

People Performance and Development Committee Forward Work Programme

7 April 2025

Item title	Surrey Pay Policy
Report author	Paul Smith, Programme Manager (Pay & Reward)
Item Summary	To consider a report on the Pay Policy.

Item title	Officer Code of Conduct
Report author	Shella Smith, Director of People and Change
Item Summary	To complete an annual review of the Officer Code of Conduct

Item title	Carrer Development Update
Report author	Peter Little, Transformation Consultant
Item Summary	The Committee to receive an update report on career development at Surrey County Council.

Item title	Equality, Diversity, and Inclusion (EDI) Update
Report author	Sarah Richardson, Assistant Director - People Strategy & Organisational Development
Item Summary	The Committee to receive an update report on Equality, Diversity, and Inclusion (EDI) at Surrey County Council

14 July 2025

Item title	Annual Report on Tenure, Agency, and Interim Spend for the Previous Financial Year
Report author	Bella Smith, Head of Insights, Systems and Governance
Item Summary	The Committee to receive an annual tenure, agency and interim spend report for the previous financial year.

Item title	Annual Workforce Report
Report author	Bella Smith, Head of Insights, Systems and Governance
Item Summary	The Committee to receive the Annual Workforce report

Item title	Annual Report on Settlement Agreement Costs for the Previous Financial Year
Report author	Emma Lucas, Head of Business Partnering & Employment Practice
Item Summary	The Committee to receive an update report on the annual settlement agreement costs related to Equality, Diversity, and Inclusion (EDI) for the previous financial year at Surrey County Council.

8 September 2025

No items scheduled at present.

10 November 2025

Item title	Surrey Pay Structure Initial Agreement (including Pay Award)
Report author	Shella Smith, Director of People and Change
Item Summary	To Committee to consider a report on the Surrey pay structure initial agreement (including pay award)

23 February 2026

Item title	Final Pay Structure
Report author	Shella Smith, Director of People and Change
Item Summary	To Committee to approve the final pay structure.

Item title	Officer Code of Conduct
Report author	Shella Smith, Director of People and Change
Item Summary	To complete an annual review of the Officer Code of Conduct

13 April 2026

Item title	Surrey Pay Policy
Report author	Paul Smith, Programme Manager (Pay & Reward)
Item Summary	To consider a report on the Pay Policy.

Senior Officer Appointments will be scheduled as and when required.

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