

## **DEVON AND CORNWALL POLICE AUTHORITY**

**MINUTES** of the meeting of the **Human Resources Committee** held in the Conference Room, Police Authority, Endeavour House, on the 27th January 2005, starting at 2.00pm

### **OPEN SESSION**

#### **PRESENT**

Sir Simon Day .....in the Chair  
O Dendy, S Malloni, D Money, C Ryan, and J Smith

#### **OFFICERS IN ATTENDANCE**

Supt I Curtis, E Lewis (Police Authority Liaison Officer), Insp P Morgan,  
Ch Supt S Smith (Commander Human Resources), and Assistant Chief Constable C Winter

#### **HR/101 Apologies for Absence**

An apology for absence was received from A Talbot.

#### **HR/102 Declarations of Interest**

No declarations of interest were received regarding any item on the Agenda.

#### **HR/103 Minutes**

**RESOLVED** that the minutes of the meeting held on 16<sup>th</sup> November 2004 be confirmed as a correct record.

#### **HR/104 Matters Arising**

[HR 94] Job evaluation

Chief Supt Smith advised that the overall pay model needed to be agreed before the IMPACT list could be produced.

[HR/97] Revised Police Authority Race Equality Scheme

It was requested that an update be provided at the next meeting of the committee as to whether the Diversity Group had approved the draft scheme.

#### **HR/105 Restorative Policing Training for Neighbourhood Beat Managers**

Supt I Curtis made a presentation on the training programme which is being delivered throughout the Constabulary to Neighbourhood Beat Managers.

Issues discussed during Consideration of this item included:

- Training had been delivered to 340 Neighbourhood Beat Managers during the period September 2004 – February 2005.

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- Providing training to partner agencies and the possibility of charging for this training was now being considered.
- The NARCO evaluation of the training and its effectiveness was expected in September 2005.
- NARCO looks at the quality of service assessments and how this links to Restorative Policing .
- The Baseline Assessment would highlight the effects of the training on both trainers and trainees.
- Performance of restorative policing interventions against other methods of policing would be monitored.
- South & West Devon BCU NBMs were the first to receive training and 54 RJ interventions had been recorded so far in this BCU. Approximately 80 Restorative Policing interventions had been recorded force wide.
- Restorative Policing intervention could lend itself to community issues and the training of people within communities to use restorative policing was considered a positive development of the initiative.
- The Home Office was presently resisting requests to count restorative intervention as sanctioned detections. However, work was ongoing to reverse this situation; the Chief Constable had written to the Home Office and the Association of Police Authorities was also lobbying the Government.

A written response to the questions submitted by Mrs Talbot to be circulated to all members of the committee was requested.

Members requested an update on the NARCO report once it was received.

**Resolved** to note the report.

#### **HR/106 HMIC Training Review Best Practice**

ACC Winter provided an update.

Work was ongoing to deliver the recommendations arising from the HMIC review of Training, completed in July 2004. A number of work packages were currently under development and were being compiled in partnership with BCUs. The Constabulary was working with colleagues from other organisations to deliver some training to ensure richness, for example the Race Equality Council had been involved in Stop and Search training. National Training Models would also be used and consultation with other Forces to establish best practice was also being undertaken.

Issues discussed during consideration of this item included:

- Improvements to the delivery and development of training within the Force had been identified prior to the HMIC report, however it had been considered prudent to await the outcome of the review before implementing changes to the programme.
- There was scope for delivering training in collaboration with other organisations and other police forces. It was felt important that a 'lead' partner be identified in these circumstances to facilitate agreement on training delivery and outcomes.

**Resolved** to note the report.

#### **HR/107 Human Resources Improvement Plan**

Chief Superintendent Smith provided an update. An updated copy of the HR Improvement Plan was tabled.

Issues discussed during consideration of this item included:

- The cost of transferees on the pension fund - transferees were now taken to fill skill and locality gaps (hard to fill posts) which justified the cost / benefit analysis.
- Little progress had been made on the gender agenda recommendation. Members felt strongly that this area should be treated as a high priority.
- Current priorities were
  - Programmes
  - Business Improvement
  - Core business (ie recruitment)

Members requested a report detailing the processes undertaken when setting priorities and one providing details of the transferee induction programme for the next meeting of the committee.

A written response to the questions submitted by Mrs Talbot was also requested.

**Resolved** to note the report.

### **HR/108 Champion for Gender Issues**

Many current initiatives and projects have an impact on gender related issues. In order to raise the profile of gender issues it was suggested that the Authority nominate a Member as a "Champion for Gender Issues" and a role profile was developed.

The Chairman notified the Committee advised that both Mrs Ryan and Mrs Talbot wished to be considered for this role.

Issues discussed during consideration of this item included:

- British Association of Women Police – a professional development day was scheduled in April. Four representatives from the Authority would be attending.
- A Gender Agenda launch was planned for later in the year.

**Resolved**

- (i) that the role profile for the Gender Issues Champion, as circulated with the Agenda, be adopted;
- (ii) that Christine Ryan be nominated as the Gender Issues Champion

The Committee would welcome the support of Mrs Talbot for Mrs Ryan in the Champion for Gender issues role.

### **HR/109 Police Authority Human Resources Policies**

In order to meet legislative requirements, best practice as an employer, and the needs of the revised Police Authority organisation structure, it is necessary for an organisation to compile and implement a series of HR policies.

The need for separate policies for Police Authority staff and Police Staff was questioned. Members requested the following actions be taken prior to considering this item further:-

- The Chief Executive and HR advisor liaise with Chief Superintendent Smith

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- Consultation with other Police Authorities be undertaken to establish common practice

**Resolved** to defer to the next meeting.

**HR/110 Any Other Business**

Issues discussed during consideration of this item included:

- Civilianisation of custody sergeant roles - Members were advised that the Constabulary did not propose to undertake civilianisation of such posts at the present time.
- A short paper or presentation showing the formula used to allocate police officers to BCUs was requested.

The meeting closed at 4.00 pm.