

PROCEDURE FOR IMPLEMENTING NEW PERSONNEL POLICIES

Report of the Director of Derby Homes

SUMMARY OF REPORT

1. To establish a procedure for implementing new Personnel policies and procedures within Derby Homes.

RECOMMENDATIONS

2. That members of the Committee agree that the responsibility for developing and agreeing new Personnel policies and Procedures within Derby Homes should be in accordance with the chart attached to this report.

MATTER FOR CONSIDERATION

- 3.1 Derby Homes has a broad agreement to adopt new policies and Procedures that are developed by the City Council. In addition Derby Homes may also develop its own policies to meet its own needs.
- 3.2 The Resources Committee has a responsibility to approve new Policies. As a separate employer Derby Homes must negotiate all new Policies with the recognised Trade Unions in order to establish a formal collective agreement. This can delay the implementation of new Policies compared to the City Council by approximately 2 months.
- 3.3 To ensure that all interested parties are consulted the Committee is asked to agree the attached consultation procedure.

CONSULTATION IMPLICATIONS

4. This report will also be presented to Derby Homes JCC.

FINANCIAL IMPLICATIONS

5. None directly arising from this report.

LEGAL AND CONFIDENTIALITY IMPLICATIONS

6. None directly arising from this report.

PERSONNEL IMPLICATIONS

7. Derby Homes is required to undertake formal consultations with the recognised Trade Unions before implementing new Policies and Procedures.

ENVIRONMENTAL IMPLICATIONS

8. None directly arising from this report.

EQUALITIES IMPLICATIONS

9. None directly arising from this report.

Contact Officer

Christine Briddon, Personnel Officer, Telephone 711035, Email christine.briddon@derby.gov.uk