

Revised HR policies

| Revised Policy | Replaced Harmonised or Local Policy or Guidance | |
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| Attendance and Leave | Annual Leave Career Breaks and Sabbaticals Flexible Working Sickness Absence Management (part) Special Leave Unauthorised or Unplanned Absence | Volunteering Guidance Working Time NERC Industrial action Guidance Note NERC Site Closures NERC Working Time Regulations Guidance |
| Code of Conduct | Code of Conduct NERC External Professional Guidance Note NERC Personal Relationships Guidance | NERC Ethics NERC Openness and Transparency |
| Ending Work | Guidance on Ending Fixed-Term Appointments Notice Period Redundancy Policy Framework | Retirement NERC TUPE Guidance |
| Family Leave and Pay | Maternity Adoptive Maternity Support Parental Leave Foster Care Guidance | Guidance for Staff Undergoing Fertility Treatment |
| Grievance Harassment and Bullying | Grievance | Harassment and Bullying |
| HR Policy Framework | | |
| Managing Performance and Conduct | Capability | Disciplinary |
| Personal Property | Damage to or Loss of Personal Property | |
| Probation | Probation | |
| Recruitment | Recruitment and Selection Temporary Promotion Transfer and Secondments (Transfers only) | NERC Appointments without Competition Protocol NERC British Nationality Act 1981 - Guidance NERC Recruitment and Selection Guidance |
| Safeguarding | NERC Children at Work Guidance | NERC Leading Voluntary Fieldwork Parties |
| Sickness Absence | Sickness Absence Management (part) | |
| Travel and Subsistence | Travel Subsistence and Expenses | |
| Ways of Working | Guidance on Working Arrangements in the Event of Adverse Weather | Home Working Guidance NERC Flexitime Arrangements |
| Working Location | Field/Mobile Working Mobility | Relocation NERC Relocation Guidance |

HR Policy Statements

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| Equality, Diversity and Inclusion Learning and Development Wellbeing | Revised policies will be developed and published before the end of March 2020. In the meantime, policy statements are being published showing the intended scope of the revised policies, with the existing harmonised and local policies remaining in force until the revised policies are introduced. |
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Current Governance, Assurance and Risk policies remaining in force

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| Conflicts of Interest Gifts and Hospitality Modern Slavery Act Whistleblowing-Freedom to Speak Up | These are not HR policies but appear on the Information Hub alongside the HR policies. |
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Current HR Policies and Guidance remaining in force – These policies and guidance remain in force as they cover Pay and Reward; fall within the scope of Equality, Diversity and Inclusion, Learning and Development or Wellbeing; or are scheduled to be reviewed in due course (e.g. health and safety policies).

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| Acceptable use of ICT Systems and Services | NERC Management Referrals to NERC Welfare |
| Appraisal and Personal Development Review | NERC Merit Promotion Guidance 2018 edition |
| Counter Fraud and Bribery | NERC Payment of Professional Bodies' Membership Fees |
| Data Protection | NERC Provision of Advice |
| Employee Intellectual Property, Consultancy, Work and Conflicts of Interest | NERC Spin Out Companies |
| Equality and Diversity | NERC Stress Management Guidance |
| Equality and Diversity Guidance for Research Funding | NERC Welfare Statement Guidance |
| Guidance on Supporting Transgender Employees in the Workplace | NERC-BAS Policy AEP Probation Period |
| Guidance on Managing Bereavement in the Workplace | NERC-BAS Policy Antarctic First Aid Training |
| Health Promotion | NERC-BAS Code of Conduct Polar Regions |
| Health and Safety | NERC-BAS Long Service Awards |
| Investigating Allegations of Misconduct in Research | NERC-BAS Telephone/Internet Usage and Monitoring at work |
| Learning and Development | NERC-BAS Polar & Ship Allowance |
| Personal Use of Social Media | NERC-BAS Policy on Medical Confidentiality |
| Prevention of Illegal Working | NERC-BAS Policy Alcohol Drugs |
| Professional Subscriptions | NERC-BAS Policy Smoking |
| Transfers and Secondments (Secondments only) | NERC-BAS Staff Development |
| NERC Combined Pay Policy | NERC-BAS Support For Study Leave And Further Education |
| NERC Access to Health Records held by NERC Guidance | NERC-BGS Flexi Rules |
| NERC Alcohol and Drug Misuse Policy | NERC-BGS Long Service Scheme |
| NERC Domestic Violence Guidance | NERC-BGS Payment of Professional Bodies' Fees |
| NERC Driving and Use of Vehicles at Work | NERC-BGS Offshore Award |
| NERC Funding Guidance | NERC-BGS Personal Promotion Scheme Guide |
| NERC Individual Merit Promotion Procedure | NERC-HO Support-for-Learning-and-Development-Guidance |

Current HR Policies and Guidance remaining in force – (continued)

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| NERC Payment of Pay Guidance | NERC Voluntary Deductions from Pay Guidance |
| NERC Arrangements for Pay | NERC Reserved Rights |
| NERC Statutory Deductions from Pay Guidance | NERC Starting Pay on Recruitment |

Withdrawn Policies and Guidance

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| NERC Delegation Framework | NERC Trade Union Relationships – The Whitley Structure |
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