

**LINCOLNSHIRE POLICE AUTHORITY**

**Action Summary**

**Human Resources Committee**

<b>DATE OF MEETING: 29TH MAY 2009</b>					
<b>D5</b>	<b>COG APPOINTMENTS</b>	That the Chief Executive provide the committee with the regulations in relation to the Authority approving temporary Chief Officer positions.	CE	Not yet progressed.	DCE/sso - 17/08/2009
<b>DATE OF MEETING: 9TH SEPTEMBER 2009</b>					
<b>C2</b>	<b>POLICE AUTHORITY RISK REGISTERS</b>	That the Authority be recommended to set up a Task and Finish Group to consider the learning and development requirements of both new and existing members.	DCE	Not yet progressed. This action features on the Committee Workplan and will be undertaken as and when resources allow.	SSO - 8/2/10
<b>C3</b>	<b>COMMITTEE WORKPLAN</b>	That a Task and Finish Group be appointed to take forward task No. 5.	DCE	Not yet progressed. This action features on the Committee Workplan and will be undertaken as and when resources allow.	SSO - 8/2/10
		That R Davies (Lead Member), J Walker and B Wookey be appointed to the Task and Finish Group.	DCE	Not yet progressed. This action features on the Committee Workplan and will be undertaken as and when resources allow.	SSO - 8/2/10
		That a Task and Finish Group be appointed to take forward task No.s 6 and 7.	DCE	Not yet progressed. This action features on the Committee Workplan and will be undertaken as and when resources allow.	SSO - 8/2/10
		That the appointment of Task and Finish Groups be subject to consideration by the Deputy Chief Executive of resilience issues within the secretariat.	DCE	Not yet progressed. This action features on the Committee Workplan and will be undertaken as and when resources allow.	SSO - 8/2/10

<b>C4</b>	<b>HR PERFORMANCE UPDATE</b>	That the Chairman of the Authority write to the 8 officers who successfully attended the OSPRE Part II Assessment Centre to congratulate them on their achievement.	Chairman of PA	Actioned.	SSO - 8/2/10
<b>D4</b>	<b>SENIOR OFFICER COMPLAINT - 02/2008</b>	That the Chairman of the PA write and thank the former Chief Constable of Northampton Police for his review.	Chairman of PA	Actioned.	SSO - 8/2/10
<b>DATE OF MEETING: 23RD OCTOBER 2009</b>					
<b>A2</b>	<b>ACPO REMUNERATION</b>	That the Chairman of the Authority enter into discussions with the Chief Constable on this issue and to report back to the Committee in due course.	Chairman of PA	An update will be provided at item D5 on the agenda for the Human Resources Committee scheduled for 17th February 2010.	SSO - 8/2/10
<b>DATE OF MEETING: 26TH NOVEMBER 2009</b>					
<b>B1</b>	<b>POLICE AUTHORITY RISK MANAGEMENT REGISTERS</b>	That HR related risks identified in the Force Strategic Risk Register be presented to the Committee as a standing item.	HoHR (Strategy)	This will be presented as a verbal update.	HoHR (Strategy) 8/2/10
<b>B2</b>	<b>HR COMMITTEE WORKPLAN</b>	That the 'Priority Level' colours be shown on future workplans;	DCE	Actioned.	DCE/sso - 9/2/10
		That actions from the Action Summary included on the workplan be removed;	DCE	Actioned.	DCE/sso - 9/2/10
		That item number (78) be reworded to reflect that the impact on public trust and confidence could not be certain.	DCE	Actioned.	DCE/sso - 9/2/10
<b>B3</b>	<b>HR PERFORMANCE UPDATE</b>	That the Chairman of the HR Committee write to congratulate the Force Personal Safety Instructor nominated for the 'Trainer of the Year' award.	Chair of HR	Actioned.	SSO - 9/2/10
<b>B6</b>	<b>POLICE AUTHORITY/FORCE EQUALITIES SCHEME UPDATE</b>	That the Committee receive further updates for the next 2 or 3 meetings and then by exception thereafter.	Vice-Chair or HR/RPO	Noted.	SSO - 8/2/10

B7	<b>LOCAL EMPLOYMENT TARGETS</b>	That the apparent anomaly in minority ethnic targets for police officers, police staff and special constables be investigated.	HoHR (Ops)	This has been investigated. The different targets exist because of the different baseline positions and the likelihood of improving on these. Any stretch targets should however be the same.	HoHR (Strategy) 8/2/10
C5	<b>CHIEF EXECUTIVE RECRUITMENT</b>	That the proposed timetable as set out at option 2 at Annex A be approved, ie. that the vacancy be advertised at the beginning of January 2010;	Treasurer	Actioned.	T - 8/2/10
		That subject to a number of detailed amendments, the job specification and person specification at Annex B be approved;	Treasurer	Actioned.	T - 8/2/10
		That the remuneration package as set out at paragraph 8 of the covering report be approved;	Treasurer	Actioned.	T - 8/2/10
		That subject to a number of detailed amendments, the application form as at Annex C be approved;	Treasurer	Actioned.	T - 8/2/10
		That subject to a number of detailed amendments, the proposed advertisement at Annex D be approved;	Treasurer	Actioned.	T - 8/2/10
		That the advertisement be placed in the publications as set out at paragraph 9 of the covering report;	Treasurer	Actioned.	T - 8/2/10
		That the indicative costs associated with the proposed advertisement be approved;	Treasurer	Actioned.	T - 8/2/10

C5	<b>CHIEF EXECUTIVE RECRUITMENT</b>	That the HR Committee recommend to the Authority that the Senior Officer Appointments Committee comprise the Chairman and Vice-Chairman of the Authority, the Chairman and Vice-Chairman of the HR Committee and one further Member. The fifth Member of the SOAC, together with a Reserve, to be selected by the appointed Members of the SOAC. Authority Members interested in being considered for membership of the SOAC to be requested to indicate their interest by 30 November 2009, confirming their availability on all of the proposed dates during 2010 and briefly outlining their relevant experience and skills.	Treasurer	Actioned.	T - 8/2/10
C6	<b>CHIEF EXECUTIVE RECRUITMENT</b>	That a report on the operation of the Secretariat be a standing item on the Human Resources Committee Agenda until a new Chief Executive is in post;	SSO	Noted.	SSO - 8/2/10
		That staffing issues within the Secretariat be dealt with as agreed by the Committee.	Treasurer	Actioned.	T - 8/2/10