

**Written statement of a delegated non-executive officer decision
Chief executive**

Title	Approval for new and updated HR policies
Decision maker	Chief executive
Date of decision	15 May 2023
Report exemption class	Open
Purpose	<p>Approval of the following new and updated HR Policies for Herefordshire Council employees, as set out in Appendices A to C:</p> <ul style="list-style-type: none"> • MERS Lite policy • Domestic Abuse and Sexual Violence Policy • Fostering Leave Policy
Decision	<p>That:</p> <ol style="list-style-type: none"> a) The Mutual Early Resignation Scheme (MERS) Lite policy as set out in Appendix A is approved and implemented from March 2023; b) The Domestic Abuse and Sexual Violence Policy as set out in Appendix B is approved and implemented in April 2023; c) Herefordshire Council adopts the Real Living Wage as a supplement for council employees with effect from April 2023, without seeking accreditation, and encourages other organisations where the council is a majority shareholder, such as Hoople Ltd to also adopt the Real Living Wage; d) The Fostering Leave Policy as set out in Appendix C is approved and implemented in May 2023, and the council achieves accreditation with the Fostering Friendly network.
Reason for the decision	<p>As set out in the report. Documents relating to this decision are available at</p> <p>http://councillors.herefordshire.gov.uk/mglIssueHistoryHome.aspx?IId=50044194</p>
Consultation	Employment Panel

Options considered	The policies are not approved or adopted. This is not recommended as these policies are intended to support the development of a skilled and stable workforce while managing the council's resources effectively.
Declarations of interest	
Call-in expiry date (decisions are not subject to call-in where special urgency provisions apply)	

Officer: Chief Executive (Paul Walker)	Date 15 May 2023
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