

**DEVON AND CORNWALL POLICE AUTHORITY
HUMAN RESOURCES COMMITTEE**

A meeting of the **Human Resources Committee** was held on 7 January 2006.

Further information on the items referred to below is contained in the agenda for the meeting held on 7 January 2006.

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

[HR/143] Recruitment and Retention of Police Officers

The report provided the Committee with police officer recruitment and retention data for the current financial year.

Issues discussed during consideration of this item included:

- Slight increase in the number of female recruits;
- There is a national standard for recruitment practice and procedure;
- Recruitment of Officers from minority ethnic groups especially stimulating initial interest;
- Career paths for a Police Officer within the Force;
- Age range of recruits and leavers;
- Mentoring and coaching for new recruits;
- Reasons for probationers leaving;
- Recruitment of specialist Officers e.g. detectives and neighbourhood beat managers;

[HR/144] IMPACT OF AGE LEGISLATION

The Employment Equality (Age) Regulations 2006 will come into force on 1 October 2006. These regulations will apply to all workers and to people who apply for all work or vocational training. The regulations will prohibit direct or indirect age discrimination as well as harassment or victimisation. The report summarised the preparations undertaken by Human Resources Department, indicated the likely impact on staff and described the work that will be required to fully prepare for implementation.

Issues discussed during consideration of this item included:

- A flexible working police is being drafted;
- The Code of Practice has not yet been published;
- Regulations for Police Officers will need to be changed by legislation;
- Traffic Wardens have been recruited over the age of 65 years so the experience can be used to build best practice for the future;
- As a public employer we need to be setting an example regarding best practice

[HR/145] Recruitment and BNP Membership

Interest had been expressed regarding the implementation of the ACPO (Association of Chief Police Officers) decision regarding membership of BNP and similar organisations being incompatible with service as a Police Officer or a member of Police Staff. This report described the application process dealing with these matters.

Issues discussed during consideration of this item included:

- recent case history at employment tribunals concerning racial discrimination and BNP membership;
- review and clarification of the Force policy and practice;
- vetting procedures;

- the number of different types of organisations to which people may belong;
- learning from other public organisations who may face similar issues.

[HR/146] Implementation of National Race & Diversity Learning and Development Programme.

The Head of Human Resources updated Members on the Implementation of the National Race & Diversity Learning and Development Programme.

Issues discussed during consideration of this item included:

- Funding for 4 race and diversity trainers within the Force has been approved;
- Negotiations are taking place with other training providers.

[HR/148] Long Term Sickness Profile

This report provided information about the numbers of Police Officers and Police Staff members who have been continuously absent for 100 days or more.

Issues discussed during consideration of this item included:

- The mechanisms and procedures for handling absence management;
- Relationship of human resources professionals in Basic Command Units to the human resources professional in Headquarters;
- the HR staff in BCU are BCU staff and managed within the BCU;
- consistency of case management;
- Covering the work of the absent person especially when an officer is absent long-term especially in front-line roles ;
- Trend and comparative information of absences.

The Committee has requested the HR Department to undertake research to establish areas of consistency and inconsistency relating to attendance case management throughout the Force, with the purpose of reviewing procedures and responsibilities to ensure consistent and cost effective attendance management of both Police Officers and Police Staff. The findings of the research to be reported to the HR Committee.

[HR/153] Nacro Evaluation Of Restorative Policing Training For Devon And Cornwall Constabulary

The purpose of this report was to provide information to committee members about the final NACRO evaluation report.

Issues discussed during consideration of this item included:

- The definition of sanctioned detections; at the present time restorative justice is not recognised as a sanctioned detection;
- The ways of monitoring the effectiveness of incidents that have had a restorative justice intervention;
- The administration and cost of restorative justice conferences;
- Other partners are developing restorative justice style initiatives but as yet are not as advanced as the Police Services;
- This is not solely an initiative that can involve young perpetrators, although the initiative was originally perceived that way;
- There is anecdotal evidence about the success of restorative justice but there is a need to collect statistical information;

- The need to market the concept and the success of restorative justice throughout the Force, the Authority and the public;

[HR/154] Functions Undertaken In The Hr Department & Plans For The Future

The report provides information on the functions of the HR Department and outline future plans.

John Smith
Chairman of the Human Resources Committee