



# PEOPLE BOARD

Tuesday 3 August 2010 - Conference Room 2

## OPEN MINUTES

**Present:** Deputy Chief Constable Stuart Hyde (CHAIR)  
Assistant Chief Constable Skeer  
Joanna Bancroft, Personnel and Development Director  
Detective Superintendent Paul Smith, PSD.  
Inspector Janet McGilloway, Executive Support  
Joke Maes, Police Authority  
Kath Stephenson, Employee Relations  
Chief Inspector Dawn Allen, Personnel & Development  
Hollie Mark (Minutes)

### 1 APOLOGIES

Apologies were received from Chief Superintendent Steve Johnson, Confidence Board representative. Ann Dobinson, Payroll and Pensions Manager. Andrew Dobson, Legal Services Director. Gill Shearer, Marketing & Communications

#### Action

### 2 MINUTES OF PREVIOUS MEETING

Minutes of the previous meeting held on 06 May 2010 were accepted as an accurate record.

### 3 MATTERS ARISING / ACTION SHEET

**Action:** Personnel & Development to work with Strategic Development and feed back to the Origin Board ensuring a broader evaluation takes place.

**Update:** Work is ongoing on the evaluation.

**Action:** Personnel & Development to liaise with Media & Marketing to send out an internal piece on the PDR system.

**Update:** Communication has been circulated to the Constabulary.

### 4 STANDING AGENDA ITEMS

a. Diversity Issues (Including Item 5 – VIG Minutes)

VIG Update - Strategy is being drafted for the Disability Support Group and the first AGM for the DSG has taken place. LGBT group have been restructured and are working well.

The options for the Christmas Service have been consulted upon and are being developed through joint working between the Constabulary and Churches Together.

The Trans Police Association Event held at Carlisle Police Station was a success and those in attendance gained a lot from the day and excellent contacts were made.

It was raised that confidence in VIG has improved with people feeling that their issues will be raised.

b. Strategic Risk Issues

The Constabulary's ability to recruit for BME Officers was discussed. It was confirmed that a paper will be submitted to the next People Board regarding the use of positive retention and progression.

c. Exception Issues

Nothing to discuss.

d. 'Feeder' Group Minutes

Nothing to discuss.

e. Quarter Sickness Data

Joanna Bancroft presented the Quarter sickness figures to members of the Board. The Constabulary is on target for 2.5% but need to ensure that this is monitored.

Currently force wide sickness stands at;

Police Staff: 3.93

Police Officer: 3.14

**6 DRAFT SINGLE EQUALITY SCHEME**

Sarah Dimmock discussed the amendments made to the document. DCC Hyde confirmed that the content is correct but the size of the document needs to be reduced further.

It was also commented that the colour codes used on the action plan were not clear and would need alteration.

**Action:** A4 Web summary to be created for publication on the Intranet.

SD

**Action:** Action plan to be brought to People Board on a Quarterly basis.

SD

**7 CYCLE TRAINING AND COMPETENCY SCHEME**

The need for a more common approach in BCUs towards cycle training was discussed. Health and Safety require the force to carry out this training as

part of national standard. The People Board approved the adoption of the Bikeright Cycle training course as the standard course for all personnel using bicycles in their role.

**8 POLICE RACE AND DIVERSITY LEARNING AND DEVELOPMENT PROGRAMME**

The Board discussed the proposed approach to conducting the assessment of personnel against the AA1 national occupational standard.

It was discussed that the aim would be to run the assessment solely through SharePoint which will result in people completing the programme without having to be interviewed.

It was agreed that North Cumbria will pilot the scheme and if successful it will be rolled out force wide. If not it is to be brought back to People Board.

**Action:** Update to be provided in September.

DA

**9 DISCRETIONARY BENEFITS FOR REDUNDANCY AND REDUNDANCY PAY**

Joanna Bancroft described the paper which had gone to the recent Personnel Committee regarding Management of change arrangements. The Personnel Committee decided;

The discretionary augmented membership of the pension scheme be removed and future redundancy pay to be calculated on actual salaries with enhanced redundancy pay to twice the normal multiplier for all employees who were made redundant; and

The Compulsory & Voluntary Redundancy Scheme be amended as set out in Appendix 3 to the report.

This has been communicated to all staff.

(HAY JOB EVALUATION POLICY AND PROCEDURE – ORIGINALLY ON THE CLOSED AGENDA BUT DISCUSSED IN OPEN)

Kath Stephenson discussed the re-written Hay Job Evaluation Policy which has been altered in light of the current period of change. Unison have been consulted with, as have Hay, who were content that it was still within the ethos of the scheme.

It was confirmed that any Personnel post being evaluated would be done by an independent person.

**10 SPECIAL CONSTABULARY RECRUITMENT ASSESSMENT PROCESS**

Chief Inspector Allen discussed the current recruitment process undertaken by the Special Constabulary.

The recommendations were discussed and it was agreed to collaborate with Cheshire and arrange the supply of a minibus to transport Specials down to

the assessment site.

**11 ANY OTHER BUSINESS**

None.

**12 DATE OF NEXT MEETING**

09:30 - Tuesday 26 October 2010
