

## Appendix 1 - Changes to Policies

<b>Policy</b>	<b>Changes</b>
Probation Policy	As advised at the last review, the probation period has reduced from 6 months to 3 months with a one-month option to extend. This is to ensure we act in line with legal advice relating to the new Employment Rights Act 2025.
Travel and Subsistence Policy	Added clarity on the deduction of home to work mileage and provided examples. Changes to the approved HMRC mileage rates – Cars from 45p to 55p.
Standby and On Call Policy	Updated standby and on-call rates to reflect current 2026 rates. Added a paragraph to ensure legal compliance, clarifying that standby and on-call time does not constitute working time.
Bereavement and Compassionate Leave Policy	Change of policy title. Addition of Statutory Bereaved Partner's Paternity leave in line with legislation changes.
Market Supplement Policy	Added definition of Hard to fill. Extended the time frame from 2 years to 3 years for a market supplement. Further clarity regarding authorisation if market supplement extended.
Capability Policy	Tidy up and making formal stages clearer.