

ANNEX C

ANNUAL GOVERNANCE STATEMENT

AREAS FOR IMPROVEMENT 2008/09

| ITEM | WHO | WHEN |
|---|---------------------|------------|
| <p>Monitor risk of absence of job evaluation scheme through Risk Register</p> <p>Update 13/03/9</p> <p>Review of JES currently taking place This review includes identification of risk associated with implementing new scheme and/or equal pay claims under current scheme. Jeremy O'Dwyer has been nominated to coordinate HR Ops risks and will ensure this is put on risk register</p> | Chief Officer Group | March 2009 |

AREAS FOR IMPROVEMENT 2009/10

| ITEM | WHO | WHEN |
|---|---|---|
| <p>Review and update the documented procedures relating to Partnerships to ensure they reflect the organisational requirements and any statutory requirements and are in line with recommended good practice.</p> <p>Ensure that for new partnerships appropriate Terms of Reference are agreed.</p> <p>Prepare a list of all current partnerships and critically appraise why the Authority is a member of these partnerships and how they help achieve organisational objectives. The Authority should consider withdrawing from those partnerships where the benefit of membership cannot be identified.</p> | Chief Executive | <p>May 2009</p> <p><i>(LPA Circular 07/2009 issued to members highlighted the partnership links and advocating that all current partnerships should continue)</i></p> |
| <p>As new members join the Standards Committee their training needs for this role should be formally reviewed. Review needs of individual member.</p> | Chief Executive. | Within month of joining committee – as part of induction or after AGM. |
| <p>Maintain training in Code and Ethics for all members. Training session offered. Follow up by Chief Executive for any members not attending.</p> | Chief Executive and Standards Committee | 31 October 2009. |
| <p>Business Interests Form. Standards Committee to review the form to check accuracy and ease of use by members.</p> | Chief Executive | Standards Committee June 2009. |
| <p>Business Interests. Standards Committee to monitor how up to date forms are.</p> | Standards Committee | Each meeting |
| <p>Member training. Standards Committee to monitor implementation of member training plan.</p> | Standards Committee | Each meeting |
| <p>Member Development Interview process to be reviewed in the light of Standards Committee's comments.</p> | Police Authority | November 2009 |

