

LEICESTERSHIRE POLICE AUTHORITY

PAPER MARKED

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Meeting **POLICE AUTHORITY**

Date **TUESDAY 25 JANUARY 2011 – 1.00 P.M.**

Report of **CHAIR OF PEOPLE AND ORGANISATIONAL DEVELOPMENT GROUP**

Subject **UPDATE REPORT FROM PEOPLE AND ORGANISATIONAL
DEVELOPMENT GROUP – 12 JANUARY 2011**

Summary

1. This report provides a summary of the work undertaken by the People and Organisational Development Group.

Recommendation

2. The Authority is recommended to:-
 - (a) re-instate the Remuneration Committee into its committee structure and agree the terms of reference as outlined at Appendix 'A' to the report;
 - (b) appoint the Chairman, Vice-Chairman, Chair of People and Organisational Development Group and Chair of the Performance Group the Remuneration Committee;
 - (c) consider appointing two further members to the Committee;
 - (d) approve that a Special Priority Payment Scheme, based on the amount of central grant received, be submitted to the Home Office for approval; and
 - (e) consider the work being undertaken by the Group as outlined in the report.

Commentary

3. The first meeting of the People and Organisational Development Group took place on 12 January 2011. The following items were discussed:-
 - (a) Group functions and rolling work programme

Included in the rolling work programme for the group were ACPO Benefits and Conditions, objectives for ACPO officers for the forthcoming year and ACPO Bonus Scheme and consideration of achievement and bonuses. On consideration members felt that as the group had no decision making powers these issues would be more

appropriately dealt with by a Remuneration Committee constituted on the same lines as the previous Remuneration Committee in the old committee structure. A copy of the terms of reference for the Remuneration Committee as previously constituted is attached at Appendix 'A' to the report. It was felt that membership of this Committee should comprise the Chairman, Vice-Chairman, Chairman of the People and Organisational Development Group and Chairman of the Performance Group. Previously membership of this committee has comprised 6 members. The rolling work programme for the Committee would be for the issues identified above and also include an annual review of the benefits for ACPO officers.

Within the rolling work programme members requested that the development of an Organisational Development Strategy be included as a work strand. This will bring together the different strands of work which are currently being undertaken across all areas of business.

Consideration was given to the group receiving information on police staff misconduct statistics and it was agreed that this was appropriate. It was acknowledged that any member of the Authority, who had received the appropriate training, could hear police staff appeals. It was acknowledged that if the Chairman of the Group were to undertake dip sampling of complaint files this would exclude her from hearing such appeals.

(b) Monitoring of Human Resources Business Plan

Members agreed that future monitoring of the Plan would include information on costs of the HR function and tracking those costs throughout the year. Data provided to the meeting showed that only 23% costs relate to police staff with non staff costs being only 11% of the budget.

The Group noted that recent changes had increased the number of Permanent Beat Officers from 194 to 200 with the number of response officers reducing from 680 to 632. However the number of neighbourhood officers remained the same. The Group agreed to monitor abstractions where officers were removed from their permanent positions.

(c) Learning and Development Business Plan Review 2010/11

The Group noted the regional work that was taking place in this area to achieve efficiencies and cost savings.

(d) Grievance Cases

Discussion was held on the timescales for the process of resolving grievances and the group noted that for each case every timescale had been exceeded. Members noted that more effort was being applied to achieve the timescales and to ensure that engagement took place with the individual involved.

(e) Special Priority Payments

The Group noted that consideration needed to be given to a scheme for next year which would need to be submitted to the Home Office for approval. Members agreed to recommend to the Police Authority that the scheme for next year be based on the amount of central grant received.

(f) Misconduct Statistics for Police Staff

The Group requested further information on the explanatory text and numerical data.

(g) Employment Tribunal Cases

The Group noted that there were currently no outstanding employment tribunal cases lodged.

(h) Pre-entry Pathways to the Regular Service

The Director of Human Resources agreed to review the processes in place for recruiting Special Constables and explore opportunities for more flexibility in this area.

(i) Police Authority Risk Register

The Group agreed that the scoring and controls for risks entered in the register for the functions that fall within the remit of the Group were appropriate. However it was agreed to keep this item on future agendas to ensure that the priority to develop and maintain a team of members, PA officers, force and partners to support the delivery of effective, efficient and economic policing was being achieved.

Implications

Financial: none. Legal: none. Risk Management: Addressed within the report.
Diversity: none.

Background Papers

Agenda papers and minutes from the Engagement Group held on 12 January 2011.

Officer to Contact

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APPENDIX 'A'

Remuneration Committee

Terms of Reference

To consider all aspects of pay and benefits for ACPO officer and equivalent level support staff, the Chief Executive and Treasurer of the Authority.

Determine any matter on behalf of the Police Authority arising from the Police Negotiating Board Circulars affecting ACPO officers.