

MINUTES of the meeting of the **PEOPLE, PERFORMANCE AND DEVELOPMENT COMMITTEE** held at 2.00 pm on 7 November 2018 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 CBE (Chairman)
Mr John Furey (Vice-Chairman)
Mr Ken Gulati
Mr Eber A Kington
Mr Tim Oliver
Mrs Fiona White

In Attendance

Angela Guest, Democratic Services Officer
Dave Hill, Executive Director CF&L
Michael Coughlin, Executive Director CD&T
Paul Smith, Interim HR Consultant
Jackie Foglietta, Interim Head of HR & OD
Stuart Brown, Data Operations Manager
Julie Smyth, Manager, Reward & Policy

108/18 EXCLUSION OF THE PUBLIC [Item 10]

Due to the availability of necessary officers it was agreed that Part 2 items be dealt with first and the agenda re-ordered.

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.

108/18 EXCLUSION OF THE PUBLIC [Item 10]

RESOLVED:

1. That due to the availability of necessary officers that Part 2 items be dealt with first and the agenda reordered.
2. 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.

109/18 SURREY PAY 2019/20 [Item 11]

Declarations of interest:

None

Witnesses:

Michael Coughlin, Executive Director CD&T
Paul Smith, Interim HR Consultant
Jackie Foglietta, Interim Head of HR & OD

Key points raised during the discussion:

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 approved the recommendations as set out in the Part 2 minute.

110/18 CHILDREN'S SERVICES STAFFING STRUCTURE [Item 12]

Declarations of interest:

None

Witnesses:

Dave Hill, Executive Director CF&L

Key points raised during the discussion:

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 approved the recommendations as set out in the Part 2 minute.

111/18 PUBLICITY OF PART 2 ITEMS [Item 13]

It was agreed that the information in relation to the Part 2 items discussed at the meeting would remain exempt.

The meeting was opened to the public.

112/18 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS [Item 1]

There were none.

113/18 MINUTES OF THE PREVIOUS MEETING: 24 SEPTEMBER 2018 [Item 2]

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

114/18 DECLARATIONS OF INTEREST [Item 3]

There were none.

115/18 PROCEDURAL MATTERS [Item 4]

There were none.

116/18 ACTION REVIEW [Item 5]

Declarations of interest:

None

Witnesses:

Jackie Foglietta, Interim Head of HR & OD

Key points from the discussion:

A Member requested that a timeline in relation to retention of staff. Officers advised the Committee that this would form part of the strategic workplan.

Actions/ further information to be provided:

1. To accurately record the updated date on tracker item A12/18.
2. That a timeline for the retention of staff (tracker item A14/18) be included on the strategic workplan.

RESOLVED:

That the Committee monitored progress on the implementation of actions from previous meetings.

117/18 FORWARD WORK PROGRAMME [Item 6]

Declarations of interest:

None

Witnesses:

None

Key points raised during the discussion:

Members noted the items to come forward for future meetings and requested that details around the strategic workplan be added to the April 2019 agenda.

Actions/ further information to be provided:

The strategic workplan to be added to the April 2019 agenda.

RESOLVED:

To note the forward work programme.

118/18 PEOPLE, PERFORMANCE AND DEVELOPMENT COMMITTEE TERMS OF REFERENCE [Item 7]

Declarations of interest:

None

Witnesses:

Jackie Foglietta, Interim Head of HR & OD

Key points raised during the discussion:

1. There was some discussion around whether it was appropriate for the Terms of Reference to include the ability of Committee to request financial information of recruitment and salaries, for example costs of redundancy agreements and appointment of senior officers. Concerns were raised by Members that they were not seeing the financial result of decisions made regarding the recruitment and remuneration of senior officers. It was also argued that whilst the Members should be aware of the financial details of decisions it was not for the Committee to assume responsibility for it as that was the role of Corporate Overview Select Committee.
2. It was also pointed out that this item was not on the November Council agenda.

Actions/ further information to be provided:

To forward this item to the December Council meeting.

RESOLVED:

To **RECOMMEND** that Council approve the revised Terms of Reference at its meeting on 11 December 2018.

119/18 'OUR PEOPLE 2021' STRATEGY [Item 8]

Declarations of interest:

None

Witnesses:

Jackie Foglietta, Interim Head of HR & OD
Stuart Brown, Data Operations Manager

Key points raised during the discussion:

1. Members declined the proposed interactive presentation of the half yearly workforce performance indicators which support measuring success in delivery of the Our People 2021 Strategy as they wished to see information before the meeting itself in order to digest the information. Officers described how the Tableau tool worked and how one could interact with the information and also explaining that it was difficult to put information in a static form. Members requested that officers arrange to meet Members individually to take them through the interactive presentation.
2. One Member pointed out the use of language in paragraph 8 of the report which was written as a statement of fact and compared it to the language of paragraph 4 of the report.
3. Officers confirmed that the success measures of the Our People 2021 Strategy would be presented to this Committee.

Actions/ further information to be provided:

That officers arrange to meet Members individually to take them through the interactive presentation of the half yearly workforce performance indicators.

RESOLVED:

1. That the Our People 2021 Strategy which has been developed with input from the People, Performance and Development Committee following endorsement of the draft 'Plan on a page' of the People Strategy 2018-2020 be noted.
2. That the Our People 2021 Strategy will be presented to Full Council on 11 December as one of a suite of documents, alongside the new Organisational Strategy, Preliminary Financial Strategy and Transformation Programme be noted.

120/18 CENTRALLY EMPLOYED TEACHERS' PAY [Item 9]

Declarations of interest:

None

Witnesses:

Paul Smith, Interim HR Consultant

Key points raised during the discussion:

1. Clarification was sought on whether the same arrangement would apply to academies. Officers reported that if a school was made an academy before 2011 they would be bound by the pay arrangements and if made an academy after that date they could set their own arrangements. However, it had been customary for academies to adopt the regulated pay arrangements.

2. Concern was expressed by some Members on the costs and the increase in costs.

Actions/ further information to be provided:

None.

RESOLVED:

That the following pay progression increases for centrally employed teachers to take effect from 1 September 2018 be agreed:

- a 1% pay increase, subject to a successful appraisal rating or
- a 2% pay increase, subject to an exceptional appraisal rating; and, additionally;
- a 1% increase to the pay range in line with the nationally agreed pay increases.

121/18 DATE OF NEXT MEETING [Item 14]

The Committee noted that its next meeting would be held in February 2019.

Meeting ended at: 3.30 pm

Chairman