

APA HR POLICY GROUP MEETING – FEEDBACK

INTRODUCTION

1. This report outlines the key points of information and discussion arising at the APA HR Policy Group meeting held in London on the 19 September 2006 and attended by the Performance and Resources Officer.

TOPICS DISCUSSED

2. **Police Leadership Qualities Framework (PLQF)** – Supt Bob Scurr of CENTREX gave a presentation which included a brief history of the PLQF and outlined what the framework provides – 2 distinct products – a leadership development tool and doctrine of police leadership for the 21st Century, how it links with the revised Integrated Competency Framework and PDRs and also how the PLQF will work in practice. Supt Scurr stated that PLQF is the start of something fairly big that will have an effect on all police officers and staff. He emphasised the need for an effective PDR system to be in place to facilitate the framework's implementation and stated that an important part of the PLQF will be a 360° appraisal which is still to be developed, but for Chief Officers will involve the Police Authority.
3. **PNB / PSC / PABEW Update** – The difficulties with the current rounds of pay negotiations at both the PNB and PSC were discussed. The consultation on the draft Misconduct and Unsatisfactory Performance Procedures was also discussed, particularly the APA's concerns regarding officers currently subject to disciplinary processes being allowed to leave the service with no further action being taken. The APA has collated Authority responses to the consultation. Humberside Police Authority has responded to the consultation, following discussions with the Authority's HR Consultant.
4. **Home Office – Workforce Groups** – This paper provided a brief outline of the current organisational and governance structure for police HR issues within the Home Office. Overlaps between project boards and other groups were discussed and the APA requested that they be informed if any such confusion in the Home Office becomes apparent to authorities.
5. **APA HR Policy Group Planning** – the foci for the next four meetings of this group were discussed and agreed as (in order): Comprehensive Spending Review; Shared Services; Chief Officers; Workforce Modernisation Demonstration Sites.
6. **HR Reference Group** – it was agreed that feedback from members of the reference group (and the various groups/Boards that they attend) becomes a standing item on future APA HR Policy Group Meetings.

7. **Shared Services** – the Group discussed the Shared Services Blueprint project. The aim of this project was to identify whether there is a prima facie business case for specific force HR and finance functions, particularly transactional services. The APA has signalled that authorities are likely to be interested in a solution that will provide efficiency or effectiveness benefits but have been careful to emphasise that it is police authorities and not forces that will have to make any substantive decisions on this issue.
8. **PCSO Update** – Discussion centred around two points:
 - i. Funding – grave concerns were raised regarding the sustainability of the initiative and the difficulties in securing match funding.
 - ii. Concerns regarding the roll out of the national PCSO recruit assessment centre and recruitment process were discussed – The Secretariat has provided the APA with further information regarding Humberside’s concerns around the national call centre, the shortened application form and the high drop out rate experienced immediately before the first such national assessment centre in Humberside in early September. These concerns are being forwarded to the Home Office by the APA.
9. **Health and Safety Update** – the significant alerts in the area of health and safety are to be discussed at an APA Health and Safety Members Liaison Network (HEMLINE) meeting in late September.
10. **Workforce Modernisation Demonstration Sites** – Chief Superintendent Derek Mann of the Workforce Modernisation Programme Team gave an overview of the Workforce Modernisation Implementation Fund pilot projects (including the Major Incident Team pilot in Humberside) and referred to the Research Project which has recently reported on the pilots. To develop the efficiencies made in the pilots, there is now a proposal to set up ten demonstration sites; volunteer forces will be sought soon. These projects will need to be self funding as there is no extra money but the Home Office will pay for the evaluation and support from the Workforce Modernisation Programme Team will be provided. In addition, demonstration site forces will be able to negotiate with the Home Office on flexibility in the Crime Fighting Fund and Neighbourhood Policing Fund (see other agenda item on Workforce Modernisation Implementation Fund in Humberside).

RECOMMENDATION

11. It is recommended that Members note this report

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Background Papers: None