



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

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>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>Policy Statement on Recording HR Meetings</b>
<b>Report author</b>	Prodromos Mavridis, Senior HR Advisor (Policy)
<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>HR Strategy</b>
<b>Report author</b>	Hannah Dwight, HR Business Services & Programmes Manager
<b>Item Summary</b>	For the Committee to review and approve SCC's HR Strategy.

<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>Staff at the Top of their Pay Band</b>
<b>Report author</b>	Ken Akers, Head of HR & OD
<b>Item Summary</b>	To report on the number of staff sitting at the top of their pay band at Surrey County Council.

<b>Item title</b>	<b>Family-friendly Policies</b>
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<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>Leadership Expectations</b>
<b>Report author</b>	Ken Akers, Head of HR & OD
<b>Item Summary</b>	For the Committee to review and approve SCC's leadership expectations

### 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>Embedding the Behaviours Framework Update</b>
<b>Report author</b>	Lavern Dinah, Strategic OPD Manager
<b>Item Summary</b>	To update the Committee on action that has been taken to embed the Behaviours Framework

### 29 January 2018

<b>Item title</b>	<b>Pay Policy Exceptions January 2018 (Part 2)</b>
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<b>Report author</b>	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.

### 8 March 2018

<b>Item title</b>	<b>Pay Policy Exceptions March 2018 (Part 2)</b>
<b>Report author</b>	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>	Staff Survey Results
<b>Report author</b>	Amy Bailey, Employee Engagement Lead
<b>Item Summary</b>	To provide the Committee with details and analysis of the results of the staff survey. This will include details of how SCC is capturing and progressing innovative staff ideas.

### 26 April 2018

<b>Item title</b>	<b>Pay Policy Exceptions April 2018 (Part 2)</b>
<b>Report author</b>	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.

### 14 June 2018

<b>Item title</b>	<b>Pay Policy Exceptions June 2018 (Part 2)</b>
<b>Report author</b>	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>Appraisal Completion Update</b>
<b>Report author</b>	Ken Akers, Head of HR & OD Lavern Dinah, Acting Strategic OPD Manager
<b>Item Summary</b>	To update the Committee on the number of appraisals that have been completed to date so far for the year 2017/18.

### 25 July 2018

<b>Item title</b>	<b>Pay Policy Exceptions Analysis (2017/18) Q4 and Full Year</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 agreed for Quarter 4 and for the full year 2017/18.

<b>Item title</b>	<b>Pay Policy Exceptions July 2018 (Part 2)</b>
<b>Report author</b>	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.

### 24 September 2018

<b>Item title</b>	<b>Pay Policy Exceptions September 2018 (Part 2)</b>
<b>Report author</b>	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.

### 7 November 2018

<b>Item title</b>	<b>Pay Policy Exceptions November 2018 (Part 2)</b>
<b>Report author</b>	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.

### 13 December 2018

<b>Item title</b>	<b>Pay Policy Exceptions December 2018 (Part 2)</b>
<b>Report author</b>	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.