

Warwickshire Police Authority – 23 April 2008

Report of the Lead for Human Resources

Summary

This report provides an update for Members on developments within Human Resources.

Recommendation

That Members note the report.

Alison Naylor ended her part time contract with us at the end of March.

Although now working full time at Northamptonshire, Alison has offered to help with any Occupational Health issues and Recruitment if required

Alison's final report states that in her opinion, the Force has a lean HR team who are able to deal with day-to-day HR issues but are short on strategic skills. She has again offered her services if advice is needed on any specific items.

Alison says the Warwickshire spends less (a lot less) than Leicestershire or Northamptonshire even taking into account our relative size and she advises we need a full time professional HR manager but this will cost us more than we have paid in the past.

I have spoken to Richard Elkin who also has analysed the situation and agree with him that there is not a full time role for a strategic expert in this role but we do need some help from time to time.

Exit interviews with a manager leaving the HR Group have reported that the morale in HR is the best it has ever been and there is a sense of unity with everyone pulling in the same direction.

The Establishment statistics are now completed for both uniform and staff and controlled by a meeting every two weeks of the Establishment Management Group chaired by Mak Chishty which receives reports of every move of personnel for longer than 5 days which require a change request form. This will ensure that now we are on top of the personnel records we will stay in that position. NSPIS HR programmes are now up and running and will link into other programmes.

Workforce planning and succession is moving ahead and the processes for moves into Superintendent, Chief Inspector, Inspector and Sergeant ranks are in progress and will be ready to move to promotion boards

Mak Chishty and his team have been addressing the issues of identifying what the Force needs from HR and how best to provide it.

I have seen their initial report on People Strategy 2008-2011 and am impressed with the amount of work and thought that has been put into this document. There is still work to be completed and over the next 12 months there will be an ongoing assessment of the long term people strategy, risk management and investment in people for the force.

An Activity Report prepared by Mak Chishty is included on the agenda as an exempt item under item no. 15.

Mike Edwards