

Appendix A

HR Policies – Details of Policies that have either been revised or will be reviewed in coming months.

Policy/Procedure	Current status	Comments
Disciplinary	Agreed with TUs 01/05/09 To be endorsed by GP Committee 2 July 09	Complies with new ACAS Code
Grievance	Agreed with TUs 01/05/09 To be endorsed by GP Committee 2 July 09	Complies with new Acas code
Capability	Agreed with TUs 01/05/09 To be endorsed by GP Committee 2 July 09	
Pay Protection	Agreed with TUs March 09	Based on BCC policy
Managing Sickness Absence	Agreed with TUs 01/05/09 To be endorsed by GP Committee 2 July 09	Copy of BCC policy
Probation	Agreed with TUs 01/05/09	Copy of BCC policy
Appendix E/ Excess Travel	Agreed with TUs 01/05/09	Reflect legacy council policies due to TUPE
Code of Conduct	Approved by Council Feb 09 in Ethical Handbook	Revised policy being circulated by Audit
Managing Change	Draft for review – Formal Consultation to commence in July	
Worklife balance/ Flexible working/Flexible Retirement	Formal Consultation to commence in July	
Maternity/Maternity Support Leave/Adoption	No formal consultation required.	Combination of BCC and MBDC – no specific policy decision involved
Gender Identity		Review SBDC and external policies
Whistleblowing/Confidential Reporting code	Approved by Council 2 Feb in Ethical Handbook	Now being amended by audit.
Market Supplements/Recruitment & retention etc		
Honoraria, Additional Payments		Review BCC and MBDC policies
Homeworking		Use BCC policy as a basis and clarify responsibilities etc
Alcohol & Drugs		