

## People Performance and Development Committee Forward Work Programme – April 2018

14 June 2018

<b>Item title</b>	<b>Senior 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>	Lavern Dinah, Lead Consultant
<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.

<b>Item title</b>	<b>Surrey Pay Annual Review update (Part 2)</b>
<b>Report author</b>	Ken Akers, Head of HR & OD
<b>Item Summary</b>	To update the Committee on the negotiations taking place

<b>Item title</b>	<b>Fostering collaboration between officers and Members</b>
<b>Report author</b>	Katie Booth – Democratic Services Lead Manager
<b>Item Summary</b>	This report will provide an update on initiatives in place to support officers to work effectively with Members. The item will provide further information on the variety of different training opportunities open to officers to support them in working in a political environment. It will also seek feedback from Members regarding any other interventions that may be helpful in building effective Member/officer relationships.

<b>Item title</b>	<b>Recruitment Policy</b>
<b>Report author</b>	Julie Smyth – HR Reward & Policy Manager
<b>Item Summary</b>	To recommend potential amendments to the Recruitment policy to ensure alignment with safer employment DBS policy and data protection requirements that apply to recruitment and selection process.

<b>Item title</b>	<b>Professional Membership Fees Policy</b>
<b>Report author</b>	Julie Smyth – HR Reward & Policy Manager
<b>Item Summary</b>	To recommend potential amendments to governance arrangements relating to the eligibility of council officers to have professional fees reimbursed.

<b>Item title</b>	<b>Supporting Armed Forces In Employment Policy</b>
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<b>Report author</b>	Abid Dar - Equality Inclusion & Wellbeing Manager
<b>Item Summary</b>	To provide committee with a new policy of the Army Reservists, as the council participates in the Army Forces Covenant. This new policy will relate to special leave for army reservists and veterans returning to civilian life to ensure that those who serve or have served in the forces, and their families, are treated fairly.

<b>Item title</b>	<b>Annual Leave Policy</b>
<b>Report author</b>	Julie Smyth – HR Reward & Policy Manager
<b>Item Summary</b>	To provide committee with revisions to the Council's Annual Leave policy on the arrangements for accrual & carry forward of annual leave.

<b>Item title</b>	<b>Surrey Arts &amp; Adult Community Learning Pay Review (Part 2)</b>
<b>Report author</b>	Jo Donoghue – Strategic Business Partner
<b>Item Summary</b>	To provide committee with an overview of the pay review for tutors in Cultural Services.

<b>Item title</b>	<b>Trade Union Facilities &amp; Partnership Arrangements</b>
<b>Report author</b>	Julie Smyth – HR Reward & Policy Manager
<b>Item Summary</b>	To provide committee with an update on the Recognition Agreement between the council and the Trade Unions (GMB and Unison)

## 25 July 2018

<b>Item title</b>	<b>Senior 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.

<b>Item title</b>	<b>Pay Policy Exceptions Analysis end of year for 2016/2017</b>
<b>Report author</b>	Stuart Brown, Data Operations Manager
<b>Item Summary</b>	To report to committee the analysis of Pay Policy Exceptions agreed for end of year for 2016/2017.

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

<b>Item title</b>	<b>Key Worker and Relocation Assistance policy</b>
<b>Report author</b>	Julie Smyth – HR Reward & Policy Manager
<b>Item Summary</b>	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.

<b>Item title</b>	<b>Review of Human Resources &amp; Organisational Strategy Indicators</b>
<b>Report author</b>	Hannah Dwight, HR Business Services & Programmes Mgr
<b>Item Summary</b>	At its meeting on 30 November 2017, the Committee agreed to receive a report outlining performance against the HR & OD Strategy every six months. This update follows that received by the Committee at its meeting on 29 January 2017

### 24 September 2018

<b>Item title</b>	<b>Update on Housing Options for Hard to Recruit and Retain Roles and Potential Revisions to the Relocation Assistance Policy</b>
<b>Report author</b>	Ken Akers, Head of HR & OD
<b>Item Summary</b>	To provide committee with 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. Revisions to the relocation policy are being reviewed as part of this process.

<b>Item title</b>	<b>Senior 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>Senior 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>Senior 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.
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