



People, Performance and Development Committee  
22 March 2017

**Forward Work Programme**

**Purpose of the report:**

For Members to review and comment on upcoming items due for consideration by the People, Performance and Development Committee.

**Introduction:**

A Forward Work Programme recording upcoming items due for consideration by the Committee is attached as **Annex 1**, and the Committee is asked to review the items due to be discussed.

A number of 'standing' items are brought to the attention of the Committee at defined intervals, either monthly (e.g. pay exception requests for officers in posts graded S13 and above), quarterly (e.g. pay exception reports for officers in all posts), or annually (e.g. Annual Pay review and Pay Policy Statement).

In addition to the permanent items, the Committee considers proposals for changes to Surrey Pay terms and conditions as well as human resource policies which govern the employment relationship between the Council and its officers.

While changes to HR policies can be driven by developments in legislation, the Council also proactively reviews its employment practices. Regular HR policy reviews aim to ensure the effectiveness and fitness for purpose of the Council's approach to people management, maintain a positive employee relations climate and ultimately contribute to making Surrey County Council an employer of choice. Proposals for changes are submitted on an ad-hoc basis, although it is likely that most PPDC meeting agendas will contain one or more items of that nature.

Additional papers/proposals are submitted for consideration by the Committee on an 'as required' basis, and may include projects or initiatives relating to the HR Strategy for people management and/or organisational development.

**Recommendations:**

The Committee is asked to review upcoming actions that it is due to consider at future People, Performance and Development Committee (Annex 1).

---

**Report contact:** Andrew Baird, Regulatory Committee Manager

**Contact details:** 020 8541 7609, [andrew.baird@surreycc.gov.uk](mailto:andrew.baird@surreycc.gov.uk)