

Policy Development Review Plan

Policy title	Revision required	Phase 1
Duty to consider working beyond retirement age	Removal of default retirement age means this is no longer required	Delete October 2013
Ending of fixed term employment	Not required as this is a dismissal in law	Delete October 2013
Home working, 2009	Minor revisions required	December 2013
Expenses policy, 2010	To introduce mileage rates and subsistence in line with HRMC	December 2013
Absence management policy, 2009	To reduce absence levels further Changes in case law Simplify triggers and address reporting Separate out disability related sickness	December 2013
Redeployment, 2006 (and redundancy policy 2012)	Redeployment policy needs to be reviewed and as polices overlap the redundancy policy will need to be reviewed as well	February 2014
Retirement policy, 2009	This policy need to be amended as there have been changes in ill health retirement, and to introduce changes in the pension scheme in 2014	February 2014
		Phase 2

General Leave Policy, 2007	Requires updating	April 2014
Disciplinary policy, 2009	Disciplinary policy needs reviewing as part of 3 year review cycle: policy needs to include sanctions.	April 2014
Flexible working, 2012	ACAS issuing new code of practice in April 2014	June 2014
Review of policy development plan	Policies to be reviewed will include: Managing performance policy, 2009 Managing violence and aggression in the workplace, 2007 Stress management policy, 08 Training and development policy,08 Professional Career & Vocational Study policy, 08	October 2014 onwards