

Lincolnshire Police Authority Work Plans 2009/2010

Item No	Comm	No.	Completed date	Freq	Priority Level	Completed by	Area	Task	Progress	Strat Obj & Risk ID	Objective	Risk	Comments/Notes
<p>KEY</p> <p>LOW Low Priority</p> <p>MED Medium Priority</p> <p>HIGH High Priority</p> <p>BLUE is updated work plan from minutes</p>													
78	HR	1	31/12/2009		HIGH	Chair	Human Resources	Ensure Force develop specific employment objectives for under represented groups in the 210 -2011 local policing plan.	Force will still progressing applications from 2008 recruitment drive so targets for police officers not set for 09-10. The Force will concentrate on maintaining the current workforce profile of police officers and is working with the Authority on suitable targets for 2010-2011.	2.3	We will promote fairness and equality and ensure the people are treated with dignity and respect at all times. Encourage people who represent local communities to join Lincolnshire police as officers staff or volunteers Force Objective)	Workforce is not representative of the community it serves potentially adversely impacting trust and confidence and/or causing adverse reputational consequences	
79	HR				HIGH	Vice Chair	Human Resources	Monitor Force and Authority equality scheme action plans	Vice Chair of Committee to meet with Authority and Force representatives before HR Committee on 26 Nov 2009				
80	HR	2	30/11/2009		HIGH	Chair	Human Resources	Preparation for HMIC workforce inspection 2010 (working for the public)	Mr John Cooke attends WfP information session at Ryton (13/10/09) and report back to committee.				
81	HR	3	30/11/2009		HIGH	CAO	Human Resources	Develop IT training Package to be delivered to members 'off line'	Was to be commenced following publication of Force training needs analysis of new members required. To be included as part of the Culture Task and Finish group looking at Member learning and development requirements			Increased work load for secretariat staff	
82	HR	4, C6			HIGH	CE, DHR	Human Resources	Establish links between member skills and training and self assessment framework for forthcoming inspection of PA	Learning and development strategy, that Mr John Cooke be appointed to the Training Strategy Group subject to Force agreement.	4.6	Within three years we aim to be in the highest category of performance within the HMIC inspection of Police Authorities programme.		
83	HR	5		Tbc	LOW	Tbc	Human Resources	Produce proposals to reduce sickness absence to below 7 days for 2010 onwards	Current year target is 8 days, Task and Finish Group be appointed to take forward task. Mr R Davies (Lead Member), Mr J Walker and Dr B Wookey be appointed to the Task and Finish Group. Not yet progressed	3	Getting the most from our resources and managing our risks are key		
84	HR	6		Ongoing	LOW	Chair	Human Resources	Review the effectiveness of the PDR system and to make any recommendations for improvement to the HR Committee	Task and Finish Group be appointed to take forward task, the appointment of Task and Finish Groups be subject to consideration by the Deputy Chief Executive of resilience issues within the Secretariat. Not yet progressed.			Ineffective development adversely impacts morale workforce retention and ability to succession plan.	
85	HR	7		Tbc	LOW	Tbc	Human Resources	Review the effectiveness of the continued development of frontline supervisors following recently introduced pre-promotion training for sergeants and inspectors and to make any recommendations for improvement to the HR Committee	Task and Finish Group be appointed to take forward task, the appointment of Task and Finish Groups be subject to consideration by the Deputy Chief Executive of resilience issues within the Secretariat. Not yet progressed.			Ineffective development adversely impacts morale workforce retention and ability to succession plan.	
86	HR	8		Tbc	LOW	Tbc	Human Resources	Monitor Learning & Development abstractions	Target >7% (% of work time) Q1 09-10 actual 5.5% and 08-09 actual 7.2%			Key statutory training may be deferred due to fiscal or other constraints adversely impacting on force performance including compliance with statutory duties.	
87	HR	9			LOW		Human Resources	Monitor Learning & Development non-abstractions	Target of less than 5% 08-09 actual 5.8%. See also year end report and Q1 performance report)			As Above	