

**HUMAN RESOURCE (HR) STRATEGY AND COSTED PLAN**

**Joint Report of the Chief Constable, Clerk and Personnel Adviser**

---

**1. PURPOSE OF THE REPORT**

The purpose of this report is to seek approval in for the publication of the HR Strategy and Costed Plan, which incorporates the Training Strategy and costed Training and Delivery Plans.

**2. BACKGROUND**

Home Office Circular 18/2002 states that ‘Human Resource Plans are key in helping police forces meet their business objectives as set out in their Best Value Policing Plans’. A fundamental part of the Police Reform Agenda is human resource management with the recognition that service delivery depends on the effective management of human resources. There is an expectation that forces must make the best use of human resources at their disposal service delivery is to be improved.

From 2003/2004 there is a requirement as identified by HO Circular 18/2002 that all forces should have a costed HR Strategy and Plan. An integral part of the HR Strategy and Plan will be:

- a separate Training Strategy which sets out the commitment to training and staff development
- costed Training Delivery Plans which sets out how training will support the force objectives
- a Performance and Development Plan will be implemented during the coming year.

The annual HR Plan should also be agreed by the Police Authority who has responsibility for ensuring that the HR Plan will deliver the force’s objectives efficiently and effectively.

The HR Strategy and Plan (attached) has been prepared in line with the Home Office guidance and in consultation with the Police Authority Personnel Adviser. As part of the annual risk assessment of the force the HR Strategy must be submitted to HMIC. It has been indicated that HMIC (Training) will inspect the documents as part of the Best Value Review scheduled for 2004.

The Strategy and Plans have been written to compliment the Force Strategy and Corporate Plan and summaries are included in the Local Policing Plan. The plans will also be published on the Force and Police Authority websites.

Within the documents are associated action plans which identify the measures to achieve the strategic objectives and detailed specific targets and timescales. These will be monitored regularly and progress reports will be provided to the Authority.

### **3. EQUAL OPPORTUNITIES IMPLICATIONS**

The plans support the Force and Police Authority policies on Diversity and Equal Opportunities.

### **4 HUMAN RIGHT IMPLICATIONS**

Nil.

### **5 FINANCIAL IMPLICATIONS**

The Treasurer confirms that the proposed expenditure can be accommodated within the revenue budget.

### **6 RECOMMENDATIONS**

Members are asked to:

- i) Note the contents of the report.
- ii) Agree to the Plan and its publication.
- iii) Agree to receive regular update reports on progress every 6 months.