

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

PART 2 - MATTER CONSIDERED IN THE ABSENCE OF THE PRESS AND PUBLIC

56. MANAGEMENT OF ATTENDANCE: QUARTERLY REPORT

The Chief Constable submitted the performance data for April to December 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 Assistant Chief Constable gave a detailed report on the development of the sickness review exercise currently being undertaken throughout the force. The review provided opportunities for the introduction of greater support; improved access to medical and welfare measures; and enabled abuse of sickness to be targeted.

The Committee in receiving the report, welcomed the robust attitude and measures being introduced to address sickness and enquired about the reasons for the increase in staff sickness; the management of sickness; the views of UNISON and the Federation; the categories of recorded sickness; and the timescale for seeing results to which the Assistant Chief Constable and the Director of Human Resources responded.

RESOLVED:

That the report be noted.

PART 1 - MATTERS CONSIDERED IN THE PRESENCE OF THE PRESS AND PUBLIC

57. RECRUITMENT: QUARTERLY REPORT

The Director of Human Resources presented the quarterly update on police officer, staff and special constable recruitment including the number, gender and ethnic origin of new recruits. The report also outlined the position with regard to the recruitment of Police Community Support Officers (PCSOs) and detailed all vacant staff posts and the departments in which they were located.

Members enquired about whether the recruitment target of 158 PCSOs would be attained; the number of current vacant posts in the Forensics Units; and an update on the civilianisation programme agreed by the Authority on 20 February 2007. The Director confirmed that the PCSO target would be achieved by the end of June 2007 and agreed to incorporate progress on the civilianisation programme in future reports together with the recruitment plan for the 50 civilianised posts in 2007/08.

RESOLVED:

That the report be noted.

58. STATUTORY PERFORMANCE INDICATORS: HUMAN RESOURCES

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

RESOLVED:

That the report be received.

59. OCCUPATIONAL HEALTH SERVICES CONTRACT: EXTENSION

The Director of Human Resources presented a report on the provision of occupational health services for the period April 2007 to March 2009. The report also detailed the modifications in the supplementary agreement and the subsequent costings incurred with the contract.

RESOLVED:

That the supplemental agreement and costings be for the provision of occupational health services be noted and the extension of the existing contract with Mediscreen, as detailed in the report, be confirmed.

60. EXTENSION TO PENSIONS ADMINISTRATION CONTRACT

The Director of Human Resources provided an update on the transition to an alternative provider of pensions administration when the current arrangements expire on 30 September 2007. The outcome of the joint tender process with Merseyside Police was outlined and it was noted that a recommended supplier would be determined on 2 March 2007.

RESOLVED:

That the update on the transition to another pension administration provider, be noted.

61. MINISTERIAL TASK FORCE ON HEALTH, SAFETY AND PRODUCTIVITY – “THE WELL MANAGED ORGANISATION”

The Chief Executive reported on the guidelines produced by the Ministerial Task Force for health, safety and productivity who had undertaken work in relation to Health and Safety, sickness absence, and occupational health in the police service.

In considering the Guidelines, Members raised a number of issues relating to how the Constabulary managed absence and monitoring individual's health and fitness. The Director of Human Resources reported that sickness absence policy detailed

the measures Managers should take and outlined the initiatives and activities available to improve health.

RESOLVED: That

- (1) the report be noted; and
- (2) the Chief Constable, where appropriate, consider the inclusion of an objective to reduce sickness in Managers/Supervisors PDR's and ensure that the policy is enforced.

62. STAFF SURVEY

The Director of Human Resources reported on the results of the 2006 staff survey. The proposals for the 2007/08 staff survey were outlined which included changing the survey to focus on staff satisfaction to enable the Constabulary to develop specific action plans for improvement and become an 'employer of choice'.

RESOLVED: That

- (1) the results of the 2006 survey, be received; and
- (2) the change in approach to the 2007/08 staff survey as outlined in the report, be noted.

63. URGENT BUSINESS

(There were no items of urgent business)

64. 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>	
Human Resources Plan: Quarterly Report	(2)	Information which is likely to reveal the identity of an individual
Future Approach to Diversity Training	(3)	Information relating to the financial business affairs of a third party

Medical Retirements: Quarterly Report	(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

65. 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.

RESOLVED:

That the report be received.

66. FUTURE APPROACH TO DIVERSITY TRAINING

The Authority on 26 September 2006 (Minute 71) considered a report on a breach of Financial Regulations in relation to the provision of diversity training delivered by consultants. The Head of Learning & Development submitted a report which detailed the future approaches for training in terms of the Police Race and Diversity Learning and Development Programme (PRDLDP), particularly in terms of the accreditation of managers to the National Occupation Standard.

RESOLVED:

That the ongoing work within the Learning and Development Section to implement a robust procurement process compliant with Financial Regulations, in particular in relation to diversity training, be noted.

67. MEDICAL RETIREMENTS: QUARTERLY REPORT

The 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.

68. 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 concerned were worthy of consideration for a Police Authority commendation.

RESOLVED:

That Police Authority Commendations be awarded to PC Michael Jones and PC Jason Hough.

Duration of Meeting: The meeting commenced at 9.30am and finished at 11.15am.