

**Meeting: Council**

**Date: Wednesday 19 November 2014**

**Subject: Human Resources Policies**

**Report of: Councillor Troy Tester on behalf of the Cabinet**

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The Council is asked to consider the minute and resolution of the Cabinet meeting held on 22 October 2014 as set out below.

Further copies of the report to Cabinet are available on request – please see end of this report. A copy may be seen on the Council’s website by following the link below:

<http://democracy.eastbourne.gov.uk/ieListDocuments.aspx?CIId=125&MIId=1268&Ver=4>

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**The Council is recommended to:-**

**Approve the amended human resources policies in respect of disciplinary action, attendance management, drugs and alcohol in the workplace and capability procedure.**

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**\*33 Human Resources Policies**

33.1 Cabinet considered the report of the head of corporate development. A review of human resources policies had been taking place over the last 12 months. The majority of proposed changes were around the style, format and length of the documents, with a view to making them more practical and user friendly. Changes had also been made to reflect statutory (legislative) amendments. Appendix 1 to the report summarised the more significant changes to policies in respect of disciplinary action, attendance management, drugs and alcohol in the workplace and capability procedure. Copies of the updated policies were appended to the report.

**\*33.2 Resolved** (budget and policy framework): That full council be recommended to approve the amended human resources policies as listed above.

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For a copy of the report please contact Local Democracy at 1 Grove Road,  
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