

ICB or Place Policy Guidance/Key

The full suite of ICB policies will apply to new starters/those who started new roles with the ICB post 30th June 2022.

For previous CCG staff who transferred into the ICB, their CCG contractual policies will continue to be applied to them under TUPE regulations. The below table details whether the ICB or place policy should be applied to these staff.

Place policies are still available via CCG websites / shared drives, however please contact the HR team if you are unable to locate one.

All ICB policies are available here: https://humberandnorthyorkshire.icb.nhs.uk/documents-and-publications/#resources_policies-for-staff_2

HR Policy	Contractual	ICB or Place Policy
Agile Working Policy	N	ICB
Attendance Management	Y	Place
Annual Leave Policy	Y	Place
Career Break	N	ICB
Change Management	N	ICB
Disciplinary	Y	ICB (Contractual Policy however this was due for review in all CCG's so the ICB version applies to all staff)
Flexible Working	Y	ICB (Contractual Policy however this has been updated to reflect national guidance, so the ICB version applies to all staff)
Learning and Development	N	ICB
Grievance	Y	Place
Dignity and Respect (including B&H)	N	ICB
Pay progression	Y	ICB (Contractual policy however there was no policy in place for NY, VoY or NEL and the Humber policies were identical – this version has been updated to apply to all ICB staff)
Induction and Probation	N	ICB
Managing work performance	Y	ICB (Contractual Policy however this was due for review in all CCG's so the ICB version applies to all staff)
Maternity, Paternity, Adoption, Parental Leave	Y	Place
Menopause	N	ICB
Other leave policy (including A/L at NEL)	Y	Place
Pay Protection	Y	Place
Professional Registration	Y	Place
Recruitment and Selection	N	ICB
Redeployment Policy	N	ICB

Relocation Assistance	N	ICB
Retirement	N	ICB
Secondment	N	ICB
Substance Misuse	N	ICB