



Human Resources related Public Disclosure Information (May 2025)

Organisational Charts

Please find attached an organisational chart for TfN as 31 March 2025 including details of all posts with salaries more than £50k per annum and confirming which posts are permanent and which posts are fixed-term/temporary.

Senior Salaries & Pay Multiple

The table below provides a summary of the total of employees within TfN who received an annual salary of at least £50,000 per annum during FY2024/25 (as at 31st March 2025) -

Salary Range	No of Employees
£50,000 to £55,000	7
£55,001 to £60,000	15
£60,001 to £65,000	4
£65,001 to £70,000	14
£70,001 to £75,000	1
£75,001 to £80,000	2
£80,001 to £85,000	3
£85,001 to £90,000	8
£90,001 to £95,000	1
£95,001 to £100,000	3
£100,001 to £105,000	0
£105,001 to £110,000	0
£110,001 to £115,000	0
£115,001 to £120,000	0
£120,001 to £125,000	0

£125,001 to £130,000	0
£130,001 to £135,000	3
£135,001 to £140,000	0
£140,001 to £145,000	1
£145,001 to £150,000	0
£150,001 plus	1

The table below sets-out the roles and responsibilities for all posts within TfN who received an annual salary of at least £50,000 per annum during FY2024/25:

Job title	Department	Job Purpose/ Key Responsibilities
Chief Executive	N/A	<p>Lead the development and delivery of Transport for the North's (TfN's) Strategic Transport Plan and provide strategic leadership to deliver the organisation's vision of a thriving North of England where modern transport connections drive economic growth and support an excellent quality of life.</p> <p>Accountable to the TfN Board for the overall performance of the organisation, its integrity and activities working in conjunction with the Chair of the Board who provides constructive criticism and challenge to the Chief Executive.</p>
Finance Director	Finance, Procurement & Risk	<p>Lead the Finance, Risk & Procurement Function, acting as a trusted advisor, providing recommendations and challenges to senior management to guide decision-making on matters that affect the strategic direction of TfN.</p> <p>Act as the organisation's designated S151 Chief Financial Officer ensuring compliance with all statutory requirements including local government and central government financial management and accounting requirements.</p>
Risk Manager	Finance, Procurement & Risk	Lead the Risk Management function, acting as a trusted advisor, providing recommendations and challenges to senior management to guide decision-making on matters that affect the strategic direction of TfN.
Procurement Manager	Finance, Procurement & Risk	Lead the Procurement function, acting as a trusted advisor, providing recommendations and challenges to senior management to guide decision-

		making on matters that affect the strategic direction of TfN. You will be expected to contribute to the development of strategic objectives and long-term plans.
Management & Financial Accountant	Finance, Procurement and Risk	<p>Provide leadership to a team of professionals, providing specialist advice to internal/external stakeholders and partners at TfN.</p> <p>Ensure the provision of an effective financial and management accounting and reporting service to TfN.</p>
Head of HR	HR & Skills	<p>Lead the HR & Skills function, acting as a trusted advisor, providing recommendations and challenges to senior management to guide decision-making on matters that affect the strategic direction of TfN.</p> <p>Development and delivery of a comprehensive and value for money People Strategy and underlying people policies and procedures which drives TfN's culture, vision and values and ensures TfN has the right skills, with the right capabilities in the right place at the right time.</p> <p>Development of delivery of a comprehensive Health, safety, facilities management & environmental framework/support service and underlying policies, processes, and procedures to ensure legal compliance and a safe and effective work environment is maintained at all times.</p>
HR, Payroll & Skills Business Partner	HR & Skills	Provide a comprehensive human resources, skills and payroll business partner service pro-actively supporting the development and delivery of TfN's People Strategy and supporting processes, policies and procedures.
Senior Organisational Development Business Partner	HR & Skills	Lead TfN's skills agenda and skills strategy to support delivery of our strategic objectives in relation skills development alongside leading the delivery of our internal learning & development business support service.
IT & Information Manager	IT & Information	Provide all of TfN's and Directorates including Rail North with specialist expert IT advice, managing the provision of the full range of professional IT &

		Information Management Services ensuring the on-going timely delivery of all required support services across all operational sites/working locations.
Strategy Director & Deputy Chief Executive	Strategy	<p>Act as a strategic leader for TfN, enabling staff to thrive and therefore achieve the vision of a vibrant and growing economy across the North of England. Build strong and inclusive partnerships; and ensure the development and implementation of a coherent and integrated approach to pan-northern strategic transport planning, analysis & appraisal, research and stakeholder engagement & communications.</p> <p>Provide leadership and direction to the Policy, Strategy & Research, Programme Management, Analysis & Appraisal, Legal and Stakeholder Engagement & Communications Teams.</p> <p>Act as the designated deputy for TfN's Chief Executive (Head of Paid Service) ensuring the ongoing effective leadership and governance of the organisation in their absence.</p>
Head of Legal Services	Strategy (Legal)	<p>Lead TfN's Legal Services Team, acting as a trusted advisor, providing recommendations and challenges to senior management to guide decision-making on matters that affect the strategic direction of TfN.</p> <p>Provide TfN's Boards and Directorates (including Rail North) with expert legal advice and manage the full range of professional legal, democratic and corporate information management services to support achievement of TfN's corporate objectives and strategic priorities.</p> <p>Act as TfN's Monitoring Officer ensuring compliance with all associated legal duties and responsibilities.</p>
Senior Lawyer	Strategy (Legal)	Provide all of TfN's Directorates including Rail North with specialist expert legal advice, supporting the provision of the full range of professional legal, democratic, contract, procurement and corporate information management services to support achievement of corporate objectives and strategic priorities.

		Where required by the Monitoring Officer, act as TfN's Deputy Monitoring Officer, and in any event support the Monitoring Officer in ensuring compliance with all associated legal duties and responsibilities.
Head of Stakeholder Engagement and Communications	Strategy (Stakeholder Engagement & Communications)	Lead TfN's Stakeholder Engagement & Communications Section, acting as a trusted advisor, providing recommendations and challenges to senior management to guide decision-making on matters that affect the strategic direction and reputation of TfN.
Stakeholder Manager – Rail	Strategy (Stakeholder Engagement & Communications)	<p>Lead the development and delivery of Stakeholder Engagement, Media Relations and Communications Service and Strategy to support all of TfN's Rail related programmes and activities to maintain and enhance TfN's reputation and delivery of it's strategic priorities.</p> <p>Assist the Head of Stakeholder Engagement & Communications in managing the wider team, project work-streams and oversee priority projects as required.</p>
Head of Policy, Strategy, Economy & Research	Strategy (Strategy & Policy)	<p>Lead the development of strategy, policy, economics and research across all the cross-cutting programmes aligned to the Strategic Transport Plan and its policy positions; building extensive, impactful networks and relationships, both internally and externally.</p> <p>Lead a multi-disciplinary team of specialists to ensure the strategy, policy, economics and research capacity develops an integrated approach to the Strategic Transport Plan and business cases to drive connectivity across the North.</p>
Principal Policy & Strategy Officer X2	Strategy (Strategy & Policy)	<p>Act as TfN's primary specialist leading policy and strategy development and supporting the delivery of the Strategic Transport Plan and its policy positions.</p> <p>Initiate and co-ordinate the development and implementation of new and existing strategy and policy initiatives, support TfN's on-going evidence base development and work with local transport authorities to support their planning.</p>

Policy & Strategy Officer	Strategy (Strategy & Policy)	<p>Support the development of strategy and policy, specifically focusing expertise on a particular delivery area for the Strategic Transport Plan. Provide impactful strategic and policy input by developing and maintaining close links with partners and stakeholders to ensure their specialist area is reflected in an integrated approach to the Strategic Transport Plan and business cases to internal and external standards.</p> <p>Develop policy approaches across the TfN functions to support the Strategic Transport Plan and the organisations evidence base for connectivity across the North, with a particular emphasis on Partner Liaison.</p>
Head of Data, Analysis and Appraisal	Strategy (TAME)	Lead the development and delivery of TfN's analytical modelling, appraisal and assurance frameworks, tools and associated technical support services ensuring the continual provision of timely and pertinent services and solutions to various TfN programmes, local, regional and national stakeholders to underpin strategic decision-making.
Assurance Manager	Strategy (TAME)	<p>As the Team Manager of the Assurance Team (technical management & assurance) you will be required to pro-active lead, co-ordinate and oversee the team of internal colleagues and supporting external contractors, delivering information, data, analysis, modelling and appraisal solutions, and technical management and assurance to the DfT via an annual agreement (Grant Funding Agreement).</p> <p>Day-to-day management of the analytics service-related elements of the annual agreement (Grant Funding Agreement) with the DfT for delivery of modelling, analysis and appraisal support services.</p>
Senior Assurance Officer	Strategy (TAME)	As a Senior Officer of the TAME team, you will be required to apply technical expertise and theoretical understanding to deliver information, data, analysis, modelling and appraisal solutions, and technical management and assurance that aid others in the production of recommendations/outputs, supporting the delivery of the Governments Integrated Rail Plan in accordance

		<p>with TfN's Grant Funding Agreement with the DfT.</p> <p>You will be expected to collaborate with others to deliver outcomes and will contribute to the improvement of existing processes and procedures.</p>
Analytics Manager	Strategy (TAME)	<p>As the Team Manager of the Analytics Team (data analytics & modelling) you will be required to pro-active lead, co-ordinate and oversee the team of internal colleagues and supporting external contractors, delivering information, data, analysis, modelling and appraisal solutions to the DfT via an annual agreement (Grant Funding Agreement).</p> <p>Day-to-day management of the analytics service-related elements of the annual agreement (Grant Funding Agreement) with the DfT for delivery of modelling, analysis and appraisal support services.</p>
Data & Analytics Service Manager	Strategy (TAME)	<p>As the Manager of TAME's Centre of Excellence programme you will be required to pro-actively lead, co-ordinate and oversee a team of internal colleagues and supporting external contractors, delivering information, data, analysis, modelling and appraisal solutions, and technical management and assurance to Sub-National Transport Bodies and Local Transport Authorities and the Department for Transport.</p>
Data & Analytics Senior Developer	Strategy (TAME)	<p>As a Senior Developer of the TAME team you will be required to deliver scripts, software and web services facilitating the provision of data, analytics and assurance services, as set out within your role profile below, to support the delivery of the Governments Integrated Rail Plan in accordance with TfN's Grant Funding Agreement with the DfT. You will be expected to collaborate with others to deliver outcomes and will contribute to the improvement of existing processes and procedures.</p>
Principal Analyst x3	Strategy (TAME)	<p>Manage the delivery of an agreed programme of transport appraisal & modelling including the Planet Framework Model to support the development of TfN transport schemes and initiatives.</p>

Principal Developer	Strategy (TAME)	As a Principal Developer of the TAME team you will be required to lead a team of internal colleagues or manage external contractors, delivering information, software and web service solutions that produce, or aid in the production of recommendations/outputs. You will be expected to collaborate widely, internally and externally, and will ensure processes and policies are developed, managed and implemented effectively.
Principal Assurance Officer x2	Strategy (TAME)	<p>Lead a team of internal colleagues or manage external contractors, delivering information, data, analysis, modelling and appraisal solutions, and technical management and assurance that aid others in the production of recommendations/outputs.</p> <p>Collaborate widely, internally and externally, and ensure processes and policies are developed, managed and implemented effectively.</p>
Senior Analyst X2 (DFT)	Strategy (TAME)	As a Senior Officer of the TAME team you will be required to deliver information in the provision of data, analytics and assurance services to support the delivery of the Government's Integrated Rail Plan in accordance with TfN's Grant Funding Agreement with the DfT.
Senior Analyst X2 (Core)	Strategy (TAME)	<p>Whilst TAME officers can expect to be involved across all three activities role profiles are tailored primarily to one activity, with this role tailored towards data analytics & modelling.</p> <p>You will be expected to collaborate with others to deliver outcomes, and will contribute to the improvement of existing processes and procedures.</p>
Head of Decarbonisation	Strategy (Decarbonisation)	<p>Lead the development of TfN's environmental & sustainability strategy and policy across all the cross-cutting programmes aligned to the Strategic Transport Plan, building extensive, impactful networks and relationships, both internally and externally.</p> <p>Lead on TfN's ambition for the transport network to be net zero before 2050, ensuring climate change mitigation and adaptation is fully considered across all of TfN's programmes and areas of influence.</p>

Principal Economics Officer	Strategy (Economics & Research)	Lead delivery information, data, analysis, modelling and appraisal solutions that aid others in the production of recommendations/outputs, applying technical expertise to undertake research and analysis activities.
Principal Social Research Officer	Strategy (Economics & Research)	Lead delivery information, data, analysis, modelling and appraisal solutions that aid others in the production of recommendations/outputs, applying technical expertise to undertake research and analysis activities.
Head of Major Roads	Rail & Roads (Major Roads)	Manage the Major Road Team and ensure the delivery of major and complex programmes, liaising with senior internal/external stakeholders and partners to ensure needs are met, and provide strong leadership to all programme and project teams managed. You will be expected to ensure all work and outputs are executed to meet the requirements of relevant business strategies.
Major Roads Planning & Scheme Development Officer	Rail & Roads (Major Roads)	<p>Manage, control and/or deliver projects of work to meet defined objectives. You will be expected to deliver your scope of work in line with budgetary, compliance, regulatory and planning controls.</p> <p>Work in partnership with the Department for Transport and Highways England, to support the determination and commission of priorities for investment into the North's Major Road Network (MRN) aligned to the Strategic Transport Plan (STP), and to engage with partners across the North.</p>
Major Roads Principal Planning & Strategy Officer	Rail & Roads (Major Roads)	Lead the preparation, development and delivery of assigned major and complex programmes, liaising with internal/external stakeholders and partners to ensure needs are met, and support the Major Roads Management Team to meet defined objectives.

		<p>Initiate and lead on the development and implementation of TfN's Electric Vehicle Charging Infrastructure Strategy which shapes TfN's evidence, policy and delivery to ensure TfN plays a key role in improving EV rollout across the region. Ensure all work and outputs are executed to meet the requirements of relevant business strategies, in line with budgetary, compliance, regulatory and planning controls.</p> <p>Work in partnership and lead the development of effective working relationships with the Department for Transport, National Highways, and Local Transport and Highway Authorities to support development of the priorities for investment into the North's Major Road Network (MRN) aligned to the Strategic Transport Plan (STP).</p>
Head of Strategic Rail	Rail & Roads (Strategic Rail)	Manage the Strategic Rail Team and ensure the delivery of major and complex programmes, liaising with senior internal/external stakeholders and partners to ensure needs are met, and provide strong leadership to all programme and project teams managed. You will be expected to ensure all work and outputs are executed to meet the requirements of relevant business strategies.
Rail Strategy Manager	Rail & Roads (Strategic Rail)	<p>Lead the development and transition of TfN's rail strategy and policy (including rail reform) for Strategic Rail aligned to the rail elements of TfN's Strategic Transport Plan, building extensive, impactful networks and relationships, both internally and externally.</p> <p>You will be expected to lead a team of specialists responsible for leading on the rail elements of the Strategic Transport Plan including translating the rail strategy into Delivery Plans and specifications for the industry.</p>
Partnership & Programme Manager	Rail & Roads (Strategic Rail)	Lead the delivery of major and complex programmes, liaising with senior internal/external stakeholders and partners, including Rail North Partnership, coordinating TfN's input and obligations under the Rail North Partnership Agreement, providing strong leadership to all programme and project teams managed.

Strategic Rail Lead	Rail & Roads (Strategic Rail)	<p>Where relevant, lead a team of professionals and act as TfN's primary strategic rail lead a role that is critical to strategy and policy development, supporting an integrated approach to the Strategic Transport Plan.</p> <p>Build strong relationships, internally and externally and be able to influence, shape and challenge across the strategy and policy sphere to drive an integrated approach to the Strategic Transport Plan and business cases to internal and external Green Book standards.</p>
Investment Sponsor Manager	Rail & Roads (Strategic Rail)	<p>Support the Investment Planning Manager in delivering complex, evidence-based information, analysis and design to senior TfN and DfT colleagues in the Rail North Partnership to aid in strategic decision-making.</p> <p>Articulate TfN's priorities and discharge TfN's Statutory Partner role, including defining industry outputs through service and infrastructure specifications and blueprints, as set out in the Rail North Partnership Agreement.</p>
Transport Planner	Rail & Roads (Strategic Rail)	Support the development of the Strategic Transport Plan (including the rail reform) delivery, specifically focusing expertise on a technical appraisal and business cases on behalf of the Strategic Rail Team.
Rail Reform Advisor	Rail & Roads (Strategic Rail)	Manage TfN's Rail Reform activities and the development and delivery of any other designated programmes and projects, to time, to ensure that programme milestones and outputs are delivered. You will be expected to deliver your scope of work in line with budgetary, compliance, regulatory and planning controls.
Infrastructure Development Lead	Rail & Roads (Strategic Rail)	<p>Act as an intelligent client for TfN's role as Co-Sponsor in support of the NPR/IRP programme ensuring it meets the needs of TfN's various partners and stakeholders, and the strategic aims of TfN's Strategic Transport Plan (STP).</p> <p>Lead the production of information, analysis, design and/or engineering solutions that aid others in the production of recommendations/outputs. You will be expected to collaborate widely, internally and externally, and will ensure processes and policies are developed, managed and implemented effectively.</p>

Rail North Partnership Director	Rail North Partnership	Lead the established team managing the “client side” delivery of rail services prescribed in the Northern and TransPennine rail franchises on behalf of TfN and the Department for Transport (DfT) and joint working with DfT on identifying and progressing the case for rail investments that could assist delivery of the TfN Strategic Transport Plan. Oversee the delivery of further devolution in delivery of rail services across the North of England as and when agreed with DfT.
Head of Programme – Northern	Rail North Partnership	<p>Lead the delivery of multiple, major and complex programmes, liaising with senior internal/external stakeholders and partners to ensure needs are met, and provide strong leadership to all programme and project teams managed.</p> <p>You will oversee the management, and team responsible for managing the real time interface, commercial, financial, business planning and contractual relationship with Northern Trains (NT).</p> <p>Oversee the management and team responsible for NT business development, negotiating and securing Business Plans within cost budget constraints, for which you will manage the strategic relationship with key stakeholders, NT and its owning group at board level.</p>
Head of Programme - TPT	Rail North Partnership	<p>You will lead the delivery of multiple, major and complex programmes, liaising with senior internal/external stakeholders and partners to ensure needs are met, and provide strong leadership to all programme and project teams managed. You will be expected to ensure all work outputs are executed to meet the requirements of relevant business strategies.</p> <p>Oversee the management, and team responsible for managing the real time interface, commercial, financial, business planning and contractual relationship with TransPennine Trains (TPT).</p>

		Oversee the management and team responsible for TPT business development, negotiating and securing Business Plans within cost budget constraints, for which you will manage the strategic relationship with key stakeholders, TPT and its owning group at board level.
Senior Commercial Manager – TPT	Rail North Partnership	<p>Manage and provide strong leadership for a team responsible for managing the real time interface, commercial, financial, business planning and contractual relationship with a Train Operating Company (TOC), liaising with senior internal/external stakeholders and partners to ensure needs are met.</p> <p>Ensure all work and outputs are executed to meet the requirements of relevant business strategies, creating a working environment where the TOCs are motivated to deliver the required outcomes; holding them to account where this does not happen.</p>
Senior Commercial Manager – Northern	Rail North Partnership	<p>Manage and provide strong leadership for a team responsible for managing the real time interface, commercial, financial, business planning and contractual relationship with a Train Operating Company (TOC), liaising with senior internal/external stakeholders and partners to ensure needs are met.</p> <p>Ensure all work and outputs are executed to meet the requirements of relevant business strategies, creating a working environment where the TOCs are motivated to deliver the required outcomes; holding them to account where this does not happen.</p>
Investment Planning Manager	Rail North Partnership	<p>Lead the investment planning function, delivering complex, pertinent information, analysis, design and/or engineering solutions to senior TfN and DfT colleagues in the Rail North Partnership to aid in strategic decision-making.</p> <p>Lead the delivery of the 'Statutory Partner' rail investment planning functions of TfN and the joint investment functions with DfT set out in the Partnership Agreement. The role involves developing and implementing the Partnership's investment programme including co-ordinating partner investment, TfN led investment and planning and delivery of devolved national investment.</p>

Commercial Manager X2	Rail North Partnership	<p>Manage the delivery or control of large and complex programmes of work, working with senior internal/external stakeholders and partners to ensure delivery against project needs and objectives.</p> <p>Accountable for supporting the effective management of one or more passenger rail franchise operators in the UK. To achieve this by creating a working environment where the TOCs are motivated to deliver the required outcomes; holding them to account where this does not happen.</p>
Contract Manager	Rail North Partnership	<p>Manage, control and/or deliver projects of work to meet defined objectives.</p> <p>You will be expected to deliver your scope of work in line with budgetary, compliance, regulatory and planning controls.</p> <p>You will be a member of a team responsible for managing the real time interface, commercial, financial, business planning and contractual relationship with one or more Train Operating Company's (TOCs), liaising with internal/external stakeholders and partners to ensure needs are met. Responsible for the contract management and monitoring of operational performance for one or more rail passenger service contracts, you will also provide an expert advice service and reporting on all matters pertaining to contract, performance and operation of services to senior management.</p>
Specification Manager X2	Rail North Partnership	<p>You will manage the delivery or control of large and complex programmes of work, working with senior internal/external stakeholders and partners to ensure delivery against business needs and objectives. Responsible for supporting the specification management of passenger rail contract agreements on behalf of DfT and TfN.</p> <p>Accountable for supporting the effective specification management of one or more passenger rail operators in the UK. To achieve this by creating a collaborative working environment in the development of requirements within rail operator service contracts.</p>

Programme Manager - TRU	Rail North Partnership	Provide strong leadership, contribute to developing and delivering the RNP's input into TRU to achieve defined business goals. Ensure all work and outputs are executed to meet business strategies and unlocking pan-northern growth opportunities.
Senior Project Manager - TRU	Rail North Partnership	Manage the delivery or control of large and complex projects, or programmes of work, working with senior internal/external stakeholders and partners to ensure delivery against project needs and objectives. Lead project team/teams and ensure all work and outputs are executed to meet requirements, taking into consideration interdependencies between your work and other programmes of work.
Stakeholder & Communications Manager X2	Rail North Partnership	Lead the development and delivery of Stakeholder Engagement, Media Relations and Communications Service objectives, and to maintain and enhance the RNP's reputation.

TfN's pay multiple for FY2024/25 is **2.93:1**. The pay multiplier is the ratio between the highest taxable earnings for the given year (which is £164,541 per annum) and the median earnings figure of the whole of TfN's workforce (which is £56,252 per annum).

Trade Union Facility Time

TfN formally recognises UNISON for collective bargaining purposes. A copy of TfN's Recognition Agreement with UNISON can be found here [EP01-Recognition-Agreement-July-2018.pdf \(transportforthenorth.com\)](https://transportforthenorth.com/EP01-Recognition-Agreement-July-2018.pdf)

A summary of key measures related to trade union facility time for FY2024/25 is set-out below:

Total number (absolute number and full time equivalent) of staff who are union representatives (including general, learning and health and safety representatives):	Currently three (3.0 FTE).
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Total number (absolute number and full time equivalent) of union representatives who devote at least 50 per cent of their time to union duties:	No TfN union worker representatives devoted at least 50% of their time to union duties during FY2024/25
Names of all trade unions represented in the local authority:	TfN recognises UNISON only for collective bargaining purposes.
A basic estimate of spending on unions (calculated as the number of full-time equivalent days spent on union duties multiplied by the average salary):	On average circa 3 days per month which is an equivalent to a spend of £8,100 per annum.
A basic estimate of spending on unions as a percentage of the total pay bill (calculated as the number of full-time equivalent days spent on union duties multiplied by the average salary divided by the total pay bill):	It is estimated that the percentage spending on unions is 0.09% of TfN's total pay bill per annum.

Employment Policies & Procedures

Please find below a summary table and link to TfN's current employment policies and procedures:

<https://transportfornorth.com/about-transport-for-the-north/transparency/employment-policies-procedures/>

Policy Reference	Policy Title	Last Updated
EP01	Recognition Agreement	July 2018
EP02	Disciplinary	April 2019
EP03	Grievance	February 2020
EP04	Performance Improvement	December 2023
EP05	Dignity at Work	March 2024
EP06	Diversity	April 2018
EP07	Absence & Welfare	December 2024
EP08	Maternity Leave	March 2024
EP09	Paternity Leave	March 2024
EP10	Parental Leave	March 2020
EP11	Shared Parental Leave	March 2024
EP12	Adoption Leave	March 2024
EP13	Flexible Working Policy	October 2024
EP14	Flexible Working Hours	April 2022
EP15	Recruitment & Selection	September 2022

EP16	Security of Employment (Redundancy)	March 2024
EP17	Skills & Development	June 2024
EP18	Flexible & Early Retirement	March 2022
EP19	Drugs & Alcohol Use	April 2022
EP20	Pay, Grading & Job Evaluation	August 2019
EP21	Office and Desk Protocol	April 2018
EP22	Adverse Weather & Travel Disruption	April 2018
EP23	Leave of Absence	January 2020
EP24	Environmental	April 2018
EP25	Vehicle User	April 2018
EP26	Additional Annual Leave & Career Break	August 2021
EP27	Salary Sacrifice Scheme	October 2023
EP28	Employee Privacy Notice Policy	September 2023
EP29	Compensation & LGPS Discretions	March 2021
EP30	Safeguarding	April 2018
EP31	Code of Conduct	March 2024
EP32	Statutory Parental Bereavement Leave	June 2020
EP33	Probationary Policy	December 2024