




## RECORD OF OFFICER DELEGATED DECISIONS

TITLE:	Updated HR Policies		
DECISION:	<p>Under Council delegation to the Head of Paid Service, the following HR policies have been updated and this Decision Notice is to confirm their implementation over the coming weeks.</p> <ul style="list-style-type: none"> <li>• Equality, Diversity &amp; Inclusion Policy</li> <li>• Absence and Sickness Management Policy &amp; Procedure</li> <li>• Code of Conduct for Council Employees</li> <li>• Disciplinary Policy &amp; Procedure</li> <li>• Grievance Policy &amp; Procedure</li> <li>• Improving Performance Policy &amp; Procedure</li> </ul>		
DECISION MADE BY:	Rob Barlow, Chief Executive and Head of Paid Service		
DATE DECISION MADE:	01.03.2024		
REASON FOR DECISION:	To provide aligned HR policies across the South & East Lincolnshire Councils Partnership.		
DETAILS OF ANY ALTERNATIVE OPTIONS CONSIDERED:	Not to align – disregarded as alignment provides a consistent approach to workforce management across the Partnership.		
FINANCIAL IMPLICATIONS OF DECISION:	<p>ESTIMATED COST: None</p> <p>FUNDED FROM: None</p>		
AUTHORITY FOR DECISION:	Delegated powers to Head of Paid Service		
CONSULTATION WITH PORTFOLIO HOLDER REQUIRED:	NO	PORTFOLIO HOLDER SIGNATURE: (If consulted)	n/a
SUPPORTING PAPERS:	Policies are with James Gilbert		
OFFICER/COUNCILLOR INTERESTS DECLARED:	n/a		
CONTACT PERSON:	James Gilbert	Telephone number: (01507) 601111	
SIGNATURE			Date: 01.03.2024

Notes: When the decision has been made the relevant officer should complete the report within 14 days and send it to Democratic Services for publication on the Council's website in accordance with the Openness of Local Government Regulations 2014.