

## Employee Resourcing

Jacqueline Ladds, Director of Communications returned from a period of maternity leave on 30 June and the Acting-Up arrangements which had been arranged to cover her leave ceased.

As advised to the Committee in June, the Director of Operations post was advertised on 11 June in the Guardian Newspaper. This was previously filled by Greg Ross-Sampson on a contractor basis and was advertised to fill the post on a permanent basis. The interview panel consisted of Anna van der Gaag, Barbara Stuart, Marc Seale and Larissa Foster, and interviews were held on 17 July. Greg Ross-Sampson was successful and has been appointed to the role on a permanent basis.

There is currently a vacancy for a Finance Officer due to the previous Finance Officer leaving the organisation. This will be advertised in late July. Tyrone Reid, a contract Customer Services Manager in Registrations has left the organisation. A replacement will be recruited shortly.

## Information and Consultation of Employees (ICE) Regulations 2004

Following approval by the Finance and Resources Committee in its June meeting to adopt a pre-existing agreement if 25 per cent of employees voted to implement a consulting group, a presentation was given to all employees by the Director of Human Resources about the ICE Regulations on 8 July. This

provided employees with relevant information and gave them a two week period to vote. The votes will then be counted and the agreement progressed from there if enough employees vote to have one.

## Management of Bond International

The Human Resources Department has spent some time over the past month, with the help of the Director of IT, in better managing the relationship with Bond International, the supplier of the human resources data base (Professional Personnel) and employee HR intranet (HRinfo). This has resulted in better response times by Bond International, fuller investigations into any problems with the databases, and discounted rates on training and licences. It has also resulted in a weekly client meeting via conference call to Bond until the current technical difficulties are ironed out.

## Employee Attitude Survey

The employee attitude survey was put out to employees at the end of June for completion. After discussion the EMT agreed that this would be voluntarily completed by employees rather than compulsory, as this would be in keeping with the consultative and positive style of the survey generally. However, managers were asked to strongly encourage employees to complete it.

81 per cent of employees completed the survey. The results are currently being compiled and will be presented to employees and the Finance and Resources Committee in September 2008.

