made available to the press and public.

101/14 DATE OF NEXT MEETING [Item 10]

The date of the next meeting was noted.

Meeting ended at: 10.00 am

Chairman