

Report to: Human Resources and Remuneration
Committee

Agenda item: 7

Date: 23 February 2010

Subject: Review of Legacy Issues and Statutory
Responsibilities

Sponsor: Chief Executive

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For: Information and Discussion

1. Purpose of paper

- 1.1 This paper aims to capture the major legacy issues and statutory responsibilities of the HR&R Committee to ensure continuation under the proposed new Authority structure.
- 1.2 The paper invites discussion regarding the legacy issues captured and whether these constitute a full list. Furthermore, it is useful to consider whether all the items captured continue to be required by the BTPA, and whether the way in which the information is presented remains relevant for the future. For example it may be useful to consider whether some items need to be reported to a meeting or, if they are for information only, they could they be circulated outside of meetings.

2. Background

- 2.1 The BTPA has now been in existence for more than five years. As such, it was considered to be timely to review its working practices to see if these still represented the most efficient and effective way of going about its business. The result of this review was the proposal of a new way of working with less committees and the Full Authority delegating much less of the decision making responsibility.
- 2.2 The proposal was for only two of the existing committees to remain, these being Audit and Professional Standards. Four working groups would be established which would support the Authority in its work but have no delegations. The work of the other committees would be redistributed within the proposed new structure.

3. Legacy Issues

- 3.1 The following legacy issues and statutory responsibilities have so far been identified for the HR&R Committee from a review of the Committee terms of reference, meeting agendas from the last three years and the Annual Report Schedule. The first section of the list represents the statutory responsibilities:

Statutory Responsibilities

- Single Equality Scheme Monitoring and Annual Report
- Health and Safety Monitoring and Annual Report
- Staff/officer terms and conditions

Other Legacy Issues

- Estates Monitoring
- Staff Survey Monitoring
- Progress against Organisational Policing Plan targets
- HR Strategic Plan Implementation Monitoring
- Feedback on Thematic Work
- HR Major Projects Feedback
- Learning and Development (covered in part by the Single Equality Scheme)
- Pensions
- Workforce Planning
- HMIC Inspections/Recommendations

- 3.2 It has been suggested that as part of the proposed new structure there may be a biannual meeting of a new Diversity Monitoring Group which could cover all the statutory responsibilities in this area. This Group could also cover the staff survey.

- 3.3 Health and safety and terms and conditions could go to the Full Authority.

- 3.4 The other legacy issues could fit into the various workgroups and the Authority, but it would be useful to discuss these and consider whether the information still needs to be received, what information is required, and how the information is best presented and disseminated.

4. Recommendations

- 4.1 The Committee to advise of any workstreams that are not reported in the paper.
- 4.2 The Committee to discuss the legacy issues and consider whether the information still needs to be received, what information is required, and how the information is best presented and disseminated.