

CHANGES TO DERBY HOMES COMMITTEES

Report of the Director & Company Secretary

1. SUMMARY

This report proposes the merger of the Development & Regeneration Committee with the Resources & Remuneration Committee.

2. RECOMMENDATION

That the Board approves

1. the merger of the Development & Regeneration Committee with the Resources & Remuneration Committee
2. the membership of the Resources, Remuneration & Regeneration Committee
3. the terms of reference for the Resources, Remuneration & Regeneration Committee.

3. MATTER FOR CONSIDERATION

- 3.1 The Governance Services Committee has recently reviewed the terms of reference for the Development & Regeneration Committee and the Resources & Remuneration Committee.
- 3.2 Iain MacDonald chairs both meetings and attended the Governance Services Committee to comment on the terms of reference. He has recommended that the two Committees, their membership and terms of reference, are combined and renamed Resources, Remuneration & Regeneration Committee.
- 3.3 Members of the Resources & Remuneration Committee are

Paul Bayliss
John Bloxsom
Saadia Davis
Tony Holme
Iain MacDonald (Chair)
Bob Osler
Dennis Rees

3.4 Members of the Development & Regeneration Committee are

Bob Osler
Iain MacDonald
Dennis Rees
Roy Webb

3.5 It is proposed that meetings of the new Committee are held on the dates already agreed for the Resources & Remuneration Committee. The draft terms of reference for the new Committee are attached at Appendix 1.

4. CONSULTATION IMPLICATIONS

4.1 The Resources & Remuneration Committee was consulted on this proposal and the revised draft terms of reference, at their meeting on 29 April. The Committee supported the proposal.

4.2 Roy Webb is the only Board Member who is not on both Committees. He has been consulted and has raised no objections to the proposal.

5. LEGAL AND CONFIDENTIALITY IMPLICATIONS

Agreeing and/or amending terms of reference for Committees, deciding on their composition and making appointments to them is a matter reserved to the Board.

The areas listed below have no implications directly arising from this report

- Financial and Business Plan
- Personnel
- Environmental
- Equalities Impact Assessment
- Health & Safety
- Risk
- Policy Review

If Board members or others would like to discuss this report ahead of the meeting please contact the author, or the Chief Executive, phil.davies@derbyhomes.org - Tel 01332 711010

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Background Information: None

Supporting Information: None

Terms of Reference Resources, Remuneration and Regeneration Committee

The Committee will Review, initiate research and make recommendations to the Board on

Resources

Finance

1. policies for the supervision, regulation and control of the finances, accounts, income, expenditure and assets of Derby Homes
2. the annual budgets of Derby Homes and to monitor progress during the year of the budgetary cycle
3. Derby Homes' cash flow and income collection activities
4. all matters relating to the insurance of the Company's assets
5. Derby Homes' Risk Management strategy and Disaster Recovery plans
6. Derby Homes' IT strategy and monitor its implementation.
7. provision of support services and arrangements for any functions to be fulfilled by another organisation
8. Derby Homes pensions strategy.

Personnel and Training

9. Derby Homes policies relating to staffing, training and development, pay and benefits, recruitment, health and safety, contracts of employment and union matters
10. performance on staff turnover, sickness, training, achievement and development, equal opportunities employment and health and safety
11. Performance issues relating to personnel, central support services provided by Derby Homes' staff.

Remuneration

12. determine and agree with the Board, the framework or broad policy for the remuneration of the Chief Executive , senior managers and such other staff
13. determine any performance related pay schemes operated by the Company
14. be aware of and advise on any major changes in employee benefit structures throughout the Company
15. in determining remuneration packages and arrangements for Board members, give due regard to the guidance contained in the Combined Code including the provisions regarding disclosure of remuneration and pensions
16. be exclusively responsible for establishing the selection criteria, selecting, appointing and setting the terms of reference for any remuneration consultants who advise the committee
17. report the frequency of, and attendance by members at Committee meetings in the annual report
18. make the Committee's terms of reference publicly available. These should set out the Committee's delegated responsibilities and be reviewed, and where necessary, updated annually
19. consideration and decisions on regrading appeals from members of staff
20. the Chair of the Committee to be present at the AGM to answer questions through the Chair of the Board.

Development & Regeneration

21. To consider and propose the new build, regeneration and redevelopment strategy for Derby Homes and recommend this to the Board.
22. To consider and agree detailed procurement rules for the selection of partners.
23. To meet as required to consider in detail individual proposals for new build and major regeneration or redevelopment projects involving Derby Homes.
24. To advise and make recommendations to the Board on any new build or major regeneration or redevelopment proposals.

25. To recommend to the Board, the appointment of any partner organisation to work with Derby Homes on new build and major regeneration or redevelopment projects involving Derby Homes.
26. To consider other reports on associated matters and make recommendations to the Board.
27. Oversee and make recommendations to the Board on the management of land and buildings owned by Derby Homes.

Any other matters

28. Any other matters referred by the Board or other committees of Derby Homes.
29. To ask the Chief Executive to prepare a report on any matters under their responsibility.