



**Corporate Policy and  
Resources**

**10 January 2019**

**Subject: Managing Staff During Disruptions at Work**

Report by:

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Purpose / Summary:

The implement a policy for managing staff during  
disruptions at work

**RECOMMENDATION(S):**

That members support the attached 'Managing Staff During Disruptions at Work' policy for adoption.

Delegated authority be granted to the Executive Director of Resources to make minor housekeeping amendments to the policy in future, in consultation with the Chairman of the Corporate Policy & Resources committee and Chairman of Joint Staff Consultative committee.

## IMPLICATIONS

**Legal: None**

**Financial: FIN-180-19 - None**

**Staffing: None**

### **Equality and Diversity including Human Rights:**

West Lindsey District Council has a commitment to equal opportunities. It seeks to ensure that no potential or current employee receives less favourable treatment than another on the grounds of age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

### **Risk Assessment:**

### **Climate Related Risks and Opportunities:**

### **Title and Location of any Background Papers used in the preparation of this report:**

None.

### **Call in and Urgency:**

#### **Is the decision one which Rule 14.7 of the Scrutiny Procedure Rules apply?**

i.e. is the report exempt from being called in due to urgency (in consultation with C&I chairman)

**Yes**

**No**

**x**

### **Key Decision:**

A matter which affects two or more wards, or has significant financial implications

**Yes**

**No**

**x**

## **1. Introduction**

The council does not currently have a policy in place for dealing with disruptions at work

## **2. Purpose**

The policy gives direction to the council with regards to managing staff during a disruption and to be able to do this consistently and fairly.

## **3. Scope**

This procedure applies to all employees within the council.

## **4. Engagement**

The policy has been reviewed by the senior officers involved with Emergency Planning, Exec Director of Operations, Strategic Manager Services and the Senior Emergency Planning and Business Continuity Officer, it has also been sent to Unison and Staff representatives and managers within the council.