
REPORT TO:	COMMUNITY SERVICES COMMITTEE	AGENDA ITEM: 16
DATE OF MEETING:	11 APRIL 2002	CATEGORY: DELEGATED
REPORT FROM:	HEAD OF COMMUNITY SERVICES	OPEN
MEMBERS' CONTACT POINT:	SANDRA WHILES EXT 5712	DOC:
SUBJECT:	TENANT INVOLVEMENT IN RECRUITMENT AND SELECTION	REF: c:\myfiles\pmw\commserv\communityservicescommittee\reports\11-04-02\tenantinvolvementinr&ssw.doc
WARD(S) AFFECTED:	ALL	TERMS OF REFERENCE: CS01

1.0 Recommendations

- 1.1 That Members approve the involvement of members from the Tenants Advisory and Consultation Team (TACT) and Members from the Community Services Committee in the recruitment process for management and supervisory posts in the Housing Division as proposed within this report.
- 1.2 Subject to the approval of 1.1 that TACT and Members from the Community Services Committee be invited to nominate members for training and subsequent involvement in recruitment.

2.0 Purpose of Report

- 2.1 To provide further information on the practices of tenant involvement in recruitment elsewhere so as to allow Members to consider the involvement of tenants representatives more fully in the process of recruiting key staff to the Housing Division.

3.0 Detail

- 3.1 Members considered the principle of involving tenants representatives in recruitment at their meeting in February 2002. This report is attached at Annexé A.
- 3.2 At the February meeting Members asked Officers to bring back a further report with additional information on the practices of tenants involvement in recruitment elsewhere.

3.3 The following information has been obtained :

Organisation	Tenants Involvement	Comments
Derwent Housing association	Yes	Resident Participation Officer, Community Development Officer and Warden posts
North East Derbyshire DC	No	Not at present
West Norfolk	Yes	Management post and posts at lower levels
West Lancs DC	Yes	Estate Management Board members fully involved in recruitment of staff who are seconded to work for them. Involvement includes shortlisting, interviews and final selection. Now looking to extend involvement to include representatives for Tenant and Resident Groups
Derbyshire Dales DC	Yes	Panel of tenants question candidates and provide information to the Council who make the decision on selection
Ellesmere Port DC	Yes	Tenant Participation posts. Tenants involved in assessing presentations and making recommendations to Officers
Hull CC	Intending to	Currently consulting on draft constitution for Tenants Federation which includes a term of reference on selection of housing staff
Nottingham City Council	Yes	A tenant who has been trained sits on the selection panel alongside personnel and a Housing Manager. Tenants do not chair panels

3.4. Since the last meeting TACT have now become a formally constituted body and signed a confidentiality agreement with the Council. The Committee is made up of a Chair, a Vice- Chair, a Treasurer, a Secretary and two Committee Members. The Committee has representation from the Midway, North Eastern, Gresley, Southern, Swadlincote and Newhall areas.

3.5 All Councils are required by the Government to have a formal Tenants Compact which sets out how the Council will work with tenants to develop and deliver their housing service.

3.6 The South Derbyshire Tenants Compact states that tenants should have the opportunity to be involved in the working of the housing service by appropriate involvement in policy and decision making.

3.7 Members are asked to consider what level of involvement they wish to provide for tenant's representatives in the recruitment of staff in the Housing Division.

3.8 It is proposed that a panel of 2 TACT and 2 Community Services Members be set up to provide feedback to the interview panel on their assessment of candidates for housing managerial and supervisory posts.

4.0 Financial Implications

4.1 As detailed in Annexe A.

5.0 Corporate Implications

5.1 As detailed in Annexe A.

6.0 Community Implications

6.1 As detailed in Annexe A.

7.0 Background Papers

7.1 Report to Management Team 30 January 2002.

7.2 Responses to request for information on tenant involvement in recruitment.

