



Policy Express for Microsoft 365

Explore • Explain • Experience • Expand • Expert

Why Policy Express?



Benefits

1

Functionality

- **Automation** drives data driven approval **workflows**
- Powerful **search, acknowledgement & feedback** components
- Management **dashboards** to track compliance

2

Platform

- **Sits within your** existing **Microsoft 365 environment**
- All your **data remains in your tenant**

3

Fully Inclusive

- One fixed fee includes a **perpetual licence** for all functionality
- Includes **deployment, configuration & training**

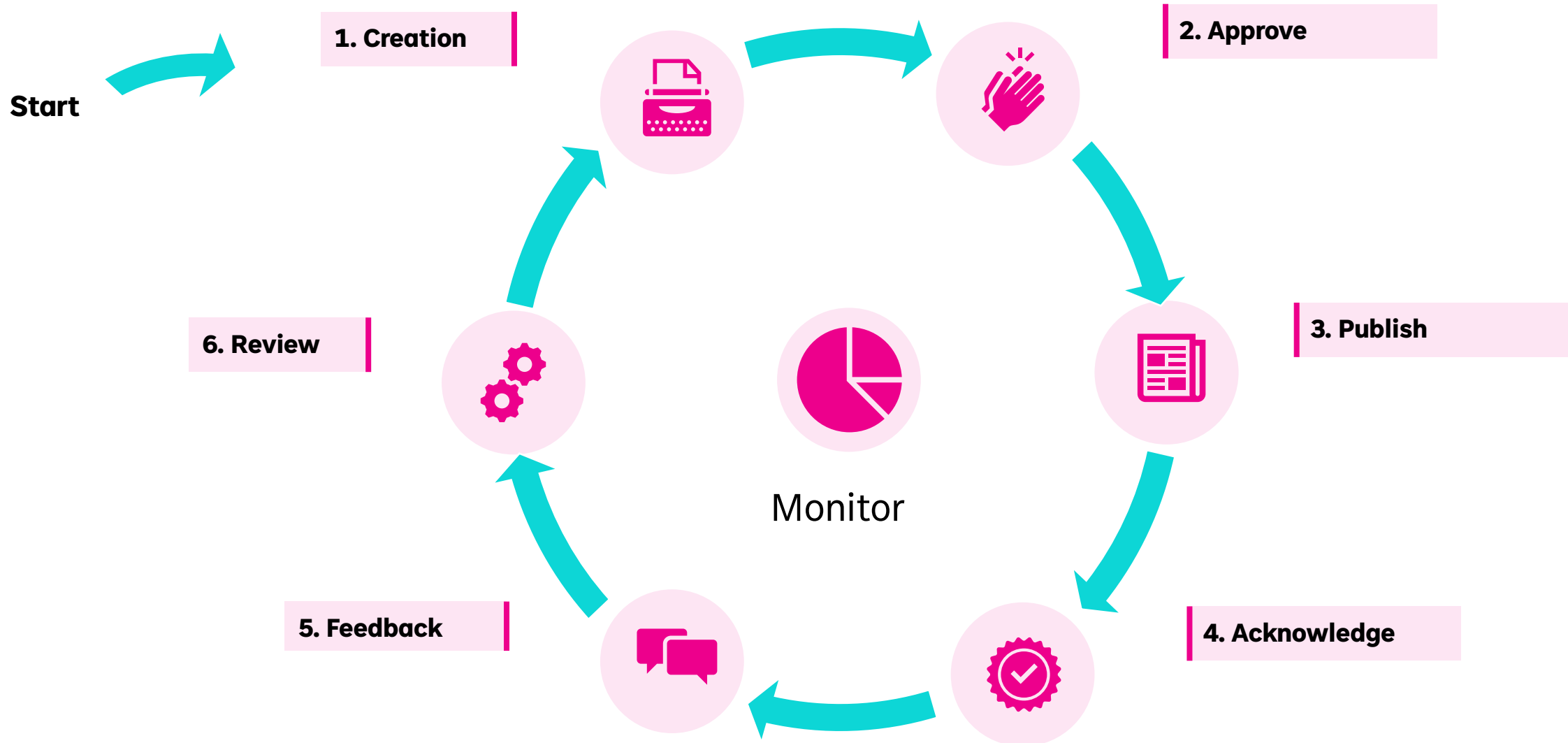
4

Optional Support

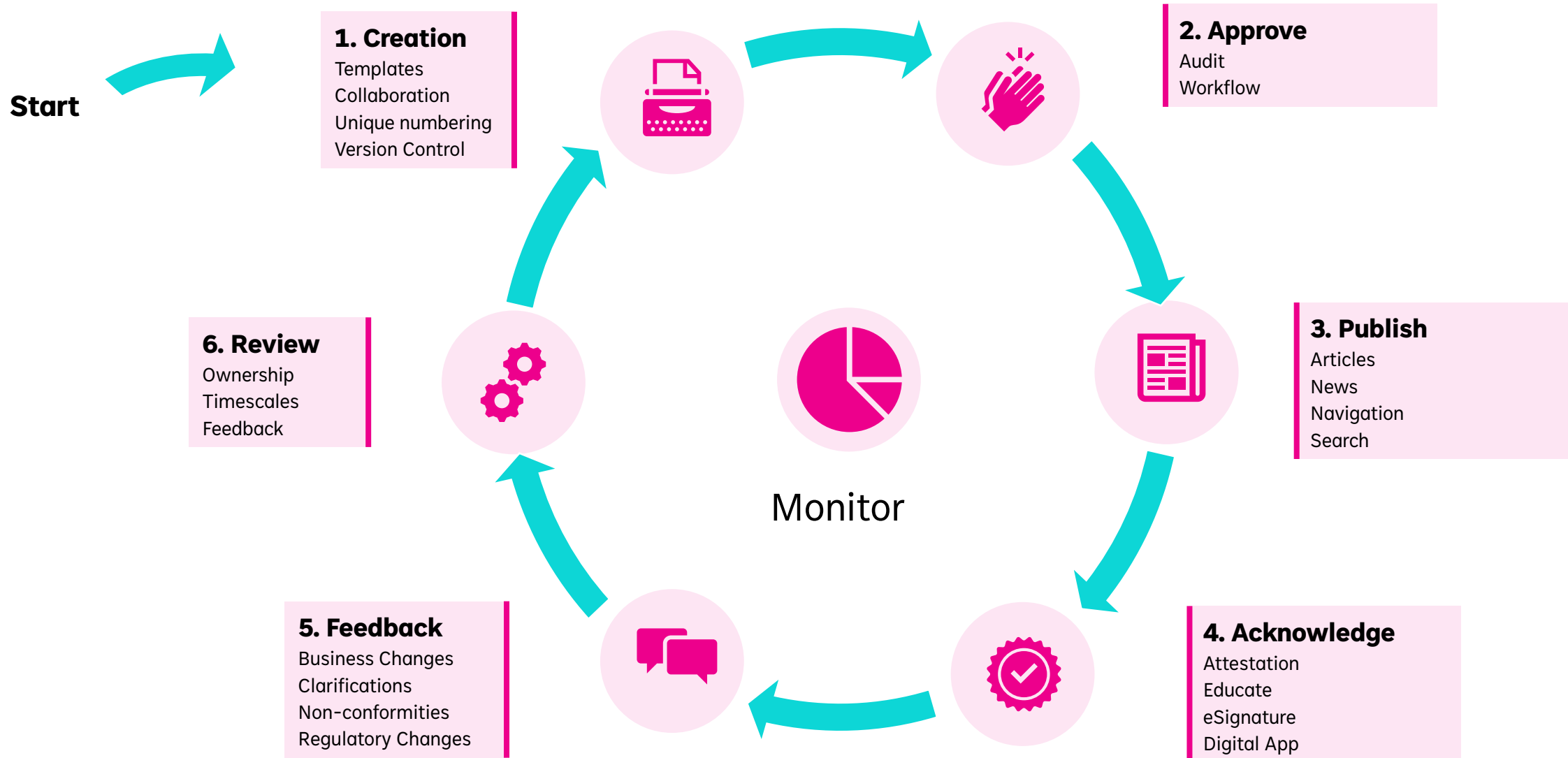
- **Expert Success** gives you **on-going peace of mind**
- Extend our service to cover your entire SharePoint Environment

Financials

Policy Life Cycle



Policy Life Cycle





Office Templates

Publish and start from templates in desktop Word, PowerPoint and Excel



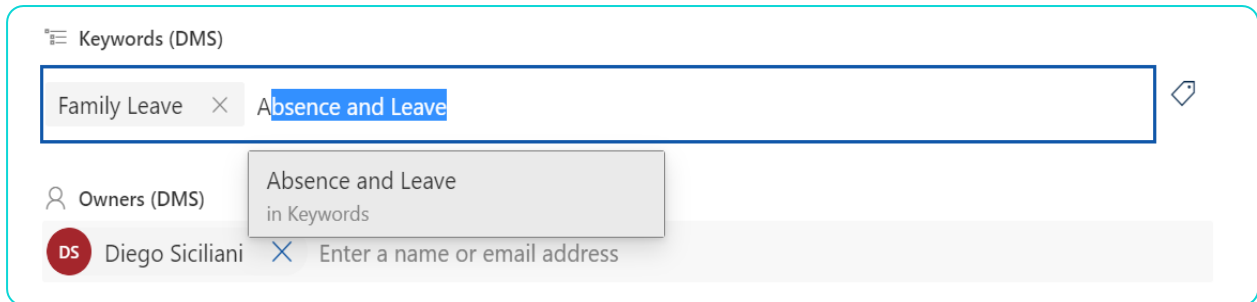
Tag and Categorise

Configured taxonomy to reflect your organisation



Unique Reference

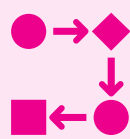
Automatic numbering for each document



| Name | Document Number | Department ... |
|--|-----------------|----------------|
| Employee Handbook – Data Protection.docx | IEXP-CP-P-02 | Compliance |
| Employee Handbook – Whistleblowing Policy.d... | IEXP-CP-P-01 | Compliance |

1. Creation

2. Approve



Approval Process

Stage 1: Assign to SME* based on classification

Stage 2: Second level Quality approver

Stage 3: Convert to PDF & Publish to Hub



Audit

Each action is logged by time & user

DMS - Request First Approval

Owner: Megan Bowen

Approver *

Megan Bowen

Suggested People

MB

Megan Bowen
Marketing Manager

This message was sent with Low importance



Megan Bowen

Tue 1/25/2022 6:19 AM

To: Megan Bowen



An approval for a document you submitted has been approved and will be published to the documents area.

Name: Employee Handbook – Expenses Policy and Procedure

Approved By: Megan Bowen

Link to Document: [Here](#)

Comments (if any):

Reply | Forward

* SME = Subject Matter Expert

3. Publish



News
For urgency & visibility



Navigation
Drill down journey



Pages
For reference and in context



Search
Indexed for filters and free-text

Search Filters

Type ^

AND/OR

Search a value...

Policy

Apply

Clear

Department ^

AND/OR

Search a value...

HR

Apply

Clear

Search Results



[Employee Handbook – Shared Parental Leave](#)

Megan Bowen January 19, 2022

may make up to three requests for **leave**, including any changes to previously booked **leave** • a request for a continuous period of **leave** becomes ...

[HR Policy Family Leave](#)



[Employee Handbook – Special Leave Policy & Procedure](#)

Megan Bowen January 19, 2022

details of the Company's policy towards special **leave** which falls outside the scope of all other types of **leave** already provided for in this Employee Handbook ...

[HR Policy Absence and Leave](#)



[Employee Handbook – Paternity Leave and Pay](#)

Megan Bowen January 19, 2022

Week 1 Reading

First this - Week 1 Reading!

See all

1 EXPENSES POLICY AND PROCEDURE

1.1 Introduction

The Company policy on expenses is to ensure that all employees are reimbursed for any reasonable and necessary expenses incurred in the course of their duties. This policy applies to all employees, including those who are working from home.

Policies
Employee Handbook – Expenses Policy and Procedure

Megan Bowen
Edited 25 Jan 2022

1 FLEXIBLE WORKING

1.1 Introduction

The Company's flexible working policy is designed to support employees who need to adjust their working hours to meet their personal or family commitments. This policy applies to all employees, including those who are working from home.

Policies
Employee Handbook – Flexible Working

Megan Bowen
Edited 24 Jan 2022

1 HOLIDAY POLICY

1.1 Introduction

The Company's holiday policy is designed to ensure that all employees are able to take their entitled holiday leave. This policy applies to all employees, including those who are working from home.

Policies
Employee Handbook – Holiday Policy

Megan Bowen
Edited 19 Jan 2022

1 SICKNESS/ABSENCE POLICY AND PROCEDURE

1.1 Introduction

The Company's sickness/absence policy is designed to ensure that all employees are able to take their entitled sick leave. This policy applies to all employees, including those who are working from home.

Policies
Employee Handbook – Sickness Absence Policy and Procedure

Megan Bowen
Edited 19 Jan 2022

4. Acknowledge



Assign

Define your audience by group or individual



Attest

Assignees acknowledge the document within the browser



Track

Report on signing status

Power Apps | DMS - Document Acknowledgement

Document Acknowledgement

Document: Employee Handbook – Expenses Policy and Procedure [Open in New Window](#)

| Document | Ver. | Due Date |
|--|------|------------|
| Employee Handbook – Expenses Policy | 2.0 | 31/01/2022 |
| Employee Handbook – Paternity Leave | 1.0 | 31/01/2022 |
| Employee Handbook – Shared Parental | 1.0 | 31/01/2022 |
| Employee Handbook – Sickness Absence | 1.0 | 31/01/2022 |

Employee Handbook – Expenses Policy and Procedure

1 EXPENSES POLICY AND PROCEDURE

1.1 Introduction

We (Information EXP) want to ensure that you are fully supported to carry out your role in the business, you are properly reimbursed for legitimate business expenses that you incur and that these expenses are treated appropriately for tax purposes.

The Expenses policy sets out our rules on how you can claim for expenses incurred in the performance of your duties for the Company and covers travel, meals and accommodation, overseas and relocation expenses, business entertainment, gifts and staff parties.

It also explains what expenses can and cannot be claimed for.

This Policy and Procedure applies to all employees and does not form part of the contractual terms of your employment with the Company, which have been or will be provided to you separately.

The Company reserves the right to review, amend and update this policy and procedure from time to time. Any updates will be communicated to you by email as and when necessary.

I acknowledge that I have read and understood the document [Confirm](#)

5. Feedback



Change

Updates to processes & procedures



Clarifications

Drill down



Non-conformities

For reference and in context



Regulatory Changes

Indexed for filters and free-text

✕ Submit Feedback ✓

* Title

Policy
Find items

Feedback Type
Regulatory Change

Description

6. Review



Assign

Each controlled document has an assigned owner



Review Date

A period before the review date a notification is sent to the owner



Feedback

Consider consolidated feedback for the document in question

| Document Number | Owners (DMS) | Next Review Date |
|-----------------|---------------|------------------|
| IEXP-IS-P-02 | Allan Deyoung | → 31/12/2022 |
| IEXP-IS-P-01 | Allan Deyoung | ⊗ 31/12/2021 |
| IEXP-IS-T-01 | Allan Deyoung | ⓘ 18/02/2022 |

| Title | Status | Policy | Feedback Type | Description |
|-----------------------------------|------------|--|-----------------|--|
| Status : 1. Open (1) | | | | |
| Can I use an iPad mini for email? | 1. Open | [IEXP-IS-P-02] Employee Handbook – Bring your own Device Policy.docx | Clarity | Thank you |
| Status : 2. Pending (1) | | | | |
| What constitutes a device | 2. Pending | [IEXP-IS-P-02] Employee Handbook – Bring your own Device Policy.docx | Clarity | Are smart watches covered by the BYOD policy, I fear they may be a security risk |
| Status : 4. Closed (1) | | | | |
| Update on Vaping | 4. Closed | [IEXP-HR-P-10] Employee Handbook – Smoke-Free Policy.docx | Business Change | Policy needs to reflect Vaping in the office garden |

7. Monitor



Dashboard

Management view of key KPI's in Power BI



Orphan Policies

Identify Policies without owners, or those with owners that have left



Admin View

Consider consolidated feedback for the document in question



| Document Masters | | | | | | | |
|--|-----------------|------------|------------------|-----------------|------------|----------------------------|--|
| Name | Document Number | Department | Next Review Date | Owners (DMS) | Type (DMS) | Keywords (DMS) | |
| Department (DMS) : Compliance (3) | | | | | | | |
| Employee Handbook – Anti-Corruption and Bri... | IEXP-CP-P-03 | Compliance | → 30/11/2023 | Joni Sherman | Policy | Business Policy | |
| Employee Handbook – Data Protection.docx | IEXP-CP-P-02 | Compliance | ⊙ 16/10/2022 | Joni Sherman | Policy | Business Policy | |
| Employee Handbook – Whistleblowing Policy.d... | IEXP-CP-P-01 | Compliance | → 05/05/2023 | Patti Fernandez | Policy | Business Policy | |
| Department (DMS) : Finance (1) | | | | | | | |
| Employee Handbook – Expenses Policy and Pro... | IEXP-F-P-01 | Finance | ⊙ 24/02/2022 | Pradeep Gupta | Policy | Business Policy | |
| Department (DMS) : HR (11) | | | | | | | |
| Employee Handbook – Adoption Leave.docx | IEXP-HR-P-12 | HR | ⊙ 31/12/2022 | Diego Siciliani | Policy | Family Leave | |
| Employee Handbook – Alcohol and Drugs Polic... | IEXP-HR-P-08 | HR | → 11/01/2024 | Diego Siciliani | Policy | Health and Safety | |
| Employee Handbook – Flexible Working.docx | IEXP-HR-P-22 | HR | → 24/08/2023 | Megan Bowen | Policy | Benefits Work Life Balance | |

Features



| Stage | Feature | Included |
|------------------------|---|-------------------------------------|
| Creation | Templates: Policy Templates appear in Word/Excel/PowerPoint | <input checked="" type="checkbox"/> |
| | Classification: Department, Document Type and Keywords | <input checked="" type="checkbox"/> |
| | Policy Identification: Unique Numbering | <input checked="" type="checkbox"/> |
| Approval | 1st Stage: SME Validation + Approval | <input checked="" type="checkbox"/> |
| | 2nd Stage: Executive Approval | <input checked="" type="checkbox"/> |
| | Audit Trail: Signing History | <input checked="" type="checkbox"/> |
| Publishing | PDF: Auto-Convert to PDF | <input checked="" type="checkbox"/> |
| | Policy Hub: Navigation, Text and Filtered Search | <input checked="" type="checkbox"/> |
| Acknowledgement | Policy Attestation: Employees to attest/acknowledge assigned polices | <input checked="" type="checkbox"/> |
| | Attestation Reporting: Acknowledged and outstanding | <input checked="" type="checkbox"/> |
| Feedback | Feedback Capture: Amends and Clarifications | <input checked="" type="checkbox"/> |
| Review | Review Reminder: Expiring Policy Owner Notification | <input checked="" type="checkbox"/> |
| | Administration Report: Expiring Policies View | <input checked="" type="checkbox"/> |
| | Aggregated Feedback: For Policy Owners | <input checked="" type="checkbox"/> |
| Monitor | Management Dashboard: Chart view * | <input checked="" type="checkbox"/> |
| | Orphan Policies: Ownership report mapped to Microsoft 365 licenced users | <input checked="" type="checkbox"/> |

* Requires Power BI Licence

Expert Success Service



| | Express | Standard |
|--|-------------------------------------|-------------------------------------|
| Work Confidently: Here to help <i>Guidance, minor modifications & solution support</i> | | |
| • Policy Solution | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| • Your SharePoint & Teams Platforms | | <input checked="" type="checkbox"/> |
| Keep on track: Timetabled Health-Checks | | |
| • Policy Solution Usage | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |
| • Intranet usage, SharePoint Site activity and Site owners, External Users | | <input checked="" type="checkbox"/> |
| Learn and refresh: User Training | | |
| • 3 Sessions per year on Policy Solution | <input checked="" type="checkbox"/> | |
| • 6 Sessions per year to on any element of Microsoft 365 Productivity Suite | | <input checked="" type="checkbox"/> |
| Improve: Be future ready | | |
| • Plain-English updates on What's New in Microsoft 365 | <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> |



You identify 2 Power Users



We'll host unlimited joint 30-minute support calls

Express covers this solution only | Standard covers your entire SharePoint & Teams environment

Financial investment



Solution Investment

| Solution | Cost |
|--|----------------------------|
| Policy Express Packaged Solution <ul style="list-style-type: none">• Deployment• Configuration• Training• Lifetime Perpetual License | £9,950 / US\$12,000 |

Optional On-Going Investment

| Expert Success | Investment (Monthly) |
|---|----------------------|
| • Expert Success Service – Standard * | £500 / \$600 |
| • Expert Success Service – Basic * | £250 / \$300 |
| • Additional Power Users (2 included) @ £50 / \$60 per user per month | |

Expert Success runs on a 12 month contract



The Approval Process

Approval Process

Setup Configuration

Stage 0: Define Policy Classifications



Dept. A



Dept. B



Dept. C

Stage 1: Define SME Approvers



Dept A
SMEs



Dept B
SMEs



Dept C
SMEs

Stage 2: Define Quality



Quality Person or Persons (must be named)

Policy Approval Process



Policy Classification

- User drafts the Policy
- Sets the Classification of the document in line with the department



SME Approval - Stage 1

- User Assigns to an SME
- They are restricted selecting a members of the department based on policy classification



Quality Approver – Stage 2

- All Quality Person(s) are notified for 2nd Stage approval
- Once approved by one (on a first to approve basis) the policy is then published



The Deployment Process



Deployment Plan



| Week | Activity | Detail |
|-------|--------------------|--|
| 1 | Kick Off Call | A planning call with our engagement lead to plan in the key dates and book in the Solution Workshop. |
| 2 | Solution Workshop | 2- 3 hour workshop to walk through and agree the configuration options. |
| 3 | Deployment | We deploy, configure and test the solution. |
| 4 | Training | We train your Power Users. |
| 5 - 8 | Content Population | You add your content to the solution supported by our weekly calls. You may do this more quickly. |
| 9 | Launch | You users can now easily find the policies they are looking for. |



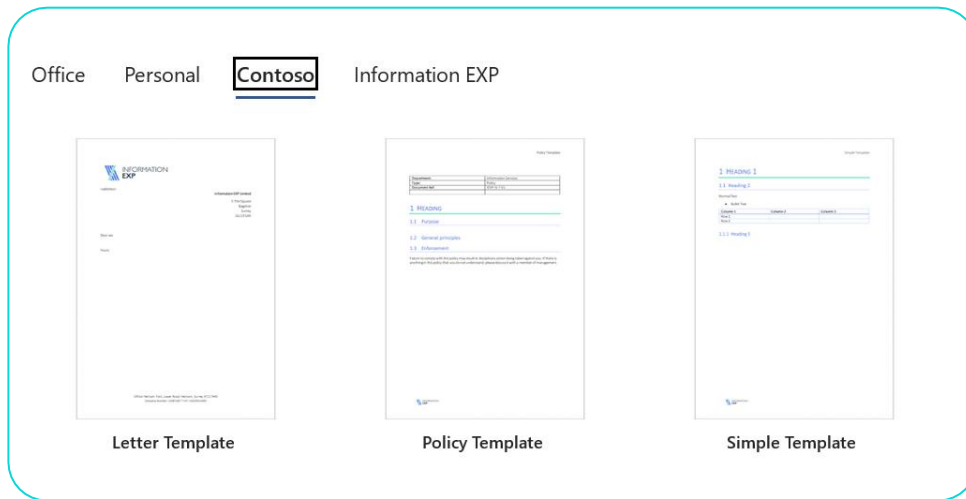
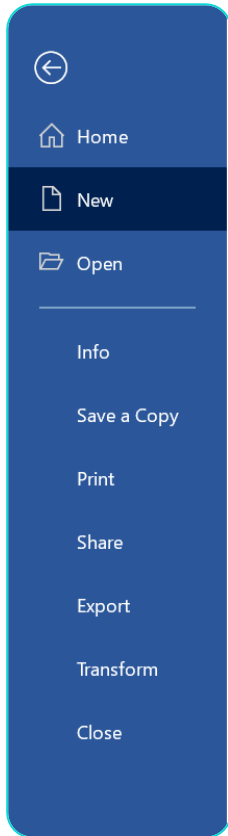
Solution Screenshots



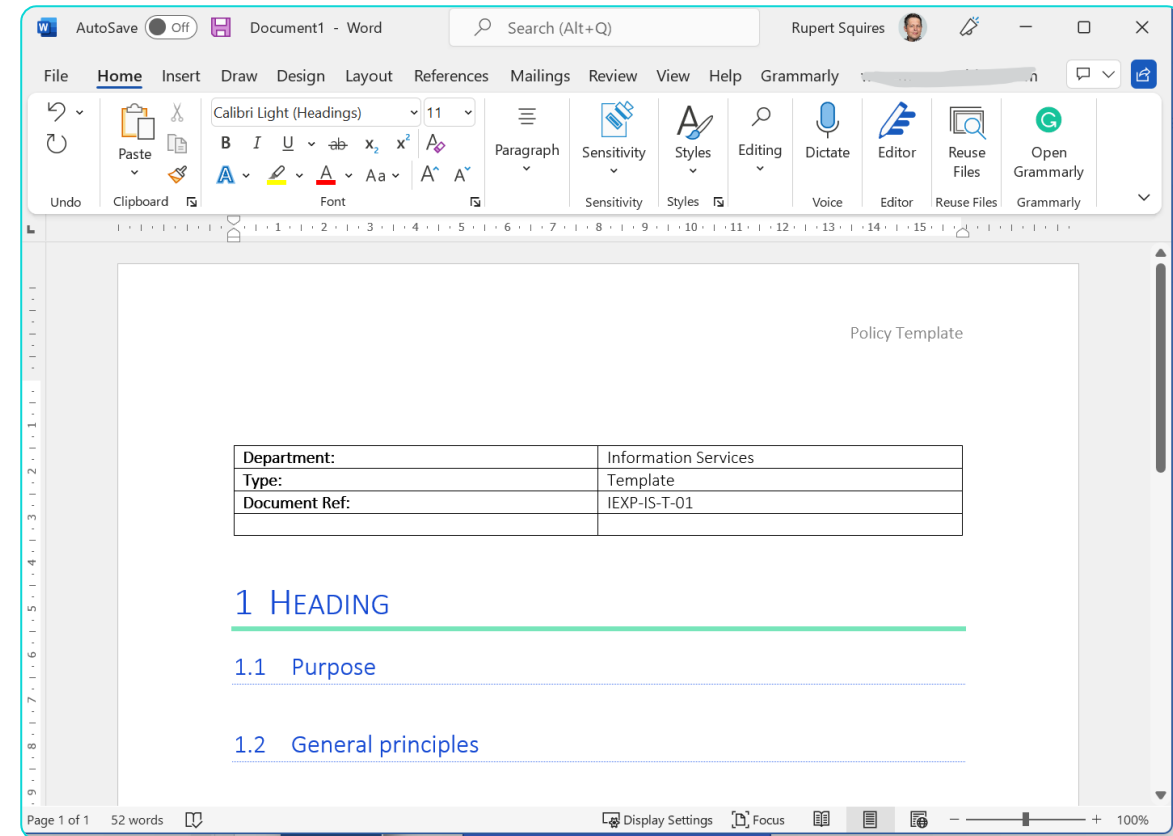
1. Create



Your Policy Template Published within Word



Gain a head-start on driving consistency





Abc Title

Employee Handbook – Maternity Leave and Pay Policy

Department (DMS)

HR

Type (DMS)

Policy

Keywords (DMS)

Family Leave Absence and Leave

Owners (DMS)

DS Diego Siciliani

Enter a name or email address




Absence and Leave
in Keywords



Keywords from a predefined list to help with search

Document numbers generated automatically by business rules



|  Name | Document Number |
|--|-----------------|
|  Employee Handbook – Health and Safety.d... | IEXP-HR-P-09 |
|  Employee Handbook – Holiday Policy.docx | IEXP-HR-P-06 |



Version history tracks both document changes and metadata changes

5

By using the date/time you can track which version of a policy was in force at a particular point-in-time.

6

| | | | |
|-----|---------------------|---|---------|
| 4.0 | 20/01/2022 12:12 PM | <input type="checkbox"/> Megan Bowen | 74.9 KB |
| | Title | Employee Handbook – Flexible Working | |
| | Document ID | 29 | |
| | Document Number | IEXP-HR-P-18 | |
| 3.0 | 20/01/2022 12:10 PM | <input type="checkbox"/> Megan Bowen | 74.9 KB |
| | Type (DMS) | Policy | |
| | Keywords (DMS) | Work Life Balance; Absence and Leave | |
| | Owners (DMS) | <input type="checkbox"/> Megan Bowen | |
| 2.0 | 20/01/2022 12:08 PM | <input type="checkbox"/> Megan Bowen | 74.8 KB |
| | Department (DMS) | HR | |
| 1.0 | 20/01/2022 12:08 PM | <input type="checkbox"/> Megan Bowen | 74 KB |
| | Title | Employee Handbook – General Information | |

2. Approve



Document Masters

| ID | Name | Department... | Type (D |
|----|--|---------------|---------|
| 29 | Employee Handbook – Flexible... | HR | Policy |
| 9 | Employee Handbook – Health and Safety.d... | HR | Policy |
| 7 | Employee Handbook – Holiday Policy.docx | HR | Policy |
| 14 | Employee Handbook – Maternity Leave an... | HR | Policy |
| 11 | Employee Handbook – Paternity Leave and... | HR | Policy |
| 12 | Employee Handbook – Shared Parental Lea... | | |
| 3 | Employee Handbook – Sickness Absence P... | | |
| 10 | Employee Handbook – Smoke-Free Policy.d... | | |

1. Select document

2. Automate

3. DMS - Request First Approval

Run flow
DMS - Request First Approval
Owner: Megan Bowen

Approver *

Megan Bowen

Suggested People

MB Megan Bowen
Marketing Manager

4. Select approver

Custom 2-Step Workflow for Approving and Publishing a Policy

Email notifications which update their content automatically once completed



5

Microsoft Flow
Mon 1/24/2022 6:46 AM
To: Megan Bowen

Approvals | Power Automate

You have been assigned a document for Second Stage Approval: Employee Handbook – Expenses Policy and Procedure

Requested by **Megan Bowen** <MeganB@M365x31613757.OnMicrosoft.com>

Date Created Monday, 24 January 2022 14:46
Link Employee Handbook – Expenses Policy and Procedure

Please review the document and decide on an action.

- **Approve:** The document is approved, the document will automatically be published.
- **Reject:** This will inform the person who initiated the approval that their document was rejected and cancel the approval process.
- **Temporarily Approve:** This will temporarily publish the document for the next 30 days, at which point it will need to go through another approval process.

Approve ▾ | Reject ▾ | **Temporarily Approve ^**

Comments

Need work, but ok for the next 30 days

Submit

Get the Power Automate app to receive push notifications and grant approvals from anywhere. Learn more. This message was created by a flow in Power Automate. Do not reply. Microsoft Corporation 2020.

6

Microsoft Flow
Mon 1/24/2022 6:45 AM
To: Megan Bowen

Approvals | Power Automate

You have already completed this request.

Get the Power Automate app to receive push notifications and grant approvals from anywhere. Learn more. This message was created by a flow in Power Automate. Do not reply. Microsoft Corporation 2020.

Reply | Forward

7

This message was sent with Low importance

Megan Bowen
Tue 1/25/2022 6:19 AM
To: Megan Bowen

An approval for a document you submitted has been approved and will be published to the documents area.

Name: Employee Handbook – Expenses Policy and Procedure

Approved By: Megan Bowen

Link to Document: [Here](#)

Comments (if any):

Reply | Forward

3. Publish



1


Intranet Hub Edit

INFORMATION EXP Hub Edit

+ New Page details Analytics

Your News

+ Add



Hub

Launching our Whistleblowing policy


What is it? Whistleblowing is the act of disclosing information to the employer or the relevant authority by an individual who knows, or suspects, that the Company is responsible for or taking part in...

2

Intranet Hub Edit

INFORMATION EXP Hub Edit + Create site

+ New Send to Promote Page details Immersive Reader Analytics



Launching our Whistleblowing policy

Megan Bowen
Marketing Manager

What is it?

Whistleblowing is the act of disclosing information to the employer or the relevant authority by an individual who knows, or suspects, that the Company is responsible for or taking part in some wrongdoing.

Contacting the FCA

When reporting your concerns to us, it's important you first understand the whistleblowing process.

You may be nervous about making a report about your employer or someone that you know well. So, to make sure you are comfortable with the whistleblowing journey, here are the steps you should take and what we will do when you report the wrongdoing to us.

Related Documents

- 1 Whistleblowing Policy
- 1 Anti-Corruption and Bribery Policy

Related Resources

- FCA: Whistleblowing
- Policy Feedback
- Whistleblowing for employees GOV.UK

Who to Ask

- Patti Fernandez, President
- Joni Sherman, Paralegal



Intranet Hub ▾

- Policies & Procedures**
 - Policy Hub
 - Policy Acknowledgement
 - Policy Feedback
 - Policy Admin
 - Policy Approvers
- Resources**
 - Company Logos + Images
 - Document Templates
 - Marketing Collateral
- People**
 - HR
 - 3** [Most Asked: Absence & Leave](#)
 - New Joiners
- Go**
 - Bu
 - ISC
 - Ris
 - Ver

AND/OR

Search a value... **4**

Policy

Apply Clear

Department ^

AND/OR

Search a value...

HR

[Employee Handbook – Special Leave Policy & Procedure](#)

Megan Bowen January 19, 2022

details of the Company's policy towards special **leave** which falls outside the scope of all other types of **leave** already provided for in this Employee Handbook ...

↳ [HR Policy: Absence and Leave](#)

[Employee Handbook – Holiday Policy](#)

Megan Bowen January 19, 2022

The rules on accrual of annual **leave** may mean that the employee has not, at the time that **leave** is to be taken, accrued such length of **leave** to cover their holiday ...

↳ [HR Policy: Absence and Leave](#)

Navigation (3) takes users to a curated search results page (4)

Welcome to Contoso



Patti Fernandez
President

Pages, such as this New Joiner page automatically refer to the current Policy in force

Let's Get Started

If it's your first day today, we'd just like you to know how happy we are to have you with us :)

To give you an idea of what to expect from your on-boarding, we have written this short guide. It covers the things that we think are important for new starters and we hope it provides a basis for your successful on-boarding.

Over the next few days and weeks we'll introduce:

1. **Company mission, values, business services and EOSs** - We'll talk about our mission and why the business exists. We'll tell you why we think it's important to improve software delivery in every organisation and how you can help us to achieve our mission.
2. **Peer buddy** — As part of our on-boarding process, we'll introduce you to a company buddy who will be available whenever you need them. If anything crops (from simple questions to emergencies), feel free to let your buddy know and they will do all they can to help. It goes without saying that myself and the other directors (+ rest of the team) are here too, so there should be plenty of places to turn if you need anything.
3. **Role expectations** — All our team members have role expectations and we'll work with you to introduce these to you over the coming weeks.
4. **Career development 121s** — As part of your on-boarding process and ongoing career development, you'll have a monthly 121 with your Line Manager or one of the company directors. These sessions are an opportunity for us to review your progress, look at areas where we can provide support.
5. **Marketplace** — Every Friday at LearnTech, we run a several learning sessions which we share on a Marketplace. The idea behind this is to share learnings from across the company to look at how we can improve. Please contribute to these and once you're feeling confident enough, look to

2. **Peer buddy** — As part of our on-boarding process, we'll introduce you to a company buddy who will be available to help you need them. If anything crops (from simple questions to emergencies), feel free to let your buddy know and they will do all they can to help. It goes without saying that myself and the other directors (+ rest of the team) are here too, so there should be plenty of places to turn if you need anything.
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5. **Marketplace** — Every Friday at LearnTech, we run a several learning sessions which we share on a Marketplace. The learnings from across the company to look at how we can improve. Please contribute to these and once you're fed
6. **Salary, Pensions & Expenses** — We'll take you through how our finance work, where to go to if you have any c or if you need to submit an expense claim / get a company credit card.

Pages, such as this New Joiner page automatically refer to the current Policy in force

Week 1 Reading

First this - Week 1 Reading!

See all

5

Employee Handbook – Expenses Policy and Procedure

1 EXPENSES POLICY AND PROCEDURE

1.1 Introduction

We (Information EXP) want to ensure that you are fully supported to carry out your role in the business, you are properly reimbursed for legitimate business expenses that you incur and that these expenses are treated appropriately for tax purposes.


The Expenses policy sets out our rules on how you can claim for expenses incurred in the performance of your duties for the Company and covers travel, meals and accommodation, overseas and relocation expenses, business entertainment, gifts and staff parties.

also explains what expenses can and cannot be claimed for.

This Policy and Procedure applies to all employees and does not form part of the contractual terms of

Policies

Employee Handbook – Expenses Policy and Procedure

 **Megan Bowen**
Edited 25 Jan 2022

Employee Handbook – Flexible Working

1 FLEXIBLE WORKING


1.1 Introduction

The Company believes that its staff members are its most valuable asset and is committed to attracting and retaining the very best talent. It also appreciates that the UK workforce is becoming increasingly diverse and includes a high percentage of parents and individuals with caring responsibilities, as well as those whose interests and aspirations impact on their time.

The Company recognises the importance of helping its employees balance their work and home lives by offering flexible working arrangements that enable them to balance their work commitments with their priorities. It is understood that a degree of flexibility in working arrangements can also be crucial in helping staff to respond to personal issues, such as caring commitments and recovering from a situation where domestic abuse has taken place. In addition, the Company recognises that staffing levels must remain in line with the demands of the business at all times.

Policies

Employee Handbook – Flexible Working

 **Megan Bowen**
Edited 24 Jan 2022

Employee Handbook – Holiday Policy

1 HOLIDAY POLICY

1.1 Introduction

This holiday policy sets out the Company rules on taking annual leave and applies to all employees.


The Company's holiday year runs from 1st April to 31st March.

Your holiday entitlement is as stated in your Contract of Employment. If your employment commences part way through the holiday year your entitlement to holidays during that year will be assessed on a pro rata basis.

Holiday entitlement in each holiday year shall accrue month by month and is to be taken at a time or times convenient to the company.

Policies

Employee Handbook – Holiday Policy

 **Megan Bowen**
Edited 19 Jan 2022

Employee Handbook – Sickness Absence Policy and Procedure

1 SICKNESS ABSENCE POLICY AND PROCEDURE

1.1 Introduction


The Company understands that employees may need to be absent from work from time to time due to illness. This policy covers employees and their line managers in handling time off from work where the reason for absence is sickness. The Company aims to have as many employees as possible in attendance at all times during the working week and sickness absence needs to be managed so that an acceptable level of absence can be permitted, and any problems resolved.

1.2 Key Principles

This procedure enables managers to address absence issues, both short and long-term, in a fair, consistent and equitable manner. It is recognised however that all cases must be dealt with on an

Policies

Employee Handbook – Sickness Absence Policy and Procedure

 **Megan Bowen**
Edited 19 Jan 2022

leave

Search Filters

Type

AND/OR

Search a value...

Policy

Apply

Clear

Department

AND/OR

Search a value...

HR

Apply

Clear

Keywords

AND/OR

Search Results



Employee Handbook – Shared Parental Leave

Megan Bowen January 19, 2022

may make up to three requests for leave, including any changes to previously booked leave - a request for a continuous period of leave becomes ...

HR Policy Family Leave



Employee Handbook – Special Leave Policy & Procedure

Megan Bowen January 19, 2022

details of the Company's policy towards special leave which falls outside the scope of all other types of leave already provided for in this Employee Handbook ...

HR Policy Absence and Leave



Employee Handbook – Paternity Leave and Pay

Megan Bowen January 19, 2022

: • within a period of 56 days ... wish to change the date of your paternity leave after giving notice, you must provide an additional written notice requesting a variation to the leave ...

HR Policy Family Leave

6

Search experience uses filters (or refiners) to give an Amazon style user experience



4. Acknowledge



Power Apps | DMS - Document Acknowledgement

Document Acknowledgement

Documents for Review

| Document | Ver. | Due Date |
|--------------------------------------|------|------------|
| Employee Handbook – Expenses Policy | 2.0 | 31/01/2022 |
| Employee Handbook – Paternity Leave | 1.0 | 31/01/2022 |
| Employee Handbook – Shared Parental | 1.0 | 31/01/2022 |
| Employee Handbook – Sickness Absence | 1.0 | 31/01/2022 |

Document: Employee Handbook – Expenses Policy and Procedure Open in New Window

1 / 5

Employee Handbook – Expenses Policy and Procedure

1 EXPENSES POLICY AND PROCEDURE

1.1 Introduction

We (Information EXP) want to ensure that you are fully supported to carry out your role in the business, you are properly reimbursed for legitimate business expenses that you incur and that these expenses are treated appropriately for tax purposes.

The Expenses policy sets out our rules on how you can claim for expenses incurred in the performance of your duties for the Company and covers travel, meals and accommodation, overseas and relocation expenses, business entertainment, gifts and staff parties.

It also explains what expenses can and cannot be claimed for.

This Policy and Procedure applies to all employees and does not form part of the contractual terms of your employment with the Company, which have been or will be provided to you separately.

The Company reserves the right to review, amend and update this policy and procedure from time to time. Any updates will be communicated to you by email as and when necessary.

I acknowledge that I have read and understood the document Confirm

1

Through a Power App – we can capture users acknowledging or attesting that they understand and accept a policy

5. Feedback



1

The screenshot shows a mobile feedback form with a blue header bar containing a close icon, the text 'Submit Feedback', and a checkmark icon. Below the header, there are four input fields: a text field for 'Title' (marked with an asterisk), a dropdown menu for 'Policy' with 'Find items' selected, a dropdown menu for 'Feedback Type' with 'Regulatory Change' selected, and a text area for 'Description'.

2

The screenshot shows a dropdown menu titled 'Feedback Type' with a list of options: 'Find items', 'Clarity', 'Business Change', 'Regulatory Change', and 'Non-Conformity'. The 'Regulatory Change' option is highlighted in blue.

Through mobile friendly forms we can capture different types of feedback and invoke a review workflow



Different views of Feedback allow reviewers to have an all up view and authors just to see their data

3

| Title | Status | Policy | Feedback Type | Description | Date Raised | Response |
|-----------------------------------|------------|---|-----------------|--|-------------|--|
| Status : 1. Open (1) | | | | | | |
| Can I use an iPad mini for email? | 1. Open | [[IEXP-IS-P-02] Employee Handbook – Bring your own Device Policy.docx | Clarity | Thank you | 20/01/2022 | |
| Status : 2. Pending (1) | | | | | | |
| What constitutes a device | 2. Pending | [[IEXP-IS-P-02] Employee Handbook – Bring your own Device Policy.docx | Clarity | Are smart watches covered by the BYOD policy, I fear they may be a security risk | 19/01/2022 | Further clarity will be added in the next update of this policy. |
| Status : 4. Closed (1) | | | | | | |
| Update on Vaping | 4. Closed | [[IEXP-HR-P-10] Employee Handbook – Smoke-Free Policy.docx | Business Change | Policy needs to reflect Vaping in the office garden | 20/01/2022 | |

6. Review



1

Submit Feedback

* Title
Excessive Christmas Gifts

Policy
[IEXP-CP-P-03] Employee Handbook - Ar

Feedback Type
Non-Conformity

Description
Gifts to ABC corp appear to be in breach of our policy?

2

| Document Number | Owners (DMS) | Next Review Date |
|-----------------|---------------|------------------|
| IEXP-IS-P-02 | Allan Deyoung | → 31/12/2022 |
| IEXP-IS-P-01 | Allan Deyoung | ⊗ 31/12/2021 |
| IEXP-IS-T-01 | Allan Deyoung | ⓘ 18/02/2022 |

Trigger policy reviews based on time passed (1), or based on an event such as a “Non-Conformity” report (2)

3

Controlled Documents Due To Expire



Megan Bowen
Thu 1/20/2022 2:00 AM
To: Megan Bowen



Hello,

The following Controlled Documents, where you have been identified as the owner, expire within 30 days:

- Letter Template
- Simple Template
- Employee Handbook – Flexible Working

[Review these documents](#)

Thank you

Compliance Team

Note: If you have questions, or believe that you are not the correct owner, you can email compliance@constoso.com

Reply | Forward

Alert policy owners where they work, by email (3) or in Microsoft Teams (4)



4



Megan Bowen via Power Automate 20/01 10:01

Controlled Documents Due To Expire

Pending

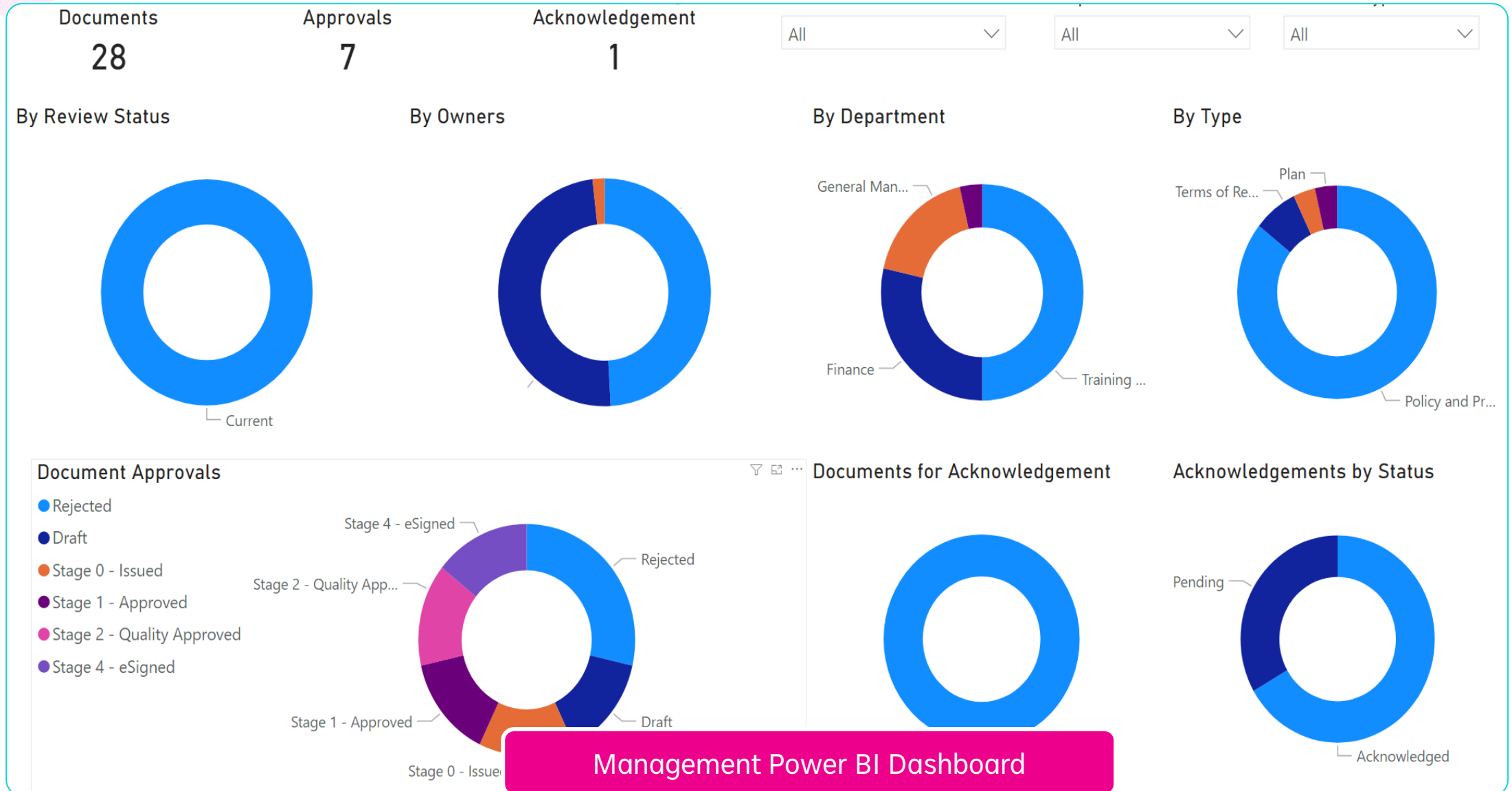
The following Controlled Documents, where you have been identified as the owner, expire within 30 days:

- Title: Letter Template
- Title: Simple Template
- Title: Employee Handbook – Flexible Working

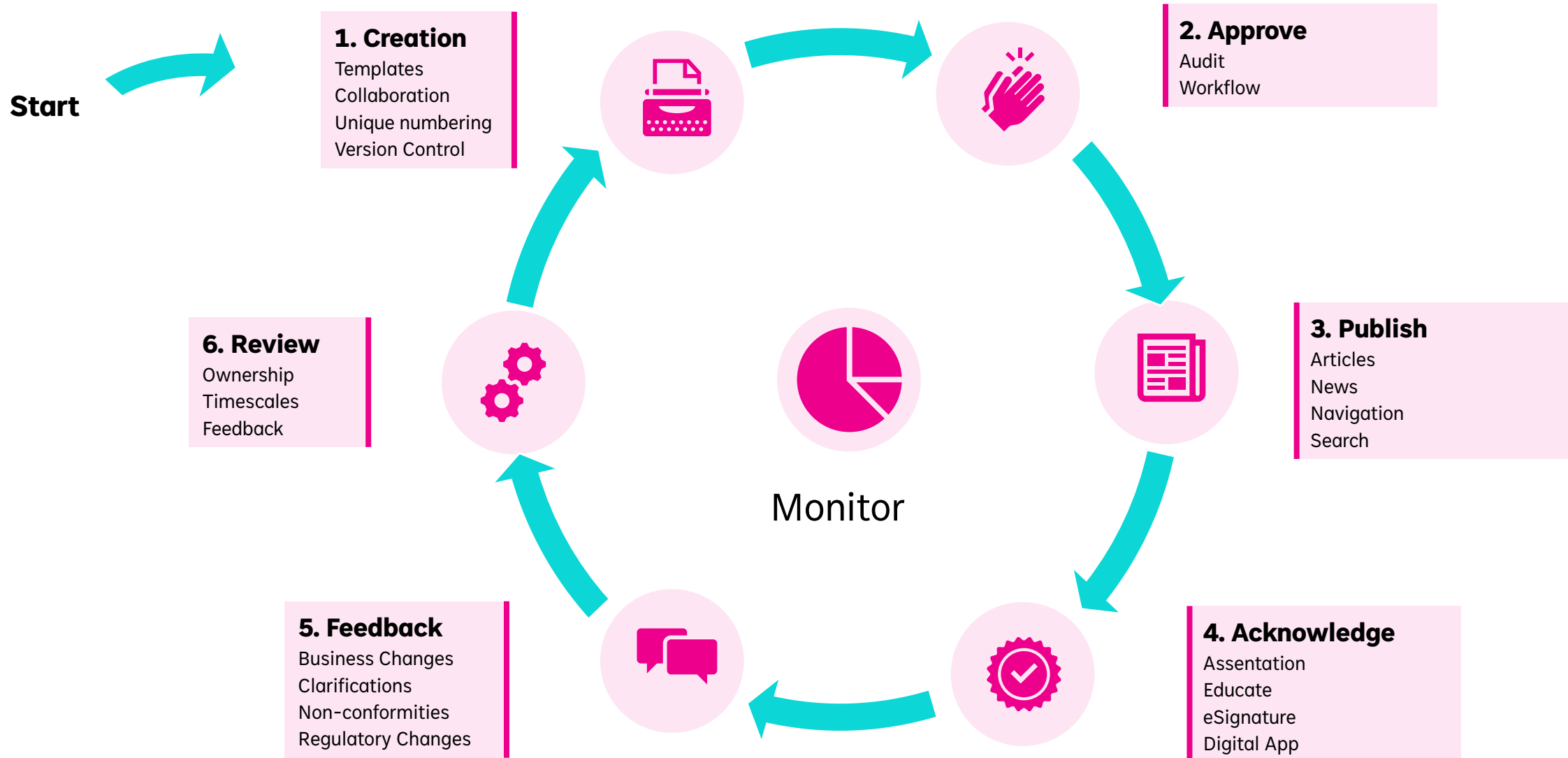
[Review these documents](#)

[Help](#)

7. Monitor



Policy Life Cycle





Ready to take the next step?



ANY QUESTIONS, GET IN TOUCH WITH US...

[0330 133 2434](tel:03301332434) | hello@informationexp.com | [Book a Meeting](#)