

People, Performance & Development Committee – ACTION TRACKING

ACTIONS

Number	Meeting Date	Item	Recommendation / Action	Action by whom	Action update
A22/13	18 Sept 13	Employee Benefits - Surrey Extra Update	Officers to consider including retirees in the future roll-out of Surrey Extra.	Deputy Head of HR&OD	<p>On 21 October, the Deputy Head of HR&OD informed the committee that he had received confirmation that retirees would be able to join the scheme for a fee.</p> <p>On 19 March 2014, the Deputy Head of HR&OD offered to bring a report on the roll-out of Surrey Extra to committee to a future meeting, marking the one year anniversary of the scheme. The report would include information on the inclusion of retirees in the scheme.</p> <p>This is on the agenda for 21 July.</p>
A23/13	21 Oct 2013	Action Review	A further report on employee volunteering scheme to be scheduled.	Deputy Head of HR&OD	Scheduled for 29 October 2014.
A25/13	9 Dec 2013	Proposed Pay Settlement for 2014/16	Officers to bring a paper on recruitment and retention issues at the Council to a future meeting of the Committee	Head of HR&OD	To be addressed through the Reward Strategy Review paper on 21 July and going forward through the review itself.
A28/13	9 Dec 2013	Proposed Pay Settlement for 2014/16	See confidential annex.	Head of HR&OD	See confidential annex.
A2/14	29 Jan 2014	Pay Policy Exceptions Report January 2013	Officers to bring a report on reward and recognition for senior staff to a future meeting	Head of HR&OD	To be addressed through the Reward Strategy Review paper on 21 July and going forward through the review itself.
A3/14	24 Feb 2014	Surrey Pay Settlement 2014/15 and 2015/16	See confidential annex	Head of HR&OD	See confidential annex.

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A5/14	24 Feb 2014	Surrey Pay Policy Statement 2014-15	Officers to review the labelling of Pay Grades	Head of HR&OD	A report to be scheduled.
A8/14	19 Mar 2014	Programme: Strategy, Management and Service Delivery in a Digital Economy	Officers to set up a learning agreement which would commit staff to staying with Surrey County Council for two years after finishing the qualification	OD & Skills Advisor	A learning agreement template has been developed and will be issued to delegates when the cohort list has been finalised. This is currently two thirds full, and CSF and ASC are underrepresented.
A9/14	19 Mar 2014	Programme: Strategy, Management and Service Delivery in a Digital Economy	Officers to complete the Equality Impact Assessment when the programme design is completed	OD & Skills Advisor	The EIA is underway, and will be published when the programme is finalised. At present, there are concerns that the time commitment may be disproportionate, given other priorities and lack of qualification.

COMPLETED

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A22/13	18 Sept 13	Employee Benefits - Surrey Extra Update	Officers to consider including retirees in the future roll-out of Surrey Extra.	Deputy Head of HR&OD	<p>On 21 October, the Deputy Head of HR&OD informed the committee that he had received confirmation that retirees would be able to join the scheme for a fee.</p> <p>On 19 March 2014, the Deputy Head of HR&OD offered to bring a report on the roll-out of Surrey Extra to committee to a future meeting, marking the one year anniversary of the scheme. The report would include information on the inclusion of retirees in the scheme.</p> <p>This is on the agenda for 21 July.</p>

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A27/13	9 Dec 2013	Proposed Pay Settlement for 2014/16	See confidential annex.	Head of HR&OD	See confidential annex.
A10/14	19 Mar 2014	'Confident in our Future' Fairness & Respect Strategy 2013-2018	The Chairman to prepare a letter promoting the council as an employer of first choice for all Members of the Council to send to Parish Councils, include in bulletins etc. The Surrey Leaders Group would also be approached to circulate the letter.	Chairman	On 28 May 2014, the Chairman informed the Committee that he had signed off the letter and it had been sent to the Leaders of Surrey's Borough and District Councils.

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