

NOTTINGHAM CITY HOMES

HUMAN RESOURCES
COMMITTEE
14 JULY 2009

REPORT OF DIRECTOR OF ORGANISATIONAL DEVELOPMENT

HR STRATEGY AND EMPLOYER OF CHOICE RECOGNITION

1 SUMMARY

- 1.1 This paper is designed to stimulate discussion on HR Strategy over the next three years. The Chair has also previously asked for information on recognition as an employer of choice and details have been included.

2 RECOMMENDATIONS

It is recommended that the Committee

- 2.1 gives a steer on HR Strategy over the next three years; and
2.2 considers whether it wishes to apply for "Employer of Choice" status.

3 REPORT

3.1 HR Strategy

- 3.1.1 The Organisational Development Department is currently looking to develop a medium to long term OD strategy for the company. Work has already started on a strategy document and a first draft should be available for the Committee to consider at its next meeting. The following vision and aims and objectives have been established and are currently being developed.

The vision

Our vision is to provide a customer focused service that empowers people to maximise their potential. We will also support people to deliver the very best services in a healthy and positive working environment.

Aims and Objectives

The Strategic Objectives of the Division can be summarised as follows:

- Put equality of opportunity at the heart of everything we do;
- Support organisational change to improve front line service delivery;
- Maintain a safe working environment for employees and residents and;
Develop our people.

- 3.1.2 Much of the strategy document is already included in this year's Service Improvement Plans which are attached for information. These include initiatives in support of NCH's major push on equalities and diversity.
- 3.1.3 Committee members are asked to provide some initial direction on strategy so that a draft strategy document can be included for the next meeting.

3.2 **Employer of Choice**

3.2.1 The Employers of Choice Initiative Forum is administered by Choice at Work, the Social Responsibility Division of the Training Foundation. Its purpose is to assist employers gain maximum engagement from their workforce through formal policy and good practice. It has two key characteristics:

- An engaging organisational culture;
- An engaging workplace climate

To achieve both the company needs to align itself with 6 key EOC drivers of engagement

- **Caring for people** - appreciating each individual and showing they are personally valued, is fundamental to success;
- **Honesty and fairness** - woven into the fabric of everyday workplace practice, earn trust and respect;
- **Open communication** - at all levels builds confidence, stimulates innovation and increases effectiveness;
- **Involving people** - in work related decision-making strengthens personal commitment to maximum performance;
- **Coaching and developing** - each one releases their unique potential and builds organisational capability
- **Ethical behaviour** - practised at all levels, reinforces a sense of leaning and belief in the organisation for each one

3.2.2 If the Committee agrees, the first step will be to evaluate NCH's policies and practice against the above criteria and identifying any shortfalls. An action plan can then be drawn up to deal with these and an application submitted once this has been completed.

3.2.3 The application plus two years' subscription will cost £390. The annual subscription is £290 per annum thereafter.

4 **FINANCIAL AND RISK IMPLICATIONS**

4.1 £390 to apply and for the first two years' membership. £290 per annum thereafter.

5 **IMPLICATIONS FOR NOTTINGHAM CITY HOMES OBJECTIVES**

The implications for NCH have been included in the report.

6 VALUE FOR MONEY AND EFFICIENCY ISSUES

The value for money and efficiency issues have been included in the report.

7 EQUALITY AND DIVERSITY IMPLICATIONS

7.1 Enhanced engagement with employees will enhance equality and diversity across the company.

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

Contact officers:

George Pashley
Director of Organisational Development
14 Hounds Gate
Nottingham
NG1 7BA
Tel: 0115 91 57354
George.pashley@nottinghamcityhomes.org.uk

Date: 6 July 2009