

**DERBY HOMES BOARD**  
**25 JULY 2002**

# **ITEM 17**

## **TRAINING AND DEVELOPMENT OF BOARD MEMBERS**

Report of the Director of Derby Homes

### **SUMMARY OF REPORT**

1. This report identifies the progress made to date and makes proposals for further training, and the introduction of an appraisal scheme to help the Board carry out its responsibilities.

### **RECOMMENDATIONS**

- 2.1 That the Board notes the programme of group and training and conferences that have taken place and are proposed.
- 2.2 That the Board agrees any amendments to group membership, and identifies further training required.
- 2.3 That the Board agrees to the development of an appraisal scheme for the Director of Derby Homes and the Board members of Derby Homes, to be reported to a future meeting.

### **MATTER FOR CONSIDERATION**

- 3.1 The attached summary shows the group and training meetings held to date to give Board members information and skills to enable them to carry out their roles as effectively as possible. The forthcoming events include training sessions on the work of the finance central team and tenancy team.
- 3.2 On the 11 September it is proposed to hold the first staff conference for Derby Homes at the Assembly Rooms. It is hoped that Board members will be able to meet staff in informal workshops to discuss Derby Homes progress and issues of concern. Detailed proposals are elsewhere on the agenda.
- 3.3 The working groups were formed as an opportunity for senior managers to discuss issues in detail with 3 Board members. In the event three groups have proved of lasting benefit. These are
  - Finance (Lorriane Watson, Paul Bayliss, Bob Osler and Theo Harris)

- Capital programme (Shaun Bennett, Afzal Shabir, Maurice Burgess and Jenny Bradley)
  - Communications and Participation (Richard Smail, Martin Latham, Pat Hill and Bernard Harry).
- 3.4 These working groups will continue to meet to help build understanding and to increase the awareness of Board members about these issues. Others may be formed to deal with other issues.
- 3.5 Appraisal is a practice that is recommended by the National Housing Federation for Directors and Board members. In the Council, appraisal Achievement and Development interviews have been carried out by managers and staff for several years, and aim to identify training needs of individuals and groups. It is proposed to develop a similar system for myself, and for all Board members, which will ensure that Board members have the opportunity to discuss their training needs and to identify any areas of expertise that they may need to develop.

#### **CONSULTATION IMPLICATIONS**

4. None.

#### **FINANCIAL IMPLICATIONS**

5. Any costs of training, conferences and other meetings will be contained within the fee income of Derby Homes.

#### **LEGAL IMPLICATIONS**

6. None.

#### **PERSONNEL IMPLICATIONS**

7. None.

#### **ENVIRONMENTAL IMPLICATIONS**

8. None.

#### **EQUALITIES IMPLICATIONS**

9. None.

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