



People Performance and Development Committee Forward Work Programme – October 2017

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

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

Item title	HR Strategy
Report author	Hannah Dwight, HR Business Services & Programmes Manager
Item Summary	For the Committee to review and approve SCC's HR Strategy.

Item title	Honorarium for Children Social Workers
Report author	Gill Kearney, Strategic Business Partners
Item Summary	May not go

Item title	Scrutiny Review Group
Report author	Hannah Dwight, HR Business Services & Programmes Manager
Item Summary	

Item title	Policy Statement on Recording HR Meetings
Report author	Prodromos Mavridis, Senior HR Advisor (Policy)
Item Summary	As part of discussions in the Strategic Risk Network [officer] Group meetings, the CEO has asked the Head of HR and OD to consider preparing a formal policy statement on audio recording for meetings that take place as part of HR procedures, typically around matters such as sickness, grievance, and discipline. Members have asked officers in the HR and OD Service to compose a report to outline potential approaches to the issue and contextualise it in terms of legislation and management practice, with a view to informing Committee deliberations on the policy position.

Item title	Update on Support available to find Suitable Housing
Report author	Gill Kearney, Strategic Business Partner
Item Summary	For the Committee to receive a report outlining what actions have been taken to improve support available for SCC staff in negotiating Surrey's housing market, particularly those in roles considered challenging to recruit to or were new staff relocating from outside the County.

29 January 2018

Item title	Pay Policy Exceptions January 2018 (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	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

8 March 2018

Item title	Pay Policy Exceptions March 2018 (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	Staff Survey Results
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Report author	Amy Bailey, Employee Engagement Lead
Item Summary	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

Item title	Pay Policy Exceptions April 2018 (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.

14 June 2018

Item title	Pay Policy Exceptions June 2018 (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	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 2017/18.

25 July 2018

Item title	Pay Policy Exceptions Analysis (2017/18) 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 2017/18.

Item title	Pay Policy Exceptions July 2018 (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.

24 September 2018

Item title	Pay Policy Exceptions September 2018 (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.

7 November 2018

Item title	Pay Policy Exceptions November 2018 (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.

13 December 2018

Item title	Pay Policy Exceptions December 2018 (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.