

**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 13/03/09</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> <p>Update 19/2/10</p> <p>We have to upgrade our JE scheme, the decision on which scheme is the best scheme for this organisation is affected by the decisions made concerning future structures and police staff roles – for this reason we have deferred the assessment of schemes until the force restructure work is developed further.</p> <p><b>Update 14/4/10</b></p> <p><b><i>On-going. No change since 19/2/10 update.</i></b></p>	<p>Chief Officer Group</p>	<p>March 2011</p>

**AREAS FOR IMPROVEMENT 2009/10**

**All completed**