

1.10.3 Employment Legislation Review

Employment legislation review - Please detail how Employment Legislation is reviewed to ensure that they are kept up-to-date with current applicable UK employment Legislation and how these standards are upheld in your workforce policies, processes and practices. The Bidder has provided details of the review process – Pass. The Bidder has failed to provide details of the review process – Fail

Our policies cover the whole employment lifecycle and are easily accessible to all employees. Regular reviews ensure they remain fit for purpose and reflect the business needs. They set a standard to ensure legally, statutory and CQC-compliant services. We ensure that we are sighted on future legislation and that we are agile to ensure fully compliant. We use resources such as CIPD and legal advisers to ensure we receive regular legal updates and case law changes.

HR policies are developed by the corporate HR team in conjunction with appropriate stakeholders and are approved via the Policy Management System process by the organisations People committee. Our HR policies/procedures give guidance on a range of employment issues for employees, managers and others with people responsibility. They provide consistency and transparency for employees and managers, helping enhance the psychological contract and creating a positive organisational culture.

We operate Recruitment & Selection and a Learning & Development policies and various staff management policies, e.g. Equality & Diversity, Disciplinary, Capability, Wellbeing & Attendance, Maternity, Paternity & Adoption Leave, Working Time Regulations and Stress Management to name but a few.

An integrated approach of the company intranet and our HR information systems evidences who has accessed and read the policies required for their role. All staff are directed to the policies during induction and they are referred to in statutory/mandatory e-learning.

Service delivery at Staffordshire GP OOH's will benefit from:

- A clear and transparent suite of legislatively compliant policies/practices that reflect our standards of acceptable behaviour and minimise risk of harm to individuals, clients and our business.
- All employees having clear expectations and being treated consistently, fairly and equitably.