

NOTTINGHAM CITY HOMES

HR & REMUNERATION
COMMITTEE
17 MAY 2010

REPORT OF DIRECTOR OF ORGANISATIONAL DEVELOPMENT

CULTURE CHANGE PROGRAMME

1 SUMMARY

- 1.1 The Committee was informed at its last meeting that an employee group was being created to deal with the issues arising from the employment survey and to look generally at culture across NCH. The Group has now met on several occasions and drawn up an action plan which is attached for information.

2 RECOMMENDATIONS

- 2.1 That the report is noted.

3 REPORT

- 3.1 Following the publication of the Interim liP Assessment and Staff Survey last year an employee working group was established to define and set out a programme of change management across the organisation.
- 3.2 The first set of recommendations from the Group is attached for information.

4 OTHER OPTIONS

- 4.1 None.

5 FINANCIAL AND RISK IMPLICATIONS

- 5.1 This initiative is designed to increase employee morale and motivation.

6 IMPLICATIONS FOR NOTTINGHAM CITY HOMES OBJECTIVES

- 6.1 This initiative is linked to the Company's and OD Department's three year strategy documents.

7 VALUE FOR MONEY AND EFFICIENCY ISSUES

- 7.1 People are one of NCH's biggest costs and their morale and motivation is key to the performance of the company.

8 EQUALITY AND DIVERSITY IMPLICATIONS

- 8.1 One of this initiative's key objectives is to provide employees from across the company with a greater opportunity for career development.

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

- 9.1 None

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