

LEICESTERSHIRE POLICE AUTHORITY



Meeting **HUMAN RESOURCES COMMITTEE**

Date **3RD DECEMBER 2009**

Report of **DIRECTOR OF HR**

Subject **CAREER BREAK PROCEDURE**

Purpose of the Report

1. Following consultation with the Police Federation on the new Career Break procedure clarification is now sought in respect of delegated authorities for the approval of such breaks.

Background

2. The draft procedure allows for decisions to be made as follows:
 - First stage approval / declinature – Senior Management
 - Appeals against declinature – Chief Officers
3. The rules and conditions of a career break are clearly defined within the procedures and therefore should be straightforward. The number of applications for career breaks each year is relatively small and is expected to continue at this level.
4. The Police Federation has stated that “the Police Authority cannot delegate their authority to the Chief Constable regarding the appeals process as it is the Chief Constable who is or should be the original decision maker”. The Police Federation also wish that Police Authority hear appeals as an ‘independent body’
5. Home Office guidance has confirmed that the Police Authority does have the right to delegate the decision in accordance with the ‘Terms of Reference for the Police Authority and Local Government Act’.

Summary

6. The new procedure has been written with good intention and with the aim of reducing bureaucracy. The Police Federation has raised a point of concern for their members. The Home Office has provided guidance in relation to authorities. The Career Break procedure is still to be finalised and therefore can be changed to accommodate the Police Authority’s wishes.

Recommendation

7. The Police Authority are asked to determine whether they wish to deal with declined career break appeals or to delegate the authority to Chief Officers.

Person to Contact

8. Mrs Janet Beardmore, Employee Relations Manager – Telephone (0116) 248 2074.