

**Devon and Cornwall Police Authority HR Committee**

**17 September 2008**

Open for the purposes of FOI

Report of Chris Haselden, Director of Human Resources

**Performance Indicators for Human Resources**

**Recommendation:**

- (i) The Committee to note the current state of development in creating a Human Resources performance report.**
- (ii) To agree areas for further analysis for future consideration by the Committee.**
- (iii) To consider and agree any further action required.**

**Introduction/Summary**

1. Following the Human Resources Committee of June 2008 the pack of performance indicators to provide an overview of performance for human resources management in Devon & Cornwall Constabulary has been further developed.
2. This report describes the changes made to the performance information pack, together with details of an initial commentary and analysis of the performance information.
3. The performance information pack is attached at appendix 1. This will continue to be further developed, as previously agreed, to meet the requirements of this Committee.

**Background Information**

4. Changes to the previous report are:
  - The inclusion of an overall analysis and commentary
  - The inclusion of statutory HR performance indicators, with the following exceptions:
    - Indicator SPI 11a – Percentage of police officer time spent on frontline duties is no longer required by the Home Office having been replaced by a rolling Activity Based Costing (ABC) model.
    - Indicator SPI 12a – Delivery of cashable and non-cashable efficiency targets is now calculated directly by the Home Office from financial returns.
  - Police Officer and Police Staff strength shown as per Her Majesty's Inspectorate of Constabulary (HMIC) definitions.
  - The 'Turnover' section now includes an exit form employment section.
  - The 'Development' section now includes Performance and Development Review (PDR) completion data.
  - The 'Employee Relations' section now includes information regarding police staff disciplinaries, Employment Tribunals and Fairness at work issues.
  - The 'HR Efficiency' section now includes ratios relating to HR strength and expenditure.
  - Details relating to overtime for the period April 2008 to June 2008 are included.

5. It should be noted that, because this performance report is still under development, there is a relative scarcity of trend data. This will impact upon the depth of analysis that can take place for some months to come.

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Sponsored by Chris Haselden, Director of Human Resources