



People Performance and Development Committee Forward Work Programme – November 2017

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 due to the Dying to Work Charter

Item title	Staff Survey Results
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.

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

Item title	Apprenticeship Levy – update on progress
Report author	Sandie Hamilton, Learning & Development Manager
Item Summary	To provide the committee with an update on the number of staff who have taken up Learning and Development courses.

Item title	Organisational Change & Impact
Report author	Jo Donoghue, Head of HR Advisory
Item Summary	To provide the committee with an overview of the staffing changes that have been made in the last financial year, and those currently being planned or implemented. To show the proportion of staff experiencing change, including

	the number of redundancies, both voluntary and compulsory, and the steps taken to support staff members impacted by change.
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Item title	Scrutiny Review Group
Report author	Hannah Dwight, HR Business Services & Programmes Manager
Item Summary	To provide committee with an update on the review and formalisation of the governance arrangements for the Severance Review Group.

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	Annual Leave Policy
Report author	Prodromos Mavridis, Snr HR Advisor – Policy and Engagement
Item Summary	To approve revisions to the Council's Annual Leave policy on the arrangements for accrual & carry forward of annual leave

Item title	Surrey Pay Annual Review - 2018
Report author	Ken Akers, Head of HR & OD
Item Summary	To provide committee with an update on the pay award arrangements for 2018/2019

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.

Item title	Trade Union Facilities & partnership arrangements
Report author	Prodromos Mavridis, Snr HR Advisor – Policy and Engagement
Item Summary	To provide committee with the adoption of a new framework for a suite of recognition agreements between the council and the trade unions which it recognises. This includes a change to facility time calculations and service level agreements for schools and academies who may wish to purchase facility time.

Item title	Employee Benefits Tender
Report author	Julie Smyth, Reward Manager
Item Summary	To provide committee with an update on the award to the preferred supplier who will host the employee benefits portal for all staff to access a range of discounted offers and salary sacrifice schemes, plus other benefits.

Item title	Learning Agreement update
Report author	Sandie Hamilton, Learning & Development Manager
Item Summary	To provide committee with an update on the take up on the number of staff who have applied for courses.

Item title	Surrey Arts & Adult Community Learning Pay Review
Report author	Gulcin Polat, HR Advisor
Item Summary	To provide committee with an overview of the pay review for tutors in Cultural Services.

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.

Item title	Surrey Pay Negotiations update
Report author	Ken Akers, Head of HR & OD
Item Summary	To update the Committee on the negotiations taking place.

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	To update the Committee on the number of appraisals that have been

Summary	completed to date so far for the year 2017/18.
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Item title	Surrey Pay negotiations
Report author	Ken Akers, Head of HR & OD
Item Summary	To update the Committee on the negotiations taking place

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.

Item title	Orbis Partnership Staffing
Report author	Ken Akers, Head of HR & OD
Item Summary	To report to PPDC on Orbis staffing and integration as well as details of the savings being delivered as a result of staffing changes arising from Orbis.

Item title	Update on Support available to find Suitable Housing
Report author	Gill Kearney, Strategic Business Partner
Item Summary	To provide committee with a report of the outcomes on investigations into the full range of options to provide housing for staff taking up a role in a hard to recruit to position. This includes talking to other public sector organisations as well as institutions such universities.

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.

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