

Human Resources Committee

A Meeting of the **Human Resources Committee** was held on 1 May 2008.

Further information is contained in the agenda, reports and minutes for the Human Resources Committee meeting held on 1 May 2008.

Matters discussed (with minute references shown in brackets) included:

(HR/326) Presentation On The Black Police Association

Sergeant Terry Bissessar gave a presentation on the work of the Black Police Association (BPA). He gave examples of when the BPA can offer support to members of the police service and also the encouragement they can give to potential recruits. The BPA has an external focus as well as internal focus and hopes to bridge some of the gaps between the Police and the community.

Issues discussed during consideration of this item included

- The local BPA is not exclusively for black people but will give membership for anyone who is also from a culture other than white british.
- There is a need to deal with discriminatory incidents as they happen and for everyone to take ownership rather than walk away
- The need to treat everyone with dignity and respect
- Managers need to have the confidence to deal with incidents robustly

(HR/327) Lead Member Report on Diversity and (HR/332) Lead Member Report on Learning and Development

The Lead Members provided an update on the work they had been undertaking.

(HR329) Police Staff Handbook Roadshows

The Chair provided an overview of the purpose and arrangements for the roadshows that had taken place regarding the police staff handbook.

Issues discussed included:

- The symbolism of the Authority being seen with the Force leadership and the positive impact of the Authority's contribution to this type of strategic event.
- The feedback from staff showed an appreciation of the roadshows and that all the key organisations involved were present
- The roadshows were a 2way communication and staff took the opportunity to raise issues in an open way
- The exercise has been cited by staff as a good example of how they would like to be dealt with on major issues
- The impact of the previous job evaluation project is still having an impact upon people's perceptions of how they are being dealt with

(HR/333) Attendance Management - Performance, and Improvement Plan

This report provided the 2007/08 absence data and make comparisons with benchmark targets. The attendance management improvement plan (deferred from the January 2008 meeting) was included.

Issues discussed during consideration of this item included:

- Clear targets for attendance management have now been set
- Attendance is not currently improving this is very disappointing
- There had been an improvement but in order for an improvement to be sustained attendance management will need to be a constant priority
- Relationship between GPs and employers
- Single point of contact for attendance management for each policing area
- Disability Discrimination Act issues
- Some areas seem more prone to attendance problems than others
- The impact of poor attendance on performance

It was **RESOLVED** to note the report

(HR/334) Alcohol and Drugs Misuse and Testing Policy

This report provided information about the activities undertaken in connection with the Alcohol and Drugs Misuse and Testing Policy since its implementation 6 months ago.

- The testing regime is well established
- There has been no significant detrimental response so far
- There is a need to make sure that the testing regime
- To date, no-one has tested positive
- Drug testing is part of health check for new police officer recruits
- Budget – the costs of implementing the scheme are all borne at the start and the spend will be more evenly spread in the future.

It was **RESOLVED** to note the report

(HR/336) Employment Tribunals

This report provided a summary of where the Force has been involved in Employment Tribunals during 2007/08 and will include a general report about costs.

Issues discussed during consideration of the item included:

- The number and reason for claims of discrimination
- Using Employment Tribunals as learning points

David Money
Chair, Human Resources Committee