

Human Resources Department Strategic Direction **2006/2007**

Finance and Resources Committee
Park House, 184 Kennington Park Road, London
27th April 2006

Larissa Foster, Human Resources Manager



- **Finance and Resources Committee Enclosure 11C**
 - **Paper FRC 47/06**

Contents

- I. **Employees**
- II. **Legislation**

HPC Culture - Human Resources strategy is to ensure the HPC has the appropriate employees to deliver its objectives

- **Open, Transparent and Effective Recruitment Processes**
 - Grow our own talent
 - Recruit specialist skills where needed to achieve the quality of people we need
- **Promotes Training of Employees**
 - Use internal and external training resources to improve quality and competence of our employees
- **Foster a Modern Working Culture**
 - Non-hierarchical
 - Flat structure
 - Inclusive decision making
 - Hard working with social activities
 - Work/home life balance
- **Customer Service Focus**
 - Recognition of the importance of customer service internally and externally
- **Supportive Work Environment**
 - Flexible hours offered to employees with family responsibilities
 - Home Working
 - Supportive of further study
 - Graduated return to work/part time work offered to parents
- **Innovation and Creativity**
 - Open-door policy by senior management leading to opportunities for employees to propose ideas and solutions
 - Forums (Management Review) for people to express opinions/opportunities for improvement on processes

Legislation

- **Current**

All legislation complied with, however, most significant to the HR Department are;

- Gender Recognition Act 2004
- Employment Act July 2002
- Disability Discrimination Act 2005
- Human Rights Act 1998
- Equal Opportunities Act 2005

- **New**

- Transfer of Undertakings (Protection of Employment) Regulations 2006 (T.U.P.E)
- Commission for Racial Equality's revised Code of Practice
- Working Time Regulations
- Occupational and Personal Pension Schemes
- Employment Equality (Age) Regulations 2006
- Statutory Dispute Resolution Procedures
- Flexible Working (Eligibility, Complaints and Remedies (Amendment) Regulations
- Parts of the Disability Discrimination Act 2005
- Information and Consultation Regulations (2007/2008)