

NOTTINGHAM CITY HOMES

HUMAN RESOURCES
COMMITTEE

14 OCTOBER 2008

REPORT OF INTERIM DIRECTOR OF ORGANISATIONAL DEVELOPMENT

EMPLOYEE ENGAGEMENT SURVEY 2008 RESULTS

1 SUMMARY

- 1.1 The Company require a dress and appearance policy in order to ensure the professional presentation of staff. As a consequence a draft was produced in June this year for consultation. The policy has been presented to the Trades Unions and Employee Care Group for comments and feedback. The trades unions have provided comments at three formal meetings over the last 8 weeks. Some changes have been made as a consequence. The Employee Care Working Group (ECWG) welcomed the policy and made some suggestions on how the code could be launched.
- 1.2 The only material changes to the code from the first version are the inclusion of a "smart polo shirt" in the acceptable dress category; this was supported by the staff and trades unions. T-shirts can now also be worn as long as they do not breach the guidance i.e. contain badges or symbols. No "beach flip flops" has also been included. The trades unions have asked for the wearing of smart jeans to be allowed. An option not shared by the ECG. This was rejected by management and at a recent meeting the trades unions conceded that "blue jeans" should be banned.
- 1.3 The trades unions and Executive Management Team have approved the policy.

2 RECOMMENDATIONS

- 2.1 That the dress and appearance policy be approved.

3 FINANCIAL & RISK IMPLICATIONS

- 4.1 There are no financial implications.

4 IMPLICATIONS FOR NOTTINGHAM CITY HOMES OBJECTIVES

- 4.1 The details within this report support the delivery of Nottingham City Homes' objectives.

5 VALUE FOR MONEY & EFFICIENCY ISSUES

5.1 All initiatives within this report ensure that value for money and any efficiency are considered.

6 EQUALITY & DIVERSITY IMPLICATIONS

7.1 There are no equality and diversity implications.

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

7.1 N/A

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