

EAST HERTS COUNCIL

LOCAL JOINT PANEL – 30 NOVEMBER 2016

REPORT BY SECRETARY TO THE EMPLOYER'S SIDE

PROBATIONARY POLICY

WARD(S) AFFECTED: NONE

Purpose/Summary of Report

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

RECOMMENDATIONS FOR LOCAL JOINT PANEL:

That: Human Resources Committee be advised that:

(A)	The revised Probationary Policy be approved.
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Background

1.1 The Probationary Policy was last reviewed in 2011. The council's programme of policy review states a policy should be reviewed after three years or sooner if legislation and best practice dictate.

2.0 Report

Key Changes in the Policy

2.1 The policy has been updated and reviewed so it now has a Formal Review Meeting and a Final Review Meeting; the second review meeting stage has been removed.

2.2 The amendments to the policy were made after feedback from managers who having managed a variety of issues asked for the process to be reviewed.

- 2.3 The revised Probationary 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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