

HUMAN RESOURCES COMMITTEE – 18 FEBRUARY 2010

HUMAN RESOURCES EXECUTIVE BOARD UPDATE

REPORT BY THE CHIEF CONSTABLE

PURPOSE OF THE REPORT

To provide Members with an overview of matters considered at the Human Resources (HR) Executive Board.

1. INTRODUCTION

1.1 The Force holds a regular HR Executive Board meeting to approve all HR related policy and strategy. In addition, this Board receives updates from each of its subordinate function specific meetings, thus ensuring effective co-ordination of issues. Membership of the Board includes UNISON, the Federation and the Superintendents' Association and the Police Authority is represented.

2. MEETING UPDATES AND ITEMS OF NOTE

2.1 The key points from the December meeting of the HR Executive Board were as follows:

Workforce Planning

2.2 Attention was drawn to the potential underpayment of paid annual leave made to police staff relief staff. This was as a result of the increase in statutory minimum levels introduced in 2007. The Human Resources department will establish a small working group to review the terms and conditions of relief staff and identify potential liabilities in January 2010.

2.3 Monitoring of the Working Time Recording System is a new area included within the quarterly performance pack, replacing the previous police officer overtime tables. Despite its mandatory use, take up of the system is currently variable across Divisions and this is being addressed with Divisional Commanders. A report on the issue of Time held on Card will be presented to the Force Executive Board (FEB).

2.4 In the case of Pereda v Madrid Movilidad SA (2009) the European Court of Justice has ruled that workers who go on sick leave during a period that has been scheduled as annual leave, should be allowed to reschedule their annual leave days, even if it means allowing leave to be carried forward into a subsequent holiday year. The full implications of the case are currently being reviewed.

2.5 A pilot will begin within the next quarter of the proposed new e-annual leave system.

- 2.6 The Force is also currently in consultation with the CIPD around the format for workforce planning in preparation for the 'Working for the Public' workforce inspection due in 2010. This work will link in with the national lead on workforce planning.

Training

- 2.7 As part of the cost cutting exercise within the Force, the Investors In People (IIP) accreditation is currently under review. The Police Authority will be kept informed of the outcome. Members were asked to note that there is £15,000 in direct costs and approximately £50,000 in abstraction costs associated with IIP. It was agreed that the issue would be taken to the Force Executive Board for further discussion.
- 2.8 A paper would be presented at the Full Police Authority meeting in December 2009 recommending that the Force does not go ahead with the proposal from CAPITA following their review of the Force.
- 2.9 In terms of Learning and Development, CAPITA suggested that all learning and development activity is centralised within the Force's Learning and Development Unit (LDU) with as much emphasis as possible being placed on e-learning. This will now be looked at as an option for the Force to make the change itself.
- 2.10 Learning and Development is currently a focus for regional collaboration. Three areas being looked at are:
- Student Officers paying for their own initial training.
 - Collaborating on the purchase of external training
 - Regional Management Structure for Learning and Development

Health Safety and Wellbeing

- 2.11 The Force has seen a decrease in Police Officer sickness, but an increase in Police Staff sickness this quarter. The HR department have devised a 12 point action plan to take forward for short term and long term sickness. The paper approved at the Force Executive Board will be circulated at the next HR Executive Board meeting in March 2010.
- 2.12 Due to cost challenge, HR will carry out a critical review of the groups within the Health Monitoring Programmes. Where members of a group included in the Health Monitoring Programme have not raised any concerns requiring welfare over the usual 12 month review period, the review period may be extended.
- 2.13 Due to an increase in police staff sickness, the workload has had to be allocated wider than the three dedicated Absence Business Partners. However, all members of staff within Business Support Teams (BSTs) are required to be multi skilled to handle a wider distribution of work where necessary.
- 2.14 A trial is underway in Dorset Police to examine the potential for officers with Type 1 diabetes to wear an insulin pump whilst on operational duties. Currently, officers with this type of diabetes are not permitted to carry out response driving duties. As part of the trial, eight non-diabetic officers are wearing an 'empty' insulin pump and evaluating the equipment in the response officer workplace to see if this is a practical solution for officers with Type 1 diabetes. The evaluation has also confirmed that there are no electro-magnetic interference issues with this device being used in the proximity of Airwave Radio. Human Resources are pursuing the issue of the restrictions placed upon officers driving with Type 1 diabetes in a response role.

Employee Relations & Diversity

- 2.15 The Employee Relations and Diversity board has welcomed a new Disability Representative following the retirement of the previous representative.
- 2.16 Approval was sought at the November 2009 Human Resources Committee meeting in terms of the Special Priority Payments (SPP) scheme funding arrangements on the basis that they remain unchanged for 2010/11. However, further consultation with Staff Associations was required and this would therefore be undertaken before reporting back to the next meeting of the Committee in February 2010.
- 2.17 Two new police staff discipline cases arose and one new employment tribunal claim was received this quarter. We currently have two employment tribunals running, of which one was for the constructive dismissal of a member of police staff and one for a disciplinary issue.
- 2.18 The Equality Standard for the police service, developed by the National Policing Improvement Agency (NPIA), was launched on 2 December 2009. The Strategic Diversity Board is therefore being reformed to oversee and refocus work across the Force in relation to the Equality Standard requirements. Some of the external issues that the Force deals with are currently viewed by Corporate Development as not yet at the new baseline level identified in the Standard and this will lead to some fundamental pieces of work, if confirmed.
- 2.19 Concerns were raised around the late involvement of the Disability network in the design of the new DESPI building, Poole. Mr Smith confirmed that Chief Officers were aware of concerns about links between Estates and the Disability Network. As a result the ACO had specifically tasked Ms Bessant to provide a consistent point of contact which should improve matters.

3. POLICIES

- 3.1 The following policies and procedures were reviewed, agreed and signed off:
- Fitness Testing Procedure for Police Constable Student Officers
 - Fitness Testing Procedure for Police Community Support Officers
 - Fitness Testing Procedure for Special Constable Recruits
 - The Use of Keep Fit Equipment Policy
- 3.2 The following procedure was also reviewed, agreed and signed off following a request from UNISON for the title to be changed from the original title of 'Transferees Recruitment and Rejoiners Procedure':
- Police Officer Transferees, Recruitment and Rejoiners Procedure

4. RECOMMENDATION

- 4.1 Members are asked to note the report.

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