

Devon and Cornwall Police Authority
16 February 2007
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Joint Report of Nigel Holt and the Chief Constable Steve Otter

Proposed Handbook Implementation Plan following Acceptance of PSC Handbook

Recommendation(s):

- (i) To note the Proposed Handbook Implementation Plan**
- (ii) To accept the proposed plan and/or make recommendations in regard to it.**

Introduction / Summary

1. Following the Full Police Authority meeting of 08 December 2006 the HR Director was requested in the minutes (item g) to formulate an implementation plan including funding arrangements in anticipation of the PSC Handbook project being approved to proceed. The Proposed Plan is attached as APPENDIX 'A'
2. In item (l) of the minutes the HR director was requested to formulate a strategy for communicating information. This strategy is taken into consideration in the proposed implementation plan in 1. above

Background Information

1. The minutes referred to in the above introduction mention several points that have been resolved though one point (e) is in process and obtaining union assurances and flexibility on working patterns forms part of the negotiation process and is embodied in the 'Agreement of Intent'.
2. In points (v) and (vii) both require the participation of the CC and it is suggested that these are within the remit of the Police Authority.
3. Financial information on Winners; Losers and No Change individuals has been previously reported and discussed. Financial arrangements for the introduction of the PSC handbook has also been discussed with Finance who have indicated their ability to cope with the change provided they have the information and a lead time of two months.

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