



People Performance and Development Committee Forward Work Programme – March 2017

14 June 2017

Item title	Monthly Pay Policy Exceptions June 2017 (Part 2)
Report author	Ken Akers, Head of HR & OD
Item Summary	For PPDC to decide on senior pay (grades S13 or above) that fall outside of the published pay policy.

Item title	Proposed Surrey Pay Settlement (Non-Schools & Schools) (Part 2)
Report author	Ken Akers, Head of HR & OD ,Julie Smyth HR Reward Manager
Item Summary	For the Committee to agree the proposed 2017/18 Surrey Pay settlement for schools and non-schools

Item title	Pay Policy Exceptions Analysis (2016/17) Q4 and Full Year
Report author	Rahul Singh, Senior MI Specialist Ken Akers, Head of HR & OD
Item Summary	To review analysis of Pay Policy Exceptions agreed for Quarter 4 and for the full year 2016/17

Item title	HR Strategy
Report author	Ken Akers, Head of HR & OD
Item Summary	Summary of HR Strategy

Item title	Appraisal Completion Update
Report author	Ken Akers, Head of HR & OD Lavern Dinah, Acting Strategic OPD Manager
Item Summary	To update the Committee on the number of appraisals that have been completed to date so far for the year 2015/16.

Item title	Leadership Offer Review Update
Report author	Lavern Dinah, Acting OD Manager Ken Akers, Head of HR & OD
Item Summary	Update on the new corporate leadership offer

Item title	Outcome of review into key worker housing
Report	Ken Akers, Head of HR & OD

author	
Item Summary	To update Members on existing key worker housing schemes as well as outcomes arising from a review into key worker housing options undertaken by a project group.

Item title	Appointment of Local Pension Board Members
Report author	Neil Mason, Senior Advisor (Pension Fund)
Item Summary	To appoint Members of the Local Pension Board.

Please note that the following HR Policy changes may be combined into one report.

Item title	Industrial Action Policy
Report author	Prodromos Mavridis, Snr HR Advisor – Policy and Engagement Ken Akers, Head of HR & OD
Item Summary	To approve the revised Industrial Action Policy in line with the Trade Union Act 2016.

Item title	Collective Dispute and Grievance Policy
Report author	Prodromos Mavridis, Snr HR Advisor – Policy and Engagement Ken Akers, Head of HR & OD
Item Summary	To approve the revised Collective Grievance and Collective Disputes Policy.

Item title	Family-friendly Policies
Report author	Prodromos Mavridis, Snr HR Advisor – Policy and Engagement Ken Akers, Head of HR & OD
Item Summary	To approve the revised/realigned suite of Family-Friendly policies (maternity, adoption, parental leave etc).

Item title	Annual leave during sickness
Report author	Prodromos Mavridis, Snr HR Advisor – Policy and Engagement Ken Akers, Head of HR & OD
Item Summary	To approve changes to the arrangements for the accrual and carryover of annual leave during long-term sickness.

25 July 2017

Item title	Monthly Pay Policy Exceptions July 2017 (Part 2)
Report author	Ken Akers, Head of HR & OD
Item Summary	For PPDC to decide on senior pay (grades S13 or above) that fall outside of the published pay policy.

Item title	Surrey Pay Settlement (Non-Schools & Schools) Final Offer (Part 2)
Report	Ken Akers, Head of HR & OD

author	
Item Summary	For the Committee to agree the pay award to be offered to staff for 2017/18.

Item title	Outcome of the Chief Executive's Appraisal (Part 2)
Report author	Ken Akers, Head of HR & OD
Item Summary	To update the Committee on the outcome of the Chief Executive's appraisal panel.

Item title	Environment & Infrastructure Directorate Welcome Bonus (Part 2)
Report author	Dominic Forbes, Planning and Development Group Manager Jo Donoghue, Strategic Business Partner
Item Summary	For the Committee to consider proposals for a welcome bonus for engineers and specialist staff joining the E&I Directorate.

Item title	Termination of Employment Policy (including review of early retirement provisions) (Part 2)
Report author	Prodromos Mavridis, Snr HR Advisor – Policy and Engagement Ken Akers, Head of HR&OD
Item Summary	To approve changes to relevant policies and their regrouping under the Termination of Employment heading.

Item title	Behaviours Framework
Report author	Ken Akers, Head of HR & OD
Item Summary	To update the Committee on action that has been taken to embed the Behaviours Framework

Item title	Learning Agreement (under Study Leave and Financial Assistance Policy)
Report author	Joy Hurman, Social Care Workforce Development Team Leader Ken Akers, Head of HR&OD
Item Summary	To approve changes to allowances specified in the Learning Agreement within the Study Leave and Financial Assistance Policy

Item title	Update on Review of Staff Survey Results
Report author	Rachel Crossley, Chief of Staff
Item Summary	To update the Committee on actions being taken to areas identified for improvement in the staff survey.

21 September 2017

Item title	Monthly Pay Policy Exceptions September 2017 (Part 2)
Report author	Oonagh Dixon, Reward Advisor Ken Akers, Head of HR & OD
Item	For PPDC to decide on senior pay (grades S13 or above) that fall outside of

Summary	the published pay policy.
----------------	---------------------------

Item title	Pay Policy Statement 2017/2018
Report author	Ken Akers, Head of HR & OD Julie Smyth, HR Reward Manager
Item Summary	To review the Pay Policy Statement for 2017/18 for recommendation to Full Council

27 October 2017

Item title	Monthly Pay Policy Exceptions October 2017 (Part 2)
Report author	Oonagh Dixon, Reward Advisor Ken Akers, Head of HR & OD
Item Summary	For PPDC to decide on senior pay (grades S13 or above) that fall outside of the published pay policy.

Item title	Pay Policy Exceptions Analysis Q1 & Q2 2017/18 (Part 2)
Report author	Rahul Singh, Senior MI Specialist Ken Akers, Head of HR & OD
Item Summary	To review analysis of Pay Policy Exceptions for Quarter 1 of 2017/18.

30 November 2017

Item title	Monthly Pay Policy Exceptions November 2017 (Part 2)
Report author	Oonagh Dixon, Reward Advisor Ken Akers, Head of HR & OD
Item Summary	For PPDC to decide on senior pay (grades S13 or above) that fall outside of the published pay policy.

Item title	Review of Senior Management Arrangements for the Environment & Infrastructure Directorate
Report author	Ken Akers, Head of HR & OD
Item Summary	To update the Committee on the senior management arrangements for the Environment and Infrastructure Directorate following changes made to the senior management structure within the Directorate.