

## People Performance and Development Committee Forward Work Programme



14 July 2025

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<b>Item title</b>	Annual Report on Tenure, Agency, and Interim Spend for the Previous Financial Year
<b>Report author</b>	Bella Smith, Head of Insights, Systems and Governance
<b>Item Summary</b>	The Committee to receive an annual tenure, agency and interim spend report for the previous financial year.

<b>Item title</b>	Annual Workforce Report
<b>Report author</b>	Bella Smith, Head of Insights, Systems and Governance
<b>Item Summary</b>	The Committee to receive the Annual Workforce report

<b>Item title</b>	Annual Report on Settlement Agreement Costs for the Previous Financial Year
<b>Report author</b>	Emma Lucas, Head of Business Partnering & Employment Practice
<b>Item Summary</b>	The Committee to receive an update report on the annual settlement agreement costs related to Equality, Diversity, and Inclusion (EDI) for the previous financial year at Surrey County Council.

<b>Item title</b>	Equality, Diversity, and Inclusion (EDI) Update
<b>Report author</b>	Sarah Richardson, Assistant Director - People Strategy & Organisational Development
<b>Item Summary</b>	The Committee to receive an update report on Equality, Diversity, and Inclusion (EDI) at Surrey County Council

**8 September 2025**

No items scheduled at present.

**10 November 2025**

<b>Item title</b>	Surrey Pay Structure Initial Agreement (including Pay Award)
<b>Report author</b>	Shella Smith, Director of People and Change
<b>Item Summary</b>	To Committee to consider a report on the Surrey pay structure initial agreement (including pay award)

**23 February 2026**

<b>Item title</b>	Final Pay Structure
<b>Report author</b>	Shella Smith, Director of People and Change
<b>Item Summary</b>	To Committee to approve the final pay structure.

<b>Item title</b>	Officer Code of Conduct
<b>Report author</b>	Shella Smith, Director of People and Change
<b>Item Summary</b>	To complete an annual review of the Officer Code of Conduct

**13 April 2026**

<b>Item title</b>	Surrey Pay Policy
<b>Report author</b>	Paul Smith, Programme Manager (Pay & Reward)
<b>Item Summary</b>	To consider a report on the Pay Policy.

**Senior Officer Appointments will be scheduled as and when required.**