



## RESOURCING AND STANDARDS BOARD

9.30am  
Monday 26 January 2009  
Conference Room 3

### OPEN MINUTES

**Present:** Deputy Chief Constable Christine Twigg (CHAIR)  
Joanna Bancroft, Personnel and Development Director  
Andrew Dobson, Legal Services Director  
Detective Superintendent Sean Robinson, PSD  
Paul Hussey, Strategic Development Director  
Chief Inspector Kevin Greenhow, Head of Marketing and Communications  
Chief Superintendent Don Spiller, Operations Board representative  
Chief Inspector Terry Bathgate (own agenda item)  
Rachel Stephens (Minutes)

#### 1 APOLOGIES

Apologies were received from Mike Thompson, Finance and Resources Director and T/Inspector Matt Kennerley, Staff Office.

#### Action

#### 2 MINUTES OF LAST MEETING

Minutes of the last meeting held on 25 November 2008 were accepted as an accurate record.

#### 3 ACTION SHEET & ANY OTHER MATTERS ARISING

Joanna Bancroft advised that the PDR System Review is ongoing and it is anticipated that Chief Inspector Justin Bibby will be in a position to update the Board at their next meeting.

All other actions have been completed or were dealt with in the Closed part of the meeting.

#### 4 STANDING ITEMS

a. Performance Contracts/Efficiency

Board members discussed their contract updates and efficiencies were

duly noted.

b. Police Recruitment Strategy

Joanna Bancroft presented the strategy which was noted by the Board.

c. PCSO Recruitment Strategy

Joanna Bancroft presented the strategy and highlighted that it is anticipated a plus figure will be achieved by the end of the year.

d. Medium Term Financial Planning

Nothing to discuss at this meeting.

**5 INTERNAL AUDIT REPORT – RISK MANAGEMENT FOLLOW UP**

The Board noted the covering paper and report presented by Andrew Dobson and sanctioned a review of the risk management policy.

**6 DEDICATED RISK MANAGEMENT POST**

Andrew Dobson presented a paper and requested that the Board consider whether a need for a dedicated Risk Management Post within the Constabulary has been identified and how this may be funded.

Following debate, it was **agreed** that the organisation required a substantive role of Risk Manager and that this should be **recommended** to COG.

Andrew Dobson undertook to further explore the options for provision of this post, as outlined in his paper, i.e. full/part time; collaborative/partnership arrangement with local authority/Police Authority.

**ACTION: Andrew Dobson to explore options for provision of a Risk Manger (as outlined in his paper) and update RSB prior to a paper being submitted to COG for final decision.**

**AD**

**7 PUBLICATION SCHEME**

Detective Chief Inspector Terry Bathgate presented a paper covering the implications of the Publication Scheme for the Constabulary. It was noted that some policies require urgent review and there were concerns around whether this can be achieved within the required timescale utilising existing resources, i.e. published on the Constabulary's website by 30 September 2009.

It was **agreed** that this issue be discussed further at the 'Establishment Panel' meeting scheduled for 27 January 2009.

Regarding publication of open minutes, in principle, it was **agreed** that

Chief Officer Group, Operations Board, Resourcing and Standards Board, Confidence and Equality Board, and Area Senior Management Team meetings be published (Terry Bathgate to arrange) and that further consideration be given to publication of Programme Management Board minutes in the future.

**ACTION:**

1. Further consideration to be given to urgent review of some policies, as above, to be discussed at the 'Establishment Panel' on 27 January 2009. DCC
2. Agreement in principle that minutes of COG, Operations Board, RSB, CEB and Area Senior Management Team meetings be published on the Constabulary website by 30 September 2009. TB
3. Further consideration to be given to publication of Programme Management Board minutes. DCC

**8 LEADERSHIP STRATEGY**

Joanna Bancroft presented a paper outlining an initial plan for the Constabulary's Leadership Strategy. It was noted that Year 1 will involve the implementation of a coaching programme, Year 2 implementation of a talent management programme and Year 3 consolidation, with addition of further modular programmes if required. It was also noted that subject to COG approval, funding is available. The Board supported the paper.

**9 OPERATIONS BOARD UPDATE**

Don Spiller advised the Board on issues of relevance discussed at Operations Board. It was noted that the bid for Special Constables had not been supported by Operations Board.

**10 ANY OTHER BUSINESS**

- a. Sickness Figures - Headquarters

Joanna Bancroft advised that the sickness figures for the last quarter at Headquarters had been high and that projected figures indicated there will be no scope to get back on track before the end of March. Joanna highlighted that police staff figures, in particular, had risen. It was noted that quarterly sickness meetings with Deputy Chief Constable Christine Twigg are scheduled for later in the week.

**11 DATE OF NEXT MEETING**

9.30am - Tuesday 24 February 2009 - Conference Room 2.