

**Northern Ireland Local Government Officers' Superannuation Committee
Equality screening report – 1 April to 30 June 2014**

Policies screened in Q1 of 2014/2015

Policy title	Aim of policy	New / existing policy	Date of screening	Screening decision
Annual Leave Policy	The aim of this policy is to provide staff with an awareness of how annual leave entitlement is calculated and to ensure that such entitlements are calculated fairly and consistently for all staff.	Existing	15 April 2014	Screened out with mitigation.
Training and Development Policy	The aim of this policy is to develop, encourage and support a flexible, professional and highly motivated workforce committed to service excellence.	Existing	26 June 2014	Screened out.
Flexible Working Hours Policy	The purpose of this policy is to provide staff with an awareness of how the system of Flexible Working Hours operates in order to allow a more flexible system of attendance for staff whilst ensuring there is no adverse effect on the overall efficiency of NILGOSC and the current high standard of service to stakeholders is maintained.	Existing	26 May 2014	Screened out.
Disciplinary Procedure	The purpose of this procedure is to provide a fair, equitable and consistent arrangement for the handling of situations where the conduct, performance, regularity of attendance or overall capability of an employee is considered to fall short of NILGOSC values, policies and procedures.	Existing	30 June 2014	Screened out.
Determination of Compassionate Grounds for Early Payment of Deferred Benefits	The purpose of this policy is to document the manner in which NILGOSC will exercise its discretion in relation to when it shall give its agreement for the early payment of deferred benefits for persons over the age of 50 who became deferred members during the period 15 August 1975 to 31 January 2003.	New	1 May 2014	Screened out with mitigation.
Risk Management Policy	The purpose of the Risk Management Policy is to define NILGOSC's risk management framework and to describe the processes in place for the identification, assessment, management and monitoring of risks facing the organisation.	Existing	19 May 2014	Screened out.

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Policies scheduled for screening in Q2 of 2014/2015

Policy title	Aim of policy	New / existing policy
Health and Safety Policy	The aim of this policy is to set out a comprehensive approach to health and safety for employees.	Existing
Anti-Fraud Policy and Fraud & Corruption Response Plan	The purpose of the policy and plan is to set out the responsibilities of staff regarding both the prevention of fraud and the procedures to be followed where a fraud is detected or suspected.	Existing