

Outline HR Policy Work Programme - 2016/2017

This outline work programme provides an overview of key strands of HR Policy work scheduled for 2016/2017. The work programme comprises of three main elements - 1. Legislative Change, 2. Strategic Review, 3. Policy Review. The dates are guides to the likely scheduling of work. Dates may change for a variety of reasons, for example, external delays in the implementation of employment law changes, change in organisational strategic focus, changes in priorities, etc.

	Q3 Oct - Dec	Q4 Jan- Mar	Q1 Apr- Jun	Q2 July-Sept
1. LEGISLATIVE CHANGE				
1.1 Public Sector Exit Payment Recovery				
1.2 Public Sector Exit Cap				
1.3 Wider Reforms to Public Sector Exit Payments				
1.4 Gender pay gap reporting				
1.5 Code of Practice on English language				
1.6 Trade Union Bill Implementation				
2. STRATEGIC REVIEW				
2.1 Strategic Review of Attendance Management				
2.2 Policy Reassurance Group				
2.3 Exit Payments				
2.4 Senior Manager Pay Review				
3. POLICY REVIEW				
3.1 Performance and Conduct				
3.2 Family Friendly				
3.3 Pay/ Reward/ Benefits				
3.4 Health and Wellbeing				
3.5 Attendance/ Time Off				
3.6 Recruitment / Vacancies				
3.7 Leaving the Council				
3.8 Contract / Changing job				