



**LINCOLNSHIRE POLICE AUTHORITY
HUMAN RESOURCES COMMITTEE
9 SEPTEMBER 2010
10.30AM – 3.35PM**

PRESENT:

Members: Mr F Mann (Chairman), Mrs A Crowe JP (Vice-Chairman), Mr J Cooke, Mr R Davies, Mr P Przyszlak, Mr J Walker, Dr B Wookey, Mr B Young

Secretariat: Mr M Burch (Chief Executive), Ms J Flint (Treasurer), Mr H Hunt (Deputy Chief Executive), Mrs C Horton (Support Services Officer)

Force Officers: Mr R Crompton (Chief Constable), Mrs S Scott (Director of HR), Mr S McGowan (Head of HR Strategy), Mr J Cowell (Learning and Development Manager)

26/10. DECLARATIONS OF PERSONAL AND/OR PREJUDICIAL INTERESTS

Mr J Walker declared a personal interest in item 38/10, Employment Tribunal (ET) Cases.

27/10 MINUTES – 15TH JUNE 2010

Resolved: 1. That the minutes of the meeting held on the 15 June 2010 be taken as read and signed by the Chairman as a correct record subject to the following amendments: <ul style="list-style-type: none">▪ Minute 07/10, “Memebers” be amended to “Members”;▪ Minute 08/10, second paragraph “the Vice-Chairman briefly updated Members ...” be amended to “the Vice-Chairman of the Police Authority briefly updated Members ...”	Responsible Officer: CAO
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28/10. ACTION SUMMARY

Resolved: 1. That the Action Summary be noted.	Responsible Officer: -
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29/10. POLICE AUTHORITY RISK REGISTERS

Resolved:	Responsible Officer:
That:-	
1. the new/developing controls for critical risk 'A' be moved to existing controls;	RPO
2. critical risk 'A' be reduced from a likelihood of 3 to 2 and from an impact of 4 to 3;	RPO
3. the direction of travel indicator for critical risk 'A' be amended from "no change" to "risk reducing".	RPO

30/10. RISK REGISTER – HR ACTIONS

Resolved:	Responsible Officer:
That:-	
1. the report be noted;	-
2. the wording of risk 60 be amended to read "Failure to resolve disputes prior to Employment Tribunals";	HoHR Strategy
3. under risk 23, the Head of Human Resources (Strategy) clarify whether police officers temporarily seconded from Nottinghamshire Police would be paid according to Nottinghamshire's or Lincolnshire's rates of pay;	HoHR Strategy
4. under risk 23, the Head of Human Resources (Strategy) advise the Committee on the areas of responsibility that a Sergeant or acting Sergeant are required to fulfill.	HoHR Strategy

31/10. COMMITTEE WORKPLAN

The Committee discussed whether item 8 of the Workplan concerning the development of a Member Training Plan, should continue as a high priority in view of the Government's proposals for abolishing police authorities. It was highlighted that Members still required a certain amount of training to enable them to fulfill their role and make effective decisions. The Committee agreed that any potential new training would need to be analysed to identify need and evaluate value before being progressed.

Mr Cooke briefed on progress with HMIC's "Valuing the Police" inspection, which had replaced the former "Working for the Public" inspection. A further update would follow Mr Cooke's meeting with the Force Planning, Innovation and Review Manager.

Resolved:	Responsible Officer:
<p>That:-</p> <ol style="list-style-type: none"> 1. progress with the Committee Workplan be noted; 2. Item 8 be reduced from red/high priority to yellow/medium priority; 3. Item 3 be amended to read "Preparation for HMIC Valuing the Police Inspection". 	<p>- DCE DCE</p>

32/10. HR PERFORMANCE UPDATE

The Head of Human Resources (Strategy) updated the Committee on Force performance against the HR Plan during the period 1 April to 30 June 2010.

Members were advised that following Home Office definitions of operational and non-operational Officers/staff, of those absent during quarter 1, 60% were operational and 40% non-operational.

The scheduled intake of student officers for February 2011 had been postponed until the impact of the Government's Comprehensive Spending Review, due out in October 2010, was known in relation to the future establishment of the Force. Training plans for student intakes over the next 2/3 years could then be tailored accordingly.

A recent Force review had led to diversity training for new starters being temporarily withdrawn. An updated version of the course had recently been finalised with a pilot being run in November 2010. Members were advised that 32 police officers who were yet to undertake diversity training would be allocated places on the next available course.

In noting the number of leavers from the Force, Members requested that a detailed breakdown of the reasons given by former employees for leaving the organisation be considered at the next ordinary meeting.

The Committee expressed concern at the number of police officers and staff who had given no reason for their non attendance at scheduled training sessions. The Head of Human Resources (Strategy) undertook to ensure that attendance at courses would be raised at Force Training Strategy group meetings.

The Head of Human Resources (Strategy) advised of an error in the report relating to the annual review of officers on restricted duties. Whilst the target of >90% was correct, the actual performance for quarter 1 was 100% and not 0%.

<p>Resolved:</p> <p>That:-</p> <ol style="list-style-type: none"> 1. the report be noted; 2. the Head of Human Resources (Strategy) provide the next ordinary meeting of the Committee with the percentage return rate for exit interview questionnaires for 2009/10; a breakdown of the reasons given for leaving the organisation; and the work the organisation had undertaken to reduce the number of leavers; 3. the Head of Human Resources (Strategy) provide more details about the minimum of 12 customer engagement visits undertaken by members of the Human Resources Service Centre. 	<p>Responsible Officer:</p> <p>- HoHR Strategy</p> <p>HoHR Strategy</p>
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[Mr P Prszyslak arrived at 11.15 am]

33/10. SPECIAL PRIORITY PAYMENTS 2010

<p>Resolved:</p> <ol style="list-style-type: none"> 1. That the level of Special Priority Payments (SPP) be reduced in line with the SPP element of the rule 2 grant. 	<p>Responsible Officer:</p> <p>Head of HR (Strategy)</p>
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34/10. POLICE AUTHORITY/FORCE EQUALITY AND DIVERSITY UPDATE

<p>Resolved:</p> <p>That</p> <ol style="list-style-type: none"> 1. the report be noted; 2. the Vice-Chairman's oral update on progress against the Authority's Combined Equalities Scheme Action Plan and the Force's status update in relation to equalities and diversity issues be noted. 	<p>Responsible Officer:</p> <p>- -</p>
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35/10. PROTOCOL FOR MANAGING REQUESTS FOR FINANCIAL ASSISTANCE

Resolved: That:- <ol style="list-style-type: none">1. the report be noted;2. the draft Protocol for managing requests for financial assistance be approved and forwarded to the Force for consultation with Police Federation, UNISON, Superintendents' Association and CPOSA;3. the Human Resources Committee review responses to the consultation at a future meeting if necessary.	Responsible Officer: - DCE DCE
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36/10. EVALUATION OF SENIOR LEADERSHIP DEVELOPMENT PROGRAMME

The Director of Human Resources advised that the Senior Leadership Development Programme had been in place since 2007 for officers of Chief Inspector rank and above and for senior police staff managers. This was, however, the first year that the scheme had been evaluated externally.

Resolved: <ol style="list-style-type: none">1. That the report be noted;	Responsible Officer: -
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37/10. EXCLUSION OF PRESS AND PUBLIC

Resolved: <ol style="list-style-type: none">1. That the press and public be excluded from the meeting on the grounds that the following items involved the disclosure or likely disclosure of exempt information as detailed in paragraph 1 of schedule 12A of the Local Government Act 1972 (as amended).	Responsible Officer: -
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38/10. EMPLOYMENT TRIBUNAL (ET) CASES - UPDATE

Resolved: That:- <ol style="list-style-type: none">1. the report be noted;2. the Director of Human Resources update future reports as agreed by the Committee.	Responsible Officer: - DoHR
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39/10. POLICE STAFF REDUNDANCY AND EFFICIENCY PROCEDURE

Resolved: That <ol style="list-style-type: none">1. the report be noted and the revised procedure approved;2. the review of Police Staff Redundancy and Efficiency Procedure be added to the Committee Workplan.	Responsible Officer: - DCE
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[The Director of Human Resources, Head of Human Resources (Strategy) and the Learning and Development Manager left the meeting at 11.55 am]

40/10. EXEMPT MINUTES – 15TH JUNE 2010

Resolved: <ol style="list-style-type: none">1. That the exempt minutes of the meeting held on the 15 June 2010 be taken as read and signed by the Chairman as a correct record subject to the following amendments:-<ul style="list-style-type: none">▪ Minute 07/10, “Memebers” be amended to “Members”;▪ Minute 08/10, second paragraph “the Vice-Chairman briefly updated Members ...” be amended to “the Vice-Chairman of the Police Authority briefly updated Members ...”	Responsible Officer: CAO
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[The meeting was adjourned at 12.00 pm and reconvened at 12.35pm]

[The Chief Constable left the meeting prior to discussion of the next three items].

41/10. CHIEF OFFICER PAY

Resolved: 1. That given the national review of police officers' conditions of service, the Committee cannot support the Chief Constable's proposal at the present time.	Responsible Officer: -
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42/10. ACPO REMUNERATION

Resolved: That:- 1. the Deputy Chief Constable and Assistant Chief Constable (Protective Services) receive a bonus payment as agreed by the Committee; 2. the Treasurer pursue the possibility of recovering the cost of the bonus payment in respect of the Assistant Chief Constable (Protective Services).	Responsible Officer: Treasurer Treasurer
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43/10. SENIOR OFFICER REMUNERATION

Resolved: That 1. an updated ACPO Car Scheme be presented for consideration at the 30th September 2010 meeting of the Committee; 2. arrangements relating to private medical insurance for the Chief Constable, Deputy Chief Constable, Assistant Chief Constable (Safer Neighbourhoods) and Assistant Chief Constable (Protective Services) be approved; 3. the civilian ACPO bonus scheme be noted and that clarification be sought from the Chief Constable as requested by the Committee.	Responsible Officer: DCE DCE Treasurer/Chief Constable
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CHAIRMAN