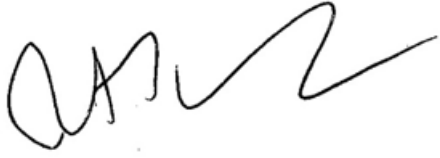




RECORD OF OFFICER DELEGATED DECISIONS

TITLE:	Updated HR Policies		
DECISION:	Under Council delegation to the Head of Paid Service, the following HR policies have been updated in line with forthcoming legislative changes (Employment Rights Act) and this decision notice is to confirm their implementation on 6 th April 2026. <ul style="list-style-type: none"> Absence & Sickness Management Policy and Procedure Family Leave Policy 		
DECISION MADE BY:	Rob Barlow, Head of Paid Service		
DATE DECISION MADE:	01/04/2026		
REASON FOR DECISION:	To ensure HR policies remain compliant.		
DETAILS OF ANY ALTERNATIVE OPTIONS CONSIDERED:	n/a as legislative updates		
FINANCIAL IMPLICATIONS OF DECISION:	n/a		
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 with Rachel Robinson, Group Manager – Organisational Development		
OFFICER/COUNCILLOR INTERESTS DECLARED:	n/a		
CONTACT PERSON:	Rachel Robinson, Group Manager – Organisational Development	Telephone number:	
SIGNATURE			Date: 01/04/2026

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.