

CYNGOR SIR POWYS COUNTY COUNCIL

BOARD PORTFOLIO HOLDER FOR HUMAN RESOURCES
(16th May, 2011)

REPORT AUTHOR: Karen Williams, Head of Human Resources

SUBJECT: Domestic Abuse Policy

REPORT FOR: Decision

Introduction

A Domestic Abuse has been devised.

The formulation of a Domestic Abuse Policy was discussed at a Policy Development workshop and members of the Council's Scrutiny Committee have contributed to its content through the Council's Domestic Abuse Co-ordinator.

Policy Sign Off

The Trade Unions have had opportunity to comment on both policies and any suggestions have either been included or reasons given why they may not be suitable for the policy content. It is requested that the Portfolio Holder for HR signs off the Policies so that they can be communicated to employees and included on the Council's HR Intranet Site.

Corporate Improvement Plan

HR Policies are included in the workforce efficiency programme contained with Powys Change Programme.

Options Considered/Available

1. Not to have a Domestic Abuse Policy.
2. To have a Domestic Abuse Policy.

Preferred Choice and Reasons

Option 2 is the preferred choice: To ensure that the Council upholds fair and consistent employment practices which support service areas to manage their workforces as they are affected by issues relating to Domestic Abuse.

Option 1 is not a viable choice as the Joint Council for Wales has deemed that all Local Authorities should have a Domestic Abuse Policy.

Sustainability and Environmental Issues/Equalities/Crime and Disorder/Other Policies

The revisions would ensure that the Council provides consistent employment practices in order to maintain service continuity.

Other Front Line Services

Heads of Service and their Managers are involved in the Policy Development Workshops. The impact on their services have therefore been considered and included where appropriate.

Support Services (Legal, Finance, HR, ICT, BPU)

Legal – The policy has been considered by the legal department

Finance – Costs of training and support will be met from existing resources in HR and Social Services.

Statutory Officers

Monitoring Officer – I have no comments on this new policy

Section 151 Officer -

Recommendation:	Reason for Recommendation:
It is proposed that the Domestic Abuse Policy is authorised so that it can be implemented & communicated to employees.	Implementation of a Fit for Purpose Policy.

Relevant Policy (ies):			
Within Policy:	N	Within Budget:	Y

Relevant Local Member(s):	
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Person(s) To Implement Decision:	Karen Williams, Interim Head of HR
Date By When Decision To Be Implemented:	1st April, 2011

Contact Officer Name:	Tel:	Fax:	Email:
Lesley Rossiter	01597 826070	01597 826215	lesley.rossiter@powys.gov.uk

Councillor Tony Thomas, HR Portfolio Holder

..... (Signature) 9/8/2011 (Date)

..... Tony Thomas (Print Name)