

# ODAG report to Board

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July 2021

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## Introduction

This report seeks to

- Update Board Members on the Volunteer Survey
- Invites Board Members to confirm decisions over the Employee Assistance Programme, Employee Manual changes, Real Living Wage and HC potential sign-up to the Countywide Equality Objectives
- Presents HR headline report for Q1 to the Board

## Volunteer Survey Report

The Volunteer survey was undertaken during June. To be discussed at meeting with volunteers to form an Agenda for Action, which will be presented at next Board Meeting.

## Health Assured (Employee Assistance Programme)

The Group reviewed the summary of usage report of the service up to and including 31 July 2020, and will receive this year's report after the end of the cycle (end July 21).

**Recommendation to Board: That the contract is renewed for 12 months to July 22 and request ODAG to carry out a review and compare with other organisations' schemes prior to July 23.**

## HR headline report - 1<sup>st</sup> quarter

We present a report for quarter 1 and further developments are taking place which might include Exit Questionnaires.

## Employee Manual changes

Proposed changes to employee handbook are in a tracked document included in Board Papers.

**Recommendation to Board: That amended Employee Manual be approved, including grievance and disciplinary policies.**



### **Real Living Wage**

The Real Living Wage is the amount is calculated by respected independent bodies as the least a person can live on without going without essentials such as a secure home, heating, food etc. as opposed to the Living Wage [previously minimum wage] as laid down by legislation. It was noted that HC currently pay all staff at or above this rate and that Cornwall Council and other funders are increasingly expecting this commitment from service providers.

**Recommendation to Board: To accept proposal.**

### **Update on initiatives**

HC are represented on the Cornwall Equality & Diversity Network which is working towards a common statement and objectives.

**Recommendation to Board: That HC sign-up to this agreement, when it is completed, to be considered and formally approved by the Board.**



