

OUT HOUSE PAPERS

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Personnel Subgroup Report

The personnel subgroup was formed as part of the process of recruiting our development worker, the post being funded for three years by money from the Lottery grant. Originally called the “recruitment sub group”, it was involved in designing a fair recruitment process and sat as the panel who shortlisted and interviewed the candidates, a time consuming and challenging process in view of the fact that we had 18 applications for the post. After shortlisting to five people, the interviews took place over two evenings with the panel eventually making a decision in the early hours of the morning. This momentous event took the Out House into new territory as employers, a sign that we were finally coming of age!

Subsequently the group has changed its focus and has now become the personnel subgroup with a remit to provide a supportive role for the workers supervisor, to monitor the implementation of policies and procedures relating to the worker, to monitor the training needs of the worker and themselves and to advise on the recruitment of paid staff where appropriate. The group now meets on a quarterly basis and is endeavouring to ensure that as an employer the Out House implements best practice.

Compiled by Chris Richardson, February 2020.

Edited by the Sparrows' Nest.