

NOTTINGHAM CITY HOMES

HR & REMUNERATION
COMMITTEE
17 MAY 2010

REPORT OF DIRECTOR OF ORGANISATIONAL DEVELOPMENT

ODD THREE YEAR BUSINESS STRATEGY

1 SUMMARY

- 1.1 Attached is a copy of the Organisational Development Department's three year business strategy for the Committee to consider.

2 RECOMMENDATIONS

- 2.1 That the report is noted.

3 REPORT

- 3.1 The OD Department has now completed its draft three year Business Strategy following completion of the Company wide equivalent last month. A copy is attached for comment at Appendix A.
- 3.2 There are three key themes to the strategy as set out below. The document also dovetails with the re-organisation of the HR Team undertaken several months ago (see Appendix B).
- 3.3 The first aim of the strategy is to align all three OD Teams as closely as possible to the needs of the business and in particular to the two main operational departments. The HR Team has been re-structured so that each operational department has a dedicated Employee Relations Manager and supporting team. The Health and Safety Team's members are already situated at Beechdale, Harvey Road and Hounds Gate to meet the needs of service users at these establishments. The Learning and Development Team is currently being restructured along similar lines. The strategy document itself dictates how this support will be provided (e.g. see 4.3.2).
- 3.4 The second aim is to modernise each of the three teams' services in terms of updating policies and procedures and introducing new working practices. Health and Safety and HR Teams are especially involved in introducing new processes while the Learning and Development Team has a role to play in providing appropriate training.
- 3.5 The final aim of the strategy is to support culture change across the company in terms of dealing with performance management and absence concerns; supporting new working practices (e.g. Property

Services Best Practice Review); and managing NCH's current Change Management Programme.

4 OTHER OPTIONS

4.1 None.

5 FINANCIAL AND RISK IMPLICATIONS

5.1 It is imperative that NCH's support service resources are structured to meet the needs of the company and residents.

6 IMPLICATIONS FOR NOTTINGHAM CITY HOMES OBJECTIVES

6.1 The strategy document has been devised in conjunction with the Company's recently published three year business strategy.

7 VALUE FOR MONEY AND EFFICIENCY ISSUES

7.1 People are one of NCH's biggest costs and their effective management is key to the performance of the company.

8 EQUALITY AND DIVERSITY IMPLICATIONS

8.1 The strategy sets out how the ODD will comply with equalities legislation including the use of Equality Impact Assessments.

9 BACKGROUND MATERIAL AND PUBLISHED DOCUMENTS REFERRED TO IN COMPILING THIS REPORT

9.1 None

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