



PEOPLE BOARD

Tuesday 28 September 2010 - Conference Room 2

OPEN MINUTES

Present: Deputy Chief Constable Stuart Hyde (CHAIR)
Assistant Chief Constable Skeer
Joanna Bancroft, Personnel and Development Director
Chief Superintendent Steve Johnson (Confidence Board Representative)
Detective Superintendent Paul Smith, PSD
Andrew Dobson, Legal Services Director
Ann Dobinson, Payroll and Pensions Manager
Gill Shearer, Marketing & Communications
Joke Maes, Police Authority
Hollie Mark (Minutes)

1 APOLOGIES

Apologies were received from Inspector Janet McGilloway, Executive Support

Action

2 MINUTES OF PREVIOUS MEETING

Minutes of the previous meeting held on 3 August 2010 were accepted as an accurate record with the following amendment;

The Constabulary is on target for 3.5% attendance (Not 2.5% as stated in the minutes)

3 MATTERS ARISING / ACTION SHEET

Action: 1/10 Evaluation of the new PDR System to be undertaken.

Update: Joanna Bancroft updated that work is ongoing on the system in conjunction with the work on Origin. It is anticipated that the system will be ready to go fully digital by March 2011 but has yet to be tested.

Action: 3/10 A4 Web summary to be created for publication on the Intranet& Action plan to be brought to People Board on a Quarterly basis.

Update: Sarah Dimmock has carried out this piece of work and a summary is on the web site. Action plan is yet to be completed and will be submitted to the December meeting.

4 STANDING AGENDA ITEMS

a. Diversity Issues

Joanna Bancroft discussed the soon to be implemented new Equality Act and the work being undertaken to ascertain the requirements which will be placed on the Constabulary.

Discussion took place on the action plan and it was raised that work on this would need to be completed by 31st December.

No issues have been raised by VIG.

The issue of part time working was raised and it was confirmed that this was being looked into as part of the Structures work. It was confirmed that any work on the policy would come to People Board.

b. Strategic Risk Issues

It was confirmed that the Risk Register was discussed at the recent Chief Officer Group meeting and there were no changes made.

c. Exception Issues

Nothing to discuss.

d. 'Feeder' Group Minutes

Nothing to discuss.

e. Quarter Sickness Data

Joanna Bancroft updated the Board that the figures for Quarter 2 were not yet available.

6 HPDS PROCEDURE

Joanna Bancroft discussed the paper which had been created to outline the HPDS procedure and how the Cumbria scheme interacts with the national scheme. The Board agreed that the paper provided an excellent overview of the procedure and dispelled many of the myths associated with HPDS.

7 ANY OTHER BUSINESS

Register of Interest Forms – Detective Superintendent Smith (Originally in Closed)

Det. Superintendent Smith discussed the register of interest forms and the need to carry out this work as part of the Anti Fraud and Corruption Policy.

It was agreed that PSD would put a reminder out to those who are required to partake in the scheme, Ch. Insp & above + SO1 grades (substantive).

Personnel and Development to comment about it in their information packs.

Police Authority will be kept updated.

8 DATE OF NEXT MEETING

09:30 - Tuesday 26 October. Conference Room 1
