

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

A Meeting of the **Human Resources Committee** was held on 13 September 2006.

Further information on the items referred to below is contained in the agenda, reports and minutes for the Human Resources Committee.

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

[HR/192] HMIC Report of Training Best Value Review

The Committee were updated on the implementation of HMIC recommendations; 5 have now been completed and 5 are ongoing.

Issues discussed during consideration of this item included:

- Student feedback is sought from all participants in “business as usual” training events
- The links between learning and development and performance
- The good quality but restricted quantity of training evaluation
- Training budgets

[HR/193] Training College Refurbishment

The refurbishment of the Training College at Middlemoor is being undertaken to meet the needs of policing in the 21 century.

Issues discussed during consideration of this item included:

- Disability Discrimination Act compliance (the possibility of installing a lift will be the subject of a report to the Property Sub Committee)

[HR/194] Multi-Agency Training Regarding Children’s Safeguarding

As a written report was not available this item was deferred until the next meeting of the Committee, however Members were assured by the Head of Learning and Development that plans were in place for multi-agency training.

[HR/196] HMIC Baseline Assessment

The Committee were updated on the implementation of the recommendations in the 2005 Baseline Assessment

Issues discussed during consideration of this item included:

- A Health & Safety Manager has been recruited
- Support for “support groups”
- The Director of HR reports to the Chief Constable

[HR/198] Force Development Programme – An HR Overview

This report provided an overview of the HR programme of work in support of the Force Development Programme.

Issues discussed during consideration of this item included:

- Joint working with neighbouring police forces
- The significant numbers of people who will be changing roles
- The role of the Police Authority in relation to changing roles and the conditions of service for Police Staff.

[HR/200] Police Authority Race Equality Scheme Update

The Committee received a report on activities that had been undertaken in association with diversity and in particular the Race Equality Scheme

[HR/201] Force Race Equality Impact Assessments

The report explained the process the Force has adopted to undertake Race Equality Impact Assessments .

Issues discussed during consideration of this item included:

- The provision of undertaken a race equality impact assessment on the Force complaints system.

[HR/203] Application Procedure for Officers Retiring and Re-appointed as Police Staff

the Committee had requested information regarding police officers who retire and are then employed as Police staff.

Issues discussed during consideration of this item included:

- Impact of civilisation
- Rationale for deciding the at post should be filled by a police staff person rather than a sworn officer
- Recruitment advertising practices
- Pensions
- Skills sets and training / learning and development opportunities

[HR/204] Exit Interview Findings

the report provided information obtained from exit interviews.

Issues discussed during consideration of this item included:

- Information on discrimination
- Bullying and harassment
- Management techniques
- Staff survey
- Under reporting of issues
- Reasons for Non-return of questionnaires

[HR/205] Police Staff Numbers

The report gave a summary of the Force Development Programme deployment changes for the next 2 years. Police staff profile for each BCU and Department have been requested for the next meeting.

Issues discussed during consideration of this item included:

- Deployment of resources
- Traffic Wardens
- Police Community Support Officers

[HR/207] Recruitment of Police Community Support Officers

The report provided the Committee with an update on the current recruitment schemes for PCSOs

Issues discussed during consideration of this item included:

- Complexity of the application forms
- The need for a divers range of applicants.

John Smith
Chairman of the Human Resources Committee