



PRESENT:

Members: Mr J Cooke (Chairman), Mr B Fippard (Vice Chairman), Mrs A Crowe JP, Mr J Walker, Dr B Wookey, Mr B Young

Officers: Ms D McGovern (Chief Executive), Mrs S Scott (Director of Human Resources), Mr S McGowan (Head of Human Resources Operations), Miss L Hurford (Head of Human Resources Strategy), Mr N Cornwell-Smith (Force Health and Safety Advisor), Mrs C Horton (Support Services Officer)

Apologies: None

85/08. DECLARATIONS OF PERSONAL AND/OR PREJUDICIAL INTERESTS

Mr J Walker declared a personal interest in item 104/08.

86/08. MINUTES – 16TH MARCH 2009

Resolved: 1. That the minutes of the meeting held on the 16 th March 2009 be taken as read and signed by the Chairman as a correct record subject to apologies being recorded from the Director of HR.	Responsible Officer: -
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87/08. MINUTES – 12TH MAY 2009

Resolved: 1. That the minutes of the meeting held on the 12 th May 2008 be taken as read and signed by the Chairman as a correct record.	Responsible Officer: -
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88/08. MINUTES – 15TH MAY 2009

Resolved: 1. That the minutes of the meeting held on the 15 th May 2009 be taken as read and signed by the Chairman as a correct record.	Responsible Officer: -
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89/08. ACTION SUMMARY

Resolved: That: 1. the action summary be noted; 2. 15 th July 2008 – Urgent Item – Senior Officer Complaint be removed from the summary as the APA is developing national guidance on processing Senior Officer Complaints; 3. 16 th March - Item C2, HR Performance Update – the Head of HR (Operations) advised the committee that the low pass rate on the Police SEARCH Assessment Centre courses appeared to be an anomaly and pass rates had now returned to within the normal range for Lincolnshire.	Responsible Officer: - SSO -
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90/08 EQUALITIES WORKING GROUP - UPDATE

Resolved: 1. That the report be noted.	Responsible Officer: -
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91/08. HMIC WORKFORCE MODERNISATION CONFERENCE

Resolved: 1. That the report be noted.	Responsible Officer: -
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92/08. APA PEOPLE POLICY NETWORK (NATIONAL) - MINUTES

Resolved: 1. That progress made by the APA People Policy Network (National) be noted.	Responsible Officer: -
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93/08. POLICE AUTHORITY RISK REGISTER

Resolved: 1. That the report be noted.	Responsible Officer: -
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94/08. ANNUAL HEALTH AND SAFETY REPORT 2008-09 AND FORCE HEALTH AND SAFETY ACTION PLAN 2009-10

The Force Health and Safety Advisor stated that the Force had performed well over the last year and that major injuries had been reduced. Health and Safety had been incorporated into all training sessions for new starters and custody staff and was also a key aspect of first aid training for new police officers. It was reported that the first draft of the Alcohol and Substance Mis-Use Policy was expected imminently.

It was confirmed that Headquarters Health and Safety Committee would meet very shortly and the Chief Executive would be advised of the date of the meeting.

Resolved: That:- 1. That the report be noted. 2. the Force Health and Safety Advisor notify the Chief Executive when Headquarters Health and Safety Committee has met and advise on the content of the work programme.	Responsible Officer: - H&S Advisor
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95/08. HR PERFORMANCE UPDATE

The Head of HR Strategy highlighted the key achievements of the HR Department during 2008/09. A total of 22 out of 33 performance targets had been met, including maintaining low levels of sickness, completing the pay review and upgrading the HR system to Origin.

Members noted that the percentage figure for Police Abstractions under Learning and Development had dramatically improved after an anomaly with the calculations had been identified and addressed.

Resolved: That:- <ol style="list-style-type: none">1. the report be noted;2. the Committee receive a copy of the HMIC thematic report on frontline sergeants entitled "Leading from the Front Line";3. the Director of Human Resources provide Committee members with comparative figures for quarter 4 of Occupational Health referrals during 2007/08 and 2008/09;4. Comparative figures be provided in future updates.	Responsible Officer: - DoHR HoHR (Strategy) HoHR (Strategy)
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96/08. HR PLAN 2009/10

The Director of Human Resources introduced the new style report to the Committee highlighting where changes had been made to the format. The Heads of HR Operations and Strategy had been involved in intensive discussions with senior officers to ascertain what services HR Department could provide to support the delivery of services on a national, regional and local level.

Resolved: <ol style="list-style-type: none">1. That the HR Plan for 2009/10 be approved.	Responsible Officer: -
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97/08. WORKFORCE PLANNING FOR 2009/10

Resolved: <ol style="list-style-type: none">1. That the report be noted.	Responsible Officer: -
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98/08. LEARNING AND DEVELOPMENT SERVICE PLAN 2009/2010

Resolved: That: <ol style="list-style-type: none">1. the report be noted;2. the Head of HR Operations engage in correspondence with South Wales Police Force to find out further information regarding their driver simulator.	Responsible Officer: - HoHR (Operations)
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99/08. AGE DISCRIMINATION AND RECRUITMENT PRACTICES

Resolved: <ol style="list-style-type: none">1. That the report be noted.	Responsible Officer: -
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100/08. REVIEW OF INJURY AWARDS

Resolved: <ol style="list-style-type: none">1. That the report be noted.	Responsible Officer: -
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101/08. REVIEW OF THE 2008 SPECIAL PRIORITY PAYMENT SCHEME

Resolved: <ol style="list-style-type: none">1. That the report be noted.	Responsible Officer: -
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102/08. STAFF SURVEY UPDATE

The Director of Human Resources gave an oral update on the outcomes of the staff survey that had been undertaken recently. Significant progress had been made in all areas but it was acknowledged that further improvements still needed to be made.

Resolved: <ol style="list-style-type: none">1. That the report be noted.	Responsible Officer: -
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103/08. EXCLUSION OF PRESS AND PUBLIC

Resolved: 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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104/08. EMPLOYMENT TRIBUNAL (ET) CASES - UPDATE

Resolved: 1. That the report be noted.	Responsible Officer: -
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105/08. POLICE STAFF DISCIPLINE – 1 OCTOBER 2008 TO 31 MARCH 2009

Resolved: That:- 1. the report be noted; 2. the table under paragraph 2.5 be re-titled to read 'Dishonesty/Lack of Integrity'.	Responsible Officer: - HoHR Operations
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106/08. MONITORING OF GRIEVANCES – 1 OCTOBER 2008 TO 31 MARCH 2009

Resolved: 1. That the report be noted.	Responsible Officer: -
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107/08. COG APPOINTMENTS

Resolved: That:- 1. the secondment of Assistant Chief Constable Peter Davies to Nottinghamshire Police for a period of 12 months be approved; 2. the appointment of Chief Superintendent Alec Wood to Acting	Responsible Officer: CE CE
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3. the Chief Executive provide the Committee with the regulations in relation to the Authority approving 'temporary' Chief Officer positions.	CE
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108/08. ANNOUNCEMENTS

The Director of Human Resources thanked Barry Fippard for the work he had undertaken over many years as a member of the Police Authority and with regard to HR issues.

CHAIRMAN