

EAST LINDSEY DISTRICT COUNCIL

1. Decision to be taken:

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.

- Equality, Diversity & Inclusion Policy
- Absence and Sickness Management Policy & Procedure
- Code of Conduct for Council Employees
- Disciplinary Policy & Procedure
- Grievance Policy & Procedure
- Improving Performance Policy & Procedure

2. This is a: PORTFOLIO HOLDER SUPPORTED OFFICER DECISION

3. The following is the decision making body or person:

OFFICER: Rob Barlow as Head of Paid Service

4. Financial implications from this decision have been communicated to the Portfolio Holder for Finance and the Leader? No, as there are none.

5. The decision was taken on: 1st March 2024.

6. Contact Officer and details: James Gilbert, Assistant Director – Corporate.
james.gilbert@e-lindsey.gov.uk

7. List of documents submitted for consideration in relation to the matter in respect of which the decision is to be made: Updated Policies

8. Where the documents are held and where they can be obtained from (except exempt items) when they become available: With James Gilbert, Assisant Director - Corporate

9. The reason for the decision and other alternative options considered and rejected: To provide aligned HR policies across the South & East Lincolnshire Councils Partnership. Alternative option: Not to align – disregarded as alignment provides a consistent approach to workforce management across the Partnership.

10. Declaration of any conflicts of interest of the decision making body or the individual: None.

11. Provide a note of any subsequent dispensations granted by the Head of Paid service: None.

12. Financial Implications of this Decision:- None.

Estimated cost:- None

Funded from:- n/a

Decision Notice Form (ExD2)

13. This decision has been signed off by:

Head of Paid Service
Rob Barlow

Officer:
James Gilbert

Portfolio Holder:
Councillor Craig Leyland