

EAST HERTS COUNCIL

LOCAL JOINT PANEL – 16 MARCH 2016

REPORT BY SECRETARY TO THE EMPLOYER'S SIDE

SECONDMENT POLICY

WARD(S) AFFECTED: NONE

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**Purpose/Summary of Report**

- Members are invited to approve the revised Secondment Policy and to make a recommendation or not to Human resources Committee

**RECOMMENDATIONS FOR LOCAL JOINT PANEL:**

**That: Human Resources Committee be advised that:**

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| (A) | the revised Secondment Policy be approved. |
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**Background**

1.1 The Secondment Policy was last reviewed in 2011. The council's programme of policy review is after three years or sooner in line with legislation and best practice.

2.0 Report

**Key Changes in the Policy**

2.1 The policy has been modernised and reorganised, making it easier to follow.

2.2 The processes for internal and external secondments have been separated and made clearer.

2.3 Managing poor performance and ending secondments early have

been clearly defined.

2.4 The process for a secondment becoming a permanent post has been added.

2.5 The revised Secondment Policy can be found at Essential Reference Paper 'B'.

### 3.0 Implications/Consultations

3.1 Information on any corporate issues and consultation associated with this report can be found within **Essential Reference Paper 'A'**.

### Background Papers

None

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