

AGENDA ITEM

2.1.5a

PEOPLE & CULTURE COMMITTEE

INDUSTRIAL INJURY BENEFIT POLICY

Date of meeting	09/11/2022
FOI Status	Open/Public
If closed please indicate reason	Not Applicable - Public Report
Prepared by	Claire Nicholas, Head of Policy Compliance
Presented by	Karen Wright, Assistant Director of Policy, Governance and Compliance
Approving Executive Sponsor	Executive Director for People
Report purpose	ENDORSE FOR COMMITTEE APPROVAL

Engagement (internal/external) undertaken to date (including receipt/consideration at Committee/group)

Committee/Group/Individuals	Date	Outcome
Workforce Policy Review Group	29/09/2022	SUPPORTED

ACRONYMS

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1. SITUATION/BACKGROUND

- 1.1 The Industrial Injury Benefit Policy was ratified via Chairs Action of the People and Culture Committee on 8th February 2022.
- 1.2 During the implementation of this policy it has been found that the appeals process needed further clarification.
- 1.3 The new Policy "Appeals Procedure when not Detailed in the Relevant HR Policy or Procedure" was ratified via People and Culture Committee on 10th August 2022.
- 1.4 Upon review of the Industrial Injury Benefit Policy, it was agreed the use of the above new appeal's procedure would help to clarify and simplify the process to be followed. The amended policy now references the "Appeals Procedure when not Detailed in the Relevant HR Policy or Procedure", as the process to be followed should an employee wish to appeal an Industrial Injury Benefit decision.

2. SPECIFIC MATTERS FOR CONSIDERATION BY THIS MEETING (ASSESSMENT)

- 2.1 On page eight of the policy changes have been made to Section 6, Appeals Process, to clarify the appeals process to be followed.
- 2.2 The Workforce Policy Review Group supported the changes at its meeting on 29th September 2022.

3. KEY RISKS/MATTERS FOR ESCALATION TO BOARD/COMMITTEE

- 3.1 Due to the non-material changes to the policy, it has been published on SharePoint with amendments.

4. IMPACT ASSESSMENT

Quality/Safety/Patient Experience implications	There are no specific quality and safety implications related to the activity outlined in this report.
Related Health and Care standard(s)	Staff and Resources If more than one Healthcare Standard applies please list below:
Equality Impact Assessment (EIA) completed - Please note	Yes Available from Head of Policy and Compliance

EIAs are required for <u>all</u> new, changed or withdrawn policies and services.	
Legal implications / impact	There are no specific legal implications related to the activity outlined in this report.
Resource (Capital/Revenue £/Workforce) implications / Impact	There is no direct impact on resources as a result of the activity outlined in this report.
Link to Strategic Goals	Sustaining Our Future

5. RECOMMENDATION

- 5.1 The People and Culture Committee is asked to retrospectively **APPROVE** the amendment to the above policy.