

Item: 11.1

Report to:	NHS Hull Clinical Commissioning Group Board
Date of Meeting:	26 July 2019
Title of Report:	HR Policies
Presented by:	Gill Mackin, Head of People
Author:	HR Humber

STATUS OF THE REPORT:

To approve	<input type="checkbox"/>	To endorse	<input type="checkbox"/>
To ratify	<input checked="" type="checkbox"/>	To discuss	<input type="checkbox"/>
To consider	<input type="checkbox"/>	For information	<input type="checkbox"/>
To note	<input type="checkbox"/>		

PURPOSE OF REPORT:

The purpose of this report is to request that the Governing Body ratify the following policies:

- Career Break**
Key changes
 Clarified that the policy will apply to all staff directly employed by the CCG; moved wording from v1.1 'principles' to 10.0 'training and awareness'; 3.0 policy purpose added; 5.2 standard bribery wording added; 6.0 NHS constitution wording added; 8.5 wording changed ; Appendix 3 updated.

RECOMMENDATIONS:

a That Board Members ratify the policy.

REPORT EXEMPT FROM PUBLIC DISCLOSURE No Yes

If yes, detail grounds for exemption

CCG STRATEGIC OBJECTIVE *(See guidance notes on page 4)*

Short summary as to how the report links to the CCG's strategic objectives

IMPLICATIONS: (summary of key implications, including risks, associated with the paper),	
Finance	N/A
HR	Both employees and line managers have a responsibility to read and understand the policies.
Quality	N/A
Safety	N/A

ENGAGEMENT: (Explain what engagement has taken place e.g. Partners, patients and the public prior to presenting the paper and the outcome of this)

Comprehensive consultation has taken place in the development of these policies. This includes:

- Employees
- Members of SLT
- Social Partnership Forum
- Policy Sub group with TU's

LEGAL ISSUES: (Summarise key legal issues / legislation relevant to the report)

All records will be kept in a confidential environment and retained in accordance with the Data Protection Act 1998 NHS Code of Practice on Records Management (Department of Health 2006).
Bribery Act 2010

EQUALITY AND DIVERSITY ISSUES: (summary of impact, if any, of CCG's duty to promote equality and diversity based on Equality Impact Analysis (EIA). **All** reports relating to new services, changes to existing services or CCG strategies / policies **must** have a valid EIA and will not be received by the Committee if this is not appended to the report)

	Tick relevant box
An Equality Impact Analysis/Assessment is not required for this report.	
An Equality Impact Analysis/Assessment has been completed and approved by the lead Director for Equality and Diversity. As a result of performing the analysis/assessment there are no actions arising from the analysis/assessment.	
An Equality Impact Analysis/Assessment has been completed and there are actions arising from the analysis/assessment and these are included in section xx in the enclosed report.	

THE NHS CONSTITUTION: (How the report supports the NHS Constitution)

The policies produced are to ensure a well-defined process is followed for all employees. Use of the policies will ensure staff are treated in a fair and equitable manner.
The policy supports the NHS Constitution as detailed in the policy.