

**MINUTES** of the meeting of the **PEOPLE, PERFORMANCE AND DEVELOPMENT COMMITTEE** held at 3.00 pm on 10 December 2020 at Remote.

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

**Elected Members:**

\*= in attendance

Mr Tim Oliver (Chairman)\*

Ms Denise Turner-Stewart\*

Mr Ken Gulati\*

Mr Chris Botten\*

Mr Colin Kemp

Mr Eber Kington

**72/20 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS [Item 1]**

Apologies were received from Colin Kemp and Eber Kington.

Mary Lewis acted as a substitute for Colin Kemp. Ernest Mallett acted as a substitute for Eber Kington.

**73/20 MINUTES OF THE PREVIOUS MEETING [Item 2]**

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

**74/20 DECLARATIONS OF INTEREST [Item 3]**

There were none.

**75/20 QUESTIONS AND PETITIONS [Item 4]**

There were none.

**76/20 ACTION REVIEW [Item 5]**

**Declarations of interest:**

None

**Witnesses:**

Jackie Foglietta, Director of HR&OD

**Key points from the discussion:**

1. In regards to action A23/20, Members noted an update on staff wellbeing during COVID-19 from the Director of HR&OD. The Committee were informed that a note was being circulated on a weekly basis which included hints and tips on support and important information that had a focus on resilience. Members further noted that

a recent mental health summit was held and was said to be very helpful.

2. A Member of the Committee stated it was important that school head teachers were also included in any mental health circulations. Officers noted the comment and also highlighted that information was available on the schools portal.
3. Members noted that A24/20 was completed.

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

None.

**RESOLVED:**

The Committee noted the actions tracker.

**77/20 TERMINATION OF A MEMBER REPRESENTATIVE AND FURTHER APPOINTMENT OF A MEMBER REPRESENTATIVE OF THE LOCAL PENSION BOARD [Item 6]**

**Declarations of interest:**

None.

**Witnesses:**

Ayaz Malik, Pension Finance Specialist

**Key points raised during the discussion:**

1. The Pension Finance Specialist introduced the report and provided a brief summary.

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

None.

**RESOLVED:**

It was agreed that the proposed termination and appointment for a member representative position of the Local Pension Board is approved, as outlined in Annex 1 of the report.

**78/20 VERBAL ITEM - SUBMISSION OF AN APPLICATION FOR THE ROLE OF CHAIR OF ST MUNGO'S, A CHARITY SUPPORTING ROUGH SLEEPERS. [Item 6a]**

**Declarations of interest:**

None.

**Witnesses:**

None.

**Key points raised during the discussion:**

1. The Committee noted that this item would be considered as an additional urgent item at the discretion of the chairman.
2. The Chairman introduced the item and informed Members that the Chief Executive had asked for the Council's agreement for her to apply for the role of Chair of St Mungo's, a charity supporting rough sleepers. Members noted that the role was unpaid and would not interfere with her role as Chief Executive and would commence in September 2021. It was further noted that there was no obvious conflict with her Council role as St Mungo's provide services in London and parts of the south and west of the country. They don't provide any contracted or commissioned services through the council or the council's Districts and Boroughs.
3. Members stated that the Chief Executive was worthy of the role and that they were happy to endorse the proposal.
4. Members felt it was important the Chief Executive used the opportunity to make good connections for the Health and Wellbeing Board.

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

None.

**RESOLVED:**

The People, Performance and Development Committee provided their agreement for the Chief Executive to apply for the role of Chairman of St Mungo's Homeless Charity.

**79/20 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.

**80/20 SURREY COUNTY COUNCIL PAY AND TERMS & CONDITIONS OF SERVICE [Item 8]**

**Witnesses:**

Jackie Foglietta, Director – HR&OD

**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-23-20]

**81/20 SOULBURY COMMITTEE TERMS & CONDITIONS - SURREY COUNTY COUNCIL SPA POLICY [Item 9]**

**Witnesses:**

Emma Lucas, Head Of Business Partnering & Employment Practice

**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-24-20]

**82/20 ADULT SOCIAL CARE & CHILDREN'S RESIDENTIAL CARE SERVICE RECOGNITION PAYMENT [Item 10]**

**Witnesses:**

Jackie Foglietta, Director – HR&OD

**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-25-20]

**83/20 VERBAL UPDATE ON THE AGILE WORKING PROGRAMME [Item 11]**

**Witnesses:**

Jackie Foglietta, Director – HR&OD

**Key points raised during the discussion:**

1. The update was introduced by officers. The Committee asked a number of questions which were responded to by the officers.

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

None.

**84/20 PUBLICITY OF PART 2 ITEMS [Item 12]**

**85/20 DATE OF NEXT MEETING [Item 13]**

The Committee noted that its next meeting would be held on 10 February 2021

Meeting ended at: Time Not Specified

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**Chairman**