

HR Strategic Direction and Health and Safety Policy

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Summary: An introductory statement has been prepared on the Board's strategic direction with regard to human resources. This paper also covers the legal requirement for the Board to have its own Health and Safety Policy. A draft is attached for approval.

Purpose of Report:

1. To approve the draft statement on the HR Strategic direction of the Board.
2. To advise the Committee to adopt the Health and Safety policy with immediate effect.

HR Strategic Statement

1. This statement provides a strategic context for the review and preparation of all policies related to the human resources managed by the Board. That review has begun and a draft set of revised policies will be presented to the Executive Committee at its next meeting. At this stage the Board does not need to take any immediate action related to this statement, as it reflects the approach taken by Wycombe DC and continued by the Board since its establishment. (Appendix 1).
2. There is no immediate financial implication, but attainment of Investors in People status in due course will require investment of funds and time.

Health and Safety Policy

3. The Board needs to prepare and adopt a Health and Safety Policy. The attached policy is based on legal requirements, an approach appropriate for a body of the size and type of the Board and recognised good practice. (Appendix 2).
4. The policy is a concise statement of appropriate policies. A number of small changes and tightening up of procedures will be needed but nothing major, with no significant financial implications.

Recommendations:

1. **To approve the draft HR Strategic Direction statement.**
2. **To investigate achievement of Investor in People status and to report to the next meeting of the Committee.**
3. **To adopt the Health and Safety Policy with immediate effect**
4. **To keep the policy under review and to make a report to the Board no less than biannually.**