TRAINING FOR RESOURCES, REMUNERATION & REGENERATION COMMITTEE

Report of the Director & Company Secretary

1. SUMMARY

This report identifies the combined skills of members of the Resources, Remuneration & Regeneration Committee and the training and support available.

2. RECOMMENDATION

To agree to run a training session on risk management and to consider any further training requirements of individual Committee Members and the Committee as a whole.

3. MATTER FOR CONSIDERATION

3.1 The Governance Services Committee was charged with implementing the Board Improvement Action Plan 2010 which included an action to develop training programmes targeted to committee responsibilities. The Governance Services Committee agreed that a standard item should be included on all Committee agendas to identify members training needs. This has been standard practice for the Audit Committee for some time.

3.2 At its meeting in July, this Committee requested a report on training for its Members.

3.3 Attached at Appendix A is a matrix showing the collective skills, knowledge and experience of Committee Members. The skills particularly relevant to this Committee are

- Risk Management
- Procurement of Contractors
- Budget Management
- IT Systems
- Business and Property Development
- Policy Making
- Housing Maintenance
- Area Regeneration
- Employment Law
- Contract Law
- Human Resources.

3.4   The matrix shows that there is a good range of skills generally across the Committee, particularly in the areas of policy making, budget management, procurement of contractors.

3.5   Areas of moderate skill include risk management, IT systems, area regeneration, employment and contract law.

3.6   The Board Training Programme includes essential training on Finance and Maintenance. All Board Members can also request one-to-one 'work shadowing' sessions with staff.

3.7   The Committee is supported by Derby Homes senior staff who have professional experience in Finance, IT, Governance, Personnel and Regeneration. In the past, Committee has received support and advice from consultants on subjects where they may have felt more professional or independent assistance was needed. This has included reviewing senior staff salaries, legal advice on new build contracts and ICT procurement.

3.8   Risk Management has been transferred to this Committee from the abolished Performance Management Committee and therefore members may wish to receive training on this subject.

3.9   Committee Members are asked to identify any individual training needs appropriate to their responsibilities as a member of this Committee. In addition, they will be participating in Performance Review interviews in December and can raise any other training needs at that time.

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

- Consultation
- Financial and Business Plan
- Legal and Confidentiality
- 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

Author: Jackie Mitchell, Governance Services Manager, Telephone 01332 711043, Email jackie.mitchell@derbyhomes.org

Background Information: None

Supporting Information: None

RESOURCES, REMUNERATION & REGENERATION COMMITTEE SKILLS AUDIT

Skills, knowledge, experience or perspectives	None	Moderate	Considerable
Governance	0	3	5
Financial audit	0	5	3
Risk management	**0**	**5**	**3**
Procurement of contractors	**1**	**3**	**5**
Budget management	**0**	**3**	**5**
IT systems	**0**	**6**	**2**
Business development	**0**	**4**	**4**
Senior level management	0	2	6
Policy making	**0**	**2**	**6**
Customer services	0	3	5
Tenant involvement	1	4	3
Housing management	1	3	4
Housing maintenance	**1**	**3**	**4**
Area regeneration	**1**	**4**	**3**
Local government	0	3	5
Voluntary agencies	0	5	3
Environmental issues	0	7	8
Equality and diversity	0	3	5
Marketing and public affairs	0	3	5
Community regeneration	1	6	1
Community involvement	0	4	4
Community languages	7	1	0
Employment law	**0**	**6**	**2**
Contract law	**0**	**6**	**2**
Human resources	**0**	**4**	**4**
Regulation and inspection	0	2	6