
HUMAN RESOURCE (HR) STRATEGY AND COSTED PLANS**Joint Report of the Chief Constable, Clerk and Personnel Adviser**

1 PURPOSE OF THE REPORT

The purpose of this report is:

- i) To provide members with a further update on the HR Strategy and Costed Plans 2003/05.
- ii) To seek approval for the publication of the HR Strategy and Costed Plans 2004/07.

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 in 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 if service delivery is to be improved.

There is a requirement as identified by Home Office Circular 18/2002 that all forces should have an HR Strategy and Costed Plans. An integral part of the HR Strategy and Plans is:

- i) a separate Training Strategy which sets out the commitment to training and staff development.
- ii) Costed Training and Delivery Plans which set out how training will support the force objectives.
- iii) a Performance and Development Plan.

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

At the Police Authority meeting held on 23 April 2003 members approved the HR Strategy and Costed Plans, authorised publication and agreed to receive six monthly monitoring reports. (Minute number 16-2003/04).

At the Police Authority meeting held on 17 December 2003 members were provided with an update on the implementation of the HR Strategy and Costed Plans. (Minute number (167-2003/04).

An update on the implementation of the HR Strategy and Costed Plans 2003/05 is attached at Annex A.

The HR Strategy and Costed Plans 2004/07 (Annex B) have been prepared in line with the Home Office guidance, and in consultation with the Police Authority Personnel Adviser. The document has been condensed and highlights key strategic actions. This is in contrast to the previous document which included detailed supporting actions which are now included in the Personnel Services Departmental Plan. The range of supporting data which was previously included has been reduced. However, collection of the data will be maintained, monitored and six monthly updates provided to the Police Authority.

As part of the annual risk assessment of the force the HR Strategy and Costed Plans must be submitted to Her Majesty's Inspector of Constabulary.

The HR Strategy and Costed Plans have been written to compliment the Force Strategy which reflects a three year rolling period.

3 EQUAL OPPORTUNITIES IMPLICATIONS

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

4 HUMAN RIGHTS IMPLICATIONS

Although there are no direct human rights implications arising from the report itself, implementation will take account of the Force's obligations under the Human Rights Act 1998.

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 this report
- ii. Agree to the HR Strategy and Plans 2004/07 and their publication
- iii. Agree to receive progress reports every six months.