

Policy Name	Review Date	Last EIA completed	Review Completed	Changes Made	Section
Annual Leave Buy Back of Annual Leave Policy	Aug-22	Aug-19	May-23	Change to Diversity In Employment Policy from E&D Policy; HR committee updated as per ICB forums; removal of reference to AL records as now managed in ESR; change to accrue by completed days; removal of Corporate Services Manager and inclusion of Workforce and Recruitment Manager	1.2; 4.2.1; 4.4.2; 4.4.3; 4.4.4; 5.3.9; 5.3.2; 5.3.4; 7.3 (removed); 10.5.1
Recruitment & Selection Policy and Procedure	Sep-22	Aug-19	Apr-23	Removal of reference to DBS Policy on page 1 as not relevant; inclusion of starting salary guidance; change to Diversity in Employment policy from E&D policy; removal of scheme of delegation as no longer relevant; vacancy authorisation process updated to reflect current ICB process; inclusion of recruitment flow chart	1.3.2; 1.3.4; 1.3.5; 4.1; 5.1 (removed); 6.2
Retirement Policy	Sep-22	Aug-19	May-23	Update to retire and return section following introduction of new rules; introduction of 2015 scheme membership following retire and return; removal of 16hr rule;	8.8; 8.12
Secondment Policy	Sep-22	Aug-19	Apr-23	Scheme of delegation removed as no longer relevant; update to CEO in section 13.1	4.1.1 (removed); 13.1
Pay Protection Policy	Nov-22	Nov-20	Apr-23	Change to Diversity In Employment Policy from E&D Policy;	5.1
Professional Registrations Policy	Jan-23		Apr-23	Change to Diversity In Employment Policy from E&D Policy;	6.0
Mental Wellbeing and Resilience Policy	Feb-23		Apr-23	Inclusion of psychological wellbeing hub details;	7.5
Probation Period Review Policy	Feb-23	Jan-20	Apr-23	Change to his/her to them/their to ensure inclusivity	6.5.1; 5.5.2
Employee Expenses Policy	Feb-26	Oct-19		Inclusion of FAQ's for mileage claims and the impact of tax relief and lease car claims against car fuel benefit charges	9.2; appendix 2 added