

NHS BARNSELY CCG GOVERNANCE MANUAL – THE GROUP AS EMPLOYER

The Group recognises that its most valuable asset is its people. It will seek to enhance their skills and experience and is committed to their development in all ways relevant to the work of the Group.

The Group will seek to set an example of best practice as an employer and is committed to offering all staff equality of opportunity. It will ensure that its employment practices are designed to promote diversity and to treat all individuals equally.

The Group will ensure that it employs suitably qualified and experienced staff who will discharge their responsibilities in accordance with the high standards expected of staff employed by the Group. All staff will be made aware of the Constitution, the Commissioning Strategy and the relevant internal management and control systems which relate to their field of work.

The Group will maintain and publish policies and procedures (as appropriate) on the recruitment and remuneration of staff to ensure it can recruit, retain and develop staff of an appropriate calibre. The Group will also maintain and publish policies on all aspects of human resources management, including grievance and disciplinary matters.

The Group will ensure that its rules for recruitment and management of staff provide for the appointment and advancement on merit on the basis of equal opportunity for all applicants and staff.

The Group will ensure that employees' behaviour reflects the values, aims and principles set out above.

The Group will ensure that it complies with all aspects of employment law.

The Group will ensure that its employees have access to such expert advice and training opportunities as the Governing Body considers reasonable in order to exercise its responsibilities effectively.

The Group will adopt a Code of Conduct for staff and will maintain and promote effective 'whistleblowing' procedures to ensure that concerned staff have means through which their concerns can be voiced.

Copies of this Code of Conduct, together with the other policies and procedures outlined in this handbook, will be available on the Group's website at <http://www.barnsleyccg.nhs.uk/strategies-policies-and-plans.htm>