

Devon and Cornwall Police Authority HR Committee  
27 January 2009  
Open for the purposes of FOI  
Report of 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 September 2008 officers from the Police Authority met with the Constabulary to discuss and agree a process for the production of this report. Whilst this will not materially alter the format of the report it will enable a greater level of analysis to be undertaken to inform the Committee of various issues. Implementation of this process will continue through the remainder of this financial year.
2. This report describes the changes made to the performance information pack, together with details of two separate analyses following an initial review of the performance data by the HR Advisor to the Police Authority on behalf of the Authority.
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 2007/08 comparative data for overtime expenditure
  - Sickness absence data is included in a different format and is not subject to a separate report.
5. Also included are two separate analyses that have been requested: ethnicity (appendix 2); sickness absence (appendix 3).

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