

## HUMAN RESOURCES COMMITTEE

Membership: 8

Quorum: 3 unless exercising functions (9), (10) or (12), (13) below in which case the quorum will be 5.

### Oversight of Force Human Resources matters

(1) To maintain an overview of and monitor policies, practices and performance of the Force in relation to the:

- recruitment
- retention
- development and training
- health, safety and welfare
- diversity

of Police Officers and staff under the control and direction of the Chief Constable.

(2) To consider the Annual Costed Human Resources and the Training Plan and recommend them for adoption by the Full Authority.

(3) To determine any matter relating to the functions of the Authority as the responsible person under Health & Safety legislation.

(4) To consider any matter referred to the Committee following contact with staff associations and to make appropriate recommendations to the full Authority.

(5) To maintain an overview and monitor Police Appeal Tribunals.

(6) To maintain an overview and monitor Employment Tribunal proceedings, ensuring that lessons learnt are implemented effectively by the Force.

### Senior Police Officers (ACPO Rank, ie Chief Constable, Deputy Chief Constable and Assistant Chief Constables)

(7) To recommend to the full Authority the suspension of senior police officers.

(8) To recommend to the full Authority the removal or requirement to retire or resign of a senior police officer

(9) To determine all matters concerning the pay, benefits and conditions of service of senior police officers.

(10) To carry out the functions of the Authority under Regulation 10 of the Police Regulations 1995 (business interests incompatible with membership of a Police Force) in respect of Senior Police Officers.

Police Authority staff not under the control and direction of the Chief Constable

- (11) To recommend to the full Authority the suspension of the Chief Executive and/or the Treasurer.
- (12) To recommend to the full Authority the removal of the Chief Executive and/or the Treasurer.
- (13) To determine all matters concerning the contractual conditions or remuneration of the Chief Executive and the Treasurer.
- (14) To consider proposals for the overall staffing arrangements, requirements and structure of the Police Authority Secretariat.

Risk Management

- (15) To have due regard, in exercising its responsibilities, to risk issues generally and the specific risk issues contained within the Authority's Risk Register.

Equal Opportunities

- (16) To maintain an overview and monitor the Combined Equalities Scheme of both the Authority and Force.
- (17) To have due regard, in exercising its responsibilities, to equal opportunities generally and the requirements of all equalities, anti-discrimination and Human Rights legislation.

Value for Money (VFM)

- (18) To have due regard, in exercising its responsibilities, to securing VFM.

Tasking and Finishing Groups

- (19) To appoint Tasking and Finishing Groups on an ad hoc basis to undertake specific time limited tasks.