

LEICESTERSHIRE POLICE AUTHORITY

**Minutes of a Meeting of the Human Resources Committee held at
Leicestershire Police Headquarters, Enderby at
1.00 p.m. on Thursday 2 September 2010**

Present

Mr P Brown, Dr S Chowdhury, Mr I Desai, Mr U Dholakia, Dr S Hill, Mrs W Martin and Mr J Orson.

Also in Attendance

Mr R Swinfield (Chief Executive), Mrs A Naylor (Director of Human Resources), Ms C Hever, (Head of Human Resources) and Ms L Woodward (Diversity Manager).

26/10. Chair for the Meeting

In the absence of Mrs Newton the Chief Executive asked for nominations to chair the meeting. Dr Hill was nominated by Mrs Martin and seconded by Mr Brown. There being no other nominations, Dr Hill took the Chair for the meeting.

Dr S Hill – in the Chair

27/10. Apologies

Apologies were received from Mrs D Newton and Mrs A Roberts.

28/10. Items of Urgent Business

There were no items of urgent business.

29/10. Declarations of Code of Conduct Interests

There were no declarations made.

30/10. Minutes of Meetings

The minutes of the Human Resources Committee meeting held on 13 May 2010, the Appeals Committee meeting held on 16 June 2010 and the Police Pensions Regulations Committee meeting held on 15 July 2010, having been previously circulated, were confirmed and signed.

31/10. Update on the Human Resources Plan 2010/11

The Committee received a report from the Director of Human Resources updating members of the HR Plan 2010/2011. A copy of the report marked 'A' is filed with the minutes.

The Director of Human Resources stated that the number of PBO's and LPO's were being mapped against the framework the Authority signed off so that management could see any mismatches. More information would be provided to the next Committee meeting.

In answer to a question about the PDR graphs on page A20 and A21 the Director of Human Resources said the data had not been distinguished between police officers and police staff and that in a time of significant changes it was unsurprising to see some departments achieving fewer PDRs than others.

It was RESOLVED to note the contents of the report.

32/10. Grievance Cases

The Committee received a report from the Director of Human Resources notifying members of the developments and changes in grievance cases in the last two years. A copy of the report marked 'B' is filed with the minutes.

It was RESOLVED to note the contents of the report.

Mr Dholakia left the meeting at this stage.

33/10. Staff Survey – Your Views

The Committee received a report from the Director of Human Resources providing members with an update from the second "Your Views" staff survey. A copy of the report marked 'C' is filed with the minutes.

The Director of Human Resources agreed to provide members with the number of responses to the survey questions.

It was RESOLVED to note the contents of the report.

Mr Orson left the meeting at this stage.

34/10. Recruitment Retention and Promotion of BME Officers

The Chief Executive stated that as part of the Authority Development Plan Mr Brown, Mr Dholakia and Mrs Newton had been exploring these issues and this had translated into an objective in the Policing Plan. Mr Brown stated that members had met BME staff and officers to discuss the issues and a further workshop was being arranged, which he was happy to attend. He intended to ensure a strategy was in place after the next workshop.

The Committee NOTED the oral report.

35/10. Learning and Development Business Plan 2010-11

The Committee received a report from the Director of Human Resources providing members with a first quarter performance report against the Learning and Development business plan for 2010-11. A copy of the report marked 'D' is filed with the minutes.

It was RESOLVED to note the contents of the report.

36/10. Special Priority Payments

The Committee received a report from the Director of Human Resources providing members with the Force position in relation to Special Priority Payments. A copy of the report marked 'E' is filed with the minutes.

The Director of Human Resources stated that the SPP scheme had been signed off this year but suspended for future years until funding was clarified. This meant the on-call arrangements needed to be agreed.

It was RESOLVED to note the contents of the report.

37/10. Competency Related Threshold Payments

The Committee received a report from the Director of Human Resources providing members with the Force position in relation to Competency Related Threshold Payments. A copy of the report marked 'F' is filed with the minutes.

It was RESOLVED to note the contents of the report.

38/10. Policy on Selecting Officers for Temporary and Acting Ranks

The Committee received a report from the Director of Human Resources providing members with an update of the Force policy on selecting officers for temporary and acting ranks. A copy of the report marked 'G' is filed with the minutes.

It was RESOLVED to note the contents of the report.

39/10. Retirement Age

The Committee received a report from the Director of Human Resources outlining the proposed Government changes to the current default retirement age and showing the steps Leicestershire Constabulary has already taken. A copy of the report marked 'H' is filed with the minutes.

It was RESOLVED to note the contents of the report.

CHAIRMAN

1.00 p.m. – 2.10 p.m.

2 September 2010