



*RESOLVED:* That

- (1) the report be received; and
- (2) the number of '999' calls categorised as non-emergency be include in future reports to Performance Panel.

56 PEOPLE STRATEGY: QUARTERLY REPORT

The Director of Human Resources presented the quarterly report on staffing statistics, details of officers on secondment and included the four Statutory Performance Indicators and targets relating to Human Resources.

*RESOLVED:*

That the report be received.

57 RECRUITMENT: QUARTERLY REPORT

The Director of Human Resources reported on police officer, staff, PCSOs and special constable recruitment including the number, gender and ethnic origin of new recruits and outlined the progress of the civilianisation programme and all vacant staff posts. It was confirmed that the budgeted staffing level would be achieved by the year end.

*RESOLVED:*

That the report be noted.

58 MANAGEMENT OF ATTENDANCE: QUARTERLY REPORT

The Director of Human Resources presented the performance data for the period April to December 2008 in relation to the management of attendance, which included causal factors for absence, departmental breakdown and outlined initiatives to improve the level of attendance. The average number of working days lost for the period for police staff and officers was 6.06 and 4.86 respectively, which represented decreases for both compared with the previous year.

Members discussed with the Director, the level of absence for staff and PCSOs; the viability and scope for staff to work from home; and requested comparable sickness data for the top three performing forces.

*RESOLVED:*

That the report be noted.

59 PEOPLE STRATEGY 2008-11: PERFORMANCE MEASURES

The Director of Human Resources presented the performance measures contained in the People Strategy 2008-11 which had been approved by the Authority on 20 May 2008 (Minute 10).

The Committee considered the performance measures for each section of the Strategy and the progress made against them during for the period April-

September 2008. Members discussed several issues including the number of near misses reported; the level of missed occupational health appointments; and course attendance, with the Director.

*RESOLVED:*

That the report be noted.

60 DRAFT PEOPLE STRATEGY 2009-12

The Director of Human Resources presented the draft People Strategy 2009-12 for consideration. The final version of the Strategy, which provided strategic direction for HR over the next three years, would be submitted to the Authority in April for approval.

*RESOLVED:* That

- (1) the report be noted; and
- (2) the draft People Strategy 2009-12 be submitted to the Authority on 7 April 2009 for approval.

61 INDEPENDENT POLICE COMPLAINTS COMMISSION CONSULTATION –  
“BUILDING ON EXPERIENCE: TAKING STOCK”

The Chief Executive submitted a report on the results of the consultation undertaken by the Independent Police Complaints Commission (IPCC) in relation to the police complaints system. Staff Committee on 2 September 2008 (Minute 23) had considered the consultation and a response was submitted. The IPCC report on the consultation provided an analysis of the responses received and outlined the IPCC position on the proposals. It was reported that the Home Office were supportive of the outcome and opportunities to change legislation would be considered and the IPCC were reviewing statutory guidance.

*RESOLVED:* That

- (1) the report be noted; and
- (2) the results of the IPCC consultation, be noted.

62 URGENT BUSINESS  
(There were no items of urgent business)

63 EXCLUSION OF THE PRESS AND PUBLIC

*RESOLVED:*

That under Section 100(A)(4) of the Local Government Act 1972, as applied by the Police Act 1996, as amended, the press and public be excluded from the meeting for the items of business listed below on the grounds that they involve the likely disclosure of exempt information as defined in Part 1 of Schedule 12A to the Act in the paragraphs indicated:-

<i>Item</i>	<i>Paragraph</i>	
Review of Misconduct Issues: Quarterly Report	(2)	Information which is likely to reveal the identity of an individual
Employment Tribunals and Grievances: Quarterly Report	(2)	Information which is likely to reveal the identity of an individual
Medical Retirements: Approvals	(2)	Information which is likely to reveal the identity of an individual
Police Authority Commendation	(2)	Information which is likely to reveal the identity of an individual

## *PART 2 – MATTERS CONSIDERED IN THE ABSENCE OF THE PRESS AND PUBLIC*

### 64 REVIEW OF MISCONDUCT ISSUES: QUARTERLY REPORT

The Deputy Chief Constable submitted a report on the number of written warnings, hearings and suspensions for police officers and discipline action against police staff and PCSOs during the period October to December 2008.

*RESOLVED:*

That the report be noted.

### 65 EMPLOYMENT TRIBUNALS AND GRIEVANCES: QUARTERLY REPORT

The Director of Human Resources submitted a report on employment tribunals and grievances for the period April - December 2008.

*RESOLVED:*

That the report be noted.

### 66 MEDICAL RETIREMENTS: APPROVALS

The Chief Executive submitted a report on a medical retirement (the granting of ill health and injury pensions) that had been approved since the last meeting.

*RESOLVED:*

That the report be received.

### 67 POLICE AUTHORITY COMMENDATION

The Chief Executive submitted a report which invited the Committee to consider the award of a Police Authority Commendation. Members were reminded that the Commendation was the highest internal award and was awarded for meritorious acts which fell short of the requirements of Royal recognition.

The Committee considered details of two separate incidents where the Chief Constable considered that the actions of the officers and the member of the public concerned were worthy of consideration for a Police Authority commendation.

*RESOLVED:*

That Police Authority Commendations be awarded to Sergeant John Forshaw and Mr Matthew Roberts.

*Duration of Meeting: The meeting commenced at 9.30am and finished at 10.45am.*

*[Post Meeting Note: Following the meeting, all Members undertook a dip sample of completed complaints files.]*