



## People Performance and Development Committee Forward Work Programme – July 2017

21 September 2017

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

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

<b>Item title</b>	<b>SCC Financial Position and its Impact on Staff</b>
<b>Report author</b>	Ken Akers, Head of HR & OD
<b>Item Summary</b>	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.

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

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

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

<b>Item title</b>	<b>Embedding the Behaviours Framework Update</b>
<b>Report</b>	Ken Akers, Head of HR & OD

<b>author</b>	
<b>Item Summary</b>	To update the Committee on action that has been taken to embed the Behaviours Framework

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

### 27 October 2017

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

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

### 30 November 2017

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

<b>Item title</b>	<b>Review of Senior Management Arrangements for the Environment &amp; Infrastructure Directorate</b>
<b>Report author</b>	Ken Akers, Head of HR & OD
<b>Item Summary</b>	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.

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

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

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