

MINUTES of the meeting of the **PEOPLE, PERFORMANCE AND DEVELOPMENT COMMITTEE** held at 11.00 am on 18 February 2025 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.

Elected Members:

*= In attendance

Tim Oliver OBE (Chairman)*
Denise Turner-Stewart (Vice-Chairman)*
Eber Kington*
Sinead Mooney*
Mark Nuti*
Paul Follows

1/25 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS [Item 1]

None received.

2/25 MINUTES OF THE PREVIOUS MEETING - 4 NOVEMBER 2024 [Item 2]

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

3/25 DECLARATIONS OF INTEREST [Item 3]

There were none.

4/25 QUESTIONS AND PETITIONS [Item 4]

There were none.

5/25 ACTION REVIEW [Item 5]

Key points from the discussion:

1. The Chairman introduced the item and noted that an update on equality, diversity, and inclusion was scheduled to be presented on 7 April 2025.

Actions/ further information to be provided:

None.

RESOLVED:

The Committee noted the Action Tracker.

6/25 FORWARD WORK PROGRAMME [Item 6]

Officer:

Shella Smith, Director – People and Change

Key points from the discussion:

1. The Chairman noted that, at the County Council meeting on 4 February 2025, in response to a question from Cllr Kington, it was agreed that the Director of People and Change would provide a verbal update to the People, Performance and Development Committee (PPDC) on 18 February 2025 regarding the staffing implications arising from Local Government Reform (LGR). The Director of People and Change made the following comments:
 - a. Most staff from Surrey County Council and the districts and boroughs would transfer under TUPE to the new authority on their existing terms and conditions of employment. This would not apply to senior posts, such as chief officer positions, which would likely end due to redundancy unless they secure a role in one of the new unitary authorities.
 - b. It is possible that interim appointments may be needed at the senior level during the transition period.
 - c. After the elections in May 2026, shadow authorities would need to create the equivalent of a PPDC to oversee the process of appointing new senior leadership roles within the new unitary authorities, starting with the chief executive.
 - d. The chief executive would develop the draft target operating model for the new organisation and new staffing structures, likely down to the assistant director or head of service level equivalent.
 - e. The new PPDC for the shadow authorities would appoint statutory posts, including the Section 151 officer and the monitoring officers for the new authorities.
 - f. New terms and conditions, a pay structure, and HR policies would need to be developed to appoint people onto the new terms and conditions.
 - g. Surrey will need to carry out TUPE consultation for all staff transferring, including those employed in maintained schools.
 - h. Initial meetings with trade unions and monthly briefings with managers were planned to ensure effective communication and engagement during the transition.
2. Following the update and discussion, the Committee thanked officers for the update and asked that the Committee be regularly updated moving forward.

Actions/ further information to be provided:

None.

RESOLVED:

The Committee noted the Forward Work Programme.

7/25 EXCLUSION OF THE PUBLIC [Item 7]

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.

8/25 SURREY COUNTY COUNCIL PAY AND TERMS & CONDITIONS OF SERVICE [Item 8]

Officer:

Paul Smith, Programme 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:

See exempt minute - E-05-2025

9/25 PUBLICITY OF PART 2 ITEMS [Item 9]

The Committee decided that none of the items considered under Part 2 of the agenda would be released to the Press and public.

10/25 DATE OF NEXT MEETING [Item 10]

The Committee noted that its next meeting would be held on 7 April 2025.

Meeting ended at: 12.05 pm

Chairman

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