



People Performance and Development Committee Forward Work Programme – June 2017

25 July 2017

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	Leadership Development Programme - Leadership Offer Review
Report author	Lavern Dinah, Acting OD Manager
Item Summary	Update on the new corporate leadership offer

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

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

Item title	Monthly Pay Policy Exceptions July 2017 (Part 2)
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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	Annual Surrey Pay Review
Report author	Ken Akers, Head of HR & OD
Item Summary	For the Committee to consider the proposed Annual Pay Award for staff.

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	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.

Item title	Pay Policy Exceptions Analysis Q1 2017/18
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.

Item title	Trade Union Facility Time Report
Report author	Ken Akers, Head of HR & OD
Item Summary	To advise on options for Members to access their LGPS pension.

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 Summary	For PPDC to decide on senior pay (grades S13 or above) that fall outside of 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

Item title	SCC Financial Position and its Impact on Staff
Report author	Ken Akers, Head of HR & OD
Item Summary	To review the number of redundancies likely as a result of SCC's Financial Position and to consider measures to mitigate the impact of any potential redundancies on staff morale.

Item title	Family-friendly Policies
Report author	Prodromos Mavridis, Snr HR Advisor – Policy and Engagement
Item Summary	To approve the revisions/realignments to the Council's family friendly policies including maternity, adoption and parental leave.

Item title	Termination of Employment Policy
Report author	Prodromos Mavridis, Snr HR Advisor – Policy and Engagement
Item Summary	To approve revisions to the Council's Termination of Employment Policy

Item title	Homeworking Telephone Allowances
Report author	Prodromos Mavridis, Snr HR Advisor – Policy and Engagement
Item Summary	To approve revisions to Council's allowances for homeworking telephones.

Item title	Embedding the Behaviours Framework Update
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

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.
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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.

Item title	HR Policy Changes
Report author	Prodromos Mavridis, Snr HR Advisor – Policy and Engagement
Item Summary	For the Committee to approve changes to HR policies.

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.