

**MINUTES** of the meeting of the **PEOPLE, PERFORMANCE AND DEVELOPMENT COMMITTEE** held at 12.30 pm on 7 December 2021 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 Present:**

Tim Oliver (Chairman)  
Denise Turner-Stewart  
Eber Kington  
Mark Nuti  
Becky Rush (Vice-Chairman)

**Apologies:**

Will Forster

**53/21 APOLOGIES FOR ABSENCE AND SUBSTITUTIONS [Item 1]**

Apologies were received from Will Forster.

**54/21 MINUTES OF THE PREVIOUS MEETING - 23 SEPT 2021 [Item 2]**

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

**55/21 DECLARATIONS OF INTEREST [Item 3]**

There were none.

**56/21 QUESTIONS AND PETITIONS [Item 4]**

One Member question was received from Catherine Baart. The question and response were published within a supplementary agenda. Catherine Baart did not ask a supplementary question and sent thanks to the committee for the response.

**57/21 ACTION REVIEW [Item 5]**

**Key points from the discussion:**

1. The Chairman noted that there were no updates to the action tracker. Members made no further comments.

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

None.

**RESOLVED:**

The Committee noted the action tracker.

**58/21 FORWARD WORK PROGRAMME [Item 6]**

**Key points from the discussion:**

1. The Chairman noted that the Talent Strategy would be considered at the next meeting. Members made no further comments.

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

None.

**RESOLVED:**

The Committee noted the Forward Work Programme.

**59/21 SURREY COUNTY COUNCIL VACCINATION POLICY [Item 7]**

**Witnesses:**

Hannah Dwight, HR Business Partner - Adult Social Care

**Key points raised during the discussion:**

1. The HR Business Partner introduced the report and provided a brief summary. It was noted that, as a result of the Covid pandemic, the government had made changes to the regulations for care services. The purpose of the Vaccination policy was to set out the county council's position on vaccination related to employment or entry to a designated setting. Members noted details of the policy which were outlined within the officer report.
2. Officers confirmed that there would be no severance costs associated with a dismissal.
3. The Committee noted that there was no data available on the number of people who chose not to apply for a post because of a specific policy.
4. A Member asked for clarification on the policy's position on booster vaccinations. Officers confirmed that currently booster vaccinations were not covered within the regulation.

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

None.

**RESOLVED:**

1. The Committee noted the Vaccination policy.
2. The Committee agreed for the policy to be updated as new legislation is published without further presentation where a review of the council's policy position on vaccination is not required.

**60/21 EXCLUSION OF THE PUBLIC [Item 8]**

**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.

**61/21 TENURE, AGENCY & INTERIM SPEND REPORT [Item 9]**

**Witnesses:**

Paula Leach, Interim Director of People and Change  
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-03-22

**62/21 SURREY COUNTY COUNCIL PAY AND TERMS & CONDITIONS OF SERVICE [Item 10]**

**Witnesses:**

Paula Leach, Interim Director of People and Change  
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-04-22

**63/21 PUBLICITY OF PART 2 ITEMS [Item 11]**

**64/21 DATE OF NEXT MEETING [Item 12]**

The Committee noted that its next meeting would be held on 1 March 2022.

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Meeting ended at: 2.00 pm

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**Chairman**