

41. STATUTORY PERFORMANCE INDICATORS: HUMAN RESOURCES

The Acting Chief Constable submitted a report on performance against the four statutory performance indicators and targets relating to human resources for the period April to September 2006.

RESOLVED:

That the report be received.

42. DISTRIBUTION OF POLICE OFFICERS

The Director of Performance Development presented a report on the police officer establishment and the current distribution by rank of officer since the policing model was approved in April 2005. The report outlined the consequences of changes in relation to civilianisation; and targeting Level 2 crime.

In considering the report, Members raised a number of issues including concern about the significant increase in management posts and the subsequent cost; the lack of corporacy and control; the disproportionately high number of managers in the Force Operations Directorate; the management structures used throughout the force; and the need for changes to be reported on a quarterly basis. The Director of Performance Development responded to the issues raised and it was suggested that the issues be discussed further with a nominated group of Members and the Directors of Human Resources and Performance Development.

RESOLVED: That

- (1) the distribution of police officer posts at 31 October 2006, be supported; and
- (2) Mrs M Ollerenshaw, Mrs A Coomer and D Cargill meet with the Director of Human Resources and Director of Performance Development to discuss the issues and concerns raised and the outcome be reported to the Committee on 27 February 2007.

43. CIVILIANISATION: UPDATE

The Director of Performance Development presented an update on the progress of civilianisation and future opportunities. The report identified the 296 posts that had been civilianised since 1986 and recommended a further 163 posts for consideration.

Members raised a number of issues relating to the report and congratulated the Constabulary on its civilianisation programme and suggested that the data be used to lobby MPs and the Home Secretary on the need for greater freedoms and flexibility to modernise the workforce whilst monitoring frontline policing.

RESOLVED: That

- (1) the report be received;

- (2) the posts considered suitable for civilianisation as detailed in Appendix 2 to the Acting Chief Constable's report be included in the Medium Term Financial Strategy for further consideration; and
- (3) the Chairman of the Authority write to the Home Secretary and Members of Parliament on the matter.

44. WORKFORCE MODERNISATION

The Director of Performance Development presented an update on the Workforce Modernisation (WFM) Programme demonstration site application process. The report outlined the development of the WFM business case and the benefits associated with becoming a demonstration site.

RESOLVED: That

- (1) the report be noted; and
- (2) the submission of an expression of interest to become a demonstration site for workforce modernisation be supported.

45. NEW COMPULSORY RETIREMENT AGE (CRA) FOR POLICE OFFICERS AND NEW DEFAULT RETIREMENT AGE FOR POLICE STAFF

The Director of Human Resources provided details on the new retirement ages in accordance with the Employment Equality (Age) Regulations 2006 which came into effect on 1 October 2007.

The report detailed the new arrangements; the pension implications; and the impact on the new Police Pension Scheme.

RESOLVED:

That the report on the new compulsory retirement age for police officers and new default retirement age for police staff and the action taken by the Constabulary, be received.

46. REVIEW OF TAKING CONTROL SHIFT PATTERNS

The Director of Human Resources presented a report on the shift pattern review.

The Committee noted the objectives, findings and the recommendations from the review which reflected three key streams i.e. the management of staffing levels within units, the management of shift patterns and resource management. The Shift Working Group was to be re-established to consider the findings and recommendations.

RESOLVED:

That the review of shift patterns and the re-establishment of the Shift Working Group, be noted.

47. REVIEW OF POLICE PAY ARRANGEMENTS

The Clerk & Chief Executive submitted a report on the review of police pay and the negotiating machinery announced by the Home Secretary on 16 November 2006.

RESOLVED:

That the review of police pay arrangements, be noted.

48. URGENT BUSINESS: LOCAL GOVERNMENT PENSION SCHEME

In accordance with Standing Order 5.3, the Chairman was of the opinion that this matter be considered as a matter of urgency as it was necessary to consider and determine the Authority's position without delay.

The Clerk & Chief Executive submitted a report on the current position of Unison in relation to the negotiations about the proposed new Local Government Pension Scheme. Members were reminded of the decisions taken by the Committee on 23 May and 29 August 2006 in determining its policy position on the changes proposed to the pension scheme.

RESOLVED:

That the Clerk & Chief Executive write to the APA and Local Government Association advising of the Authority's support for Unison's position that existing scheme members should be protected.

49. 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 paragraph indicated:-

<i>Item</i>	<i>Paragraph</i>	
Management of Attendance: Quarterly Report	(2)	Information which is likely to reveal the identity of an individual
Human Resources Plan: Quarterly Report	(2)	Information which is likely to reveal the identity of an individual
Medical Retirements: Quarterly Report	(2)	Information which is likely to reveal the

identity of an
individual

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

50. MANAGEMENT OF ATTENDANCE: QUARTERLY REPORT

The Acting Chief Constable submitted the performance data for April to September 2006 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 Committee re-iterated its concern about the levels of sickness absence, particularly in relation to police staff. The Committee discussed whether the current initiatives would reduce absence in the current year; and the action taken by supervisors and managers to address attendance to which the Director responded.

RESOLVED: That

- (1) the report be noted; and
- (2) the Chief Constable be reminded of the Authority's concern about the increase in sickness levels for police staff and the need for radical action to be undertaken to achieve the target figures.

51. HUMAN RESOURCES PLAN: QUARTERLY REPORT

The Director of Human Resources presented the quarterly report on the Human Resources Plan which included staffing statistics with a detailed breakdown by age, race and gender, together with details relating to the number of officers on secondment outside the Constabulary.

RESOLVED:

That the report be received.

52. MEDICAL RETIREMENTS: QUARTERLY REPORT

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

RESOLVED:

That the report be received.

Duration of Meeting: The meeting commenced at 10.30am and finished at 12.15pm.