

Minutes

Human Resources and Remuneration Committee

Tuesday 23 February 2010, 11.30am

at The Forum, 74-80 Camden Street, London NW1
OEG

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Present:

Ms Christine Knights (Chair)
Mr Lew Adams
Mrs Wendy Towers

Apologies:

Mr Ron Culley

In attendance:

Ms Linda Scott, HR Director
Ms Teresa Hickman, Head of HR Performance and Strategy
Ms Lorraine Jainudeen, Head of HR
Mr Peter Ward, Head of Learning & Development
Mr Leigh Stringer, Head of Estates

Miss Lucy Barrick, Business Support Manager & Minutes
Mrs Samantha Elvy, Research and Policy Manager (part)

01/2010 Minutes of Meeting 24 November 2009

Agenda Item 1

The Committee received and approved the minutes.

02/2010 Matters Arising

All actions had been discharged.

Members were updated that the HMIC inspection report for learning and Development (L&D) had been received. This report was positive but did not update the previous 'poor' rating which had been received, as HMIC had moved away from the grading style. Mr Ward said that he was leading nationally on some pieces of work for NPIA. These included the launch of a quality assurance scheme for L&D and performance

framework. He said that he would share the slides for a presentation he delivered on this work.

Mr Ward confirmed that the Force had been doing analysis on the OSPRE BME pass rates and found that BTP was largely in line with other forces.

Ms Scott updated that with regard to the 30 year pension scheme. She has prepared a short paper at the request of BTPA which suggested that this was unlikely to progress any further at the present time. If this recommendation has been accepted a letter should be sent to Lord Adonis thanking him for his assistance in the matter but advising that there had not been a successful outcome to date. The transferability of the 35 year scheme was being picked up by Mrs Pike.

The Force advised that the disability SOP guidance document was due for completion in April. It was accepted that this had been a long time in its gestation but there had been several strands and multiple feedback from consultation that had fed into the development of the document, including lessons learned from tribunals and a high number of consultation responses. The guidance was currently with the lawyers for a legal check. However, in the interim, guidance sheets on specific conditions were available on the intranet to help line managers. The Business Partners were also receiving training in this area. There had also been training supplied to DESA members.

Tadworth was being vacated on 12 March. Completion of the Spring House training facility is scheduled for 12 March. The Dog training school will be located at a facility at Keston, with the Metropolitan Police. This arrangement was on a rolling 12 month contract but was unlikely to change before the Olympics in 2012. There was to be joint BTP and MPS signage at the training site.

Agreed

- Mr Ward to share the slides on his national L&D work.

03/2010 HR Director's Report on Progress and Achievement

Agenda Item 3

The Force updated on the major HR projects.

Engaging Police Staff (EPS) Project

The Force was in the process of reviewing the communications strategy. The Area Commanders and senior management teams would have a full

briefing on EPS in March. Road shows for all staff would then take place in April, with representatives from the senior management team as well as HR professionals present. Individuals would be handed letters at these events. Following this there would be one-to-ones. The HR team would be confirming results for their areas with Area Commanders ahead of the roadshows so that they could advise if there appeared at this stage to be any anomalies.

TSSA was not recognised for collective pay bargaining and would be consulted on the changes at the same time as the staff. The offer to TSSA for full recognition remained on the table.

The Committee was reassured on the job evaluation process as the Force explained that these had been conducted by an external consultant and quality assured by a further external consultant. Following this process the job evaluations had been reviewed by a panel.

HR Transformation

This would continue to show as a project until the end of the year as there was one person on recruitment remaining to be redeployed.

Recruitment Process

The waiting list had grown again and needed to be reduced. There had also been some issues in the transition of the list to Birmingham, as a result of which the data was being cleansed. The Force wanted to move from “just in case” to “just in time” recruitment. Research was taking place as to whether the Force could move away from the national recruitment process and what risks may be attached to this.

E-recruitment was due to go live at the end of March. This would automate some of the front end activity, such as advising candidates at which stage they were in the process. All candidates would have a web page within this that would track their progress so that they would be kept informed.

Recruit Training Project

This project had closed.

L&D Transformation

It was updated that all the first level managers had been recruited.

Tadworth was closing from 12th March and it was advised that some compulsory redundancies would result.

Establishment Project

HR was gathering the data to develop an establishment for the Force and its Areas. This would then be reviewed by finance from an affordability perspective.

The National Policing Improvement Agency (NPIA) was running a graduate recruitment pilot which was linked to the High Potential Development Scheme. BTP had asked for two places on this and was reviewing its current waiting list to see if there was anyone suitable on the list at present.

04/2010 Health and Safety Update

Agenda Item 4

There was nothing to update.

05/2010 Estates Presentation

Agenda Item 5

Mr Stringer gave a presentation updating on the work had taken place in the past year and that which was in the pipeline. He advised that none of the estate fell into category 'D' any longer. Mr Stringer said that the focus now was focusing on maintaining the estate at a higher standard and ensuring that it was not allowed to slip back to its previous state.

It was confirmed that the Force had sufficient accommodation arranged at Stratford for the Olympic period but after this was an issue. This was partly due to a building embargo in the area due to the Olympics, meaning that the Force was unlikely to be able to build anything until after the Games. The Committee also noted that the BTP accommodation at Liverpool Street was to go and were concerned about the lack of BTP accommodation in this area. This issue will continue to be considered by the Authority's Olympic Steering Group.

06/2010 Management Information Report

Agenda Item 6

The Committee received the report.

There was a discussion on turnover as the figure appeared to be high. The Committee asked what this was like compared to comparable organisations. Ms Hickman advised that she did not have the information with her but had reviewed this and there did not appear to be a significant difference.

The table on page 19 which detailed reasons for leaving needed a more detailed breakdown for resignations to be informative. Ms Hickman advised that the Force was doing some work on exit interviews with the Association of Muslim Police. The Force had also reviewed reasons for leaving a couple of years previously and found the major reasons to be that people had been offered more money or a better job.

There was particular concern expressed regarding PCSO and female sickness levels. Also, some Areas have already failed their sickness targets overall, although it is likely that the Force will achieve the targets overall.

07/2010 Review of Legacy Issues and Statutory Responsibilities

Agenda Item 7

The Committee noted the paper.

It was noted that pensions needed to be added to the statutory responsibilities section. The Force also advised that the staff survey would no longer be taking place as it had previously. There was now more of a programme approach of employee engagement instead.

Other matters identified in addition to those in the paper were:

- Employee Relations - including in terms of the relationships with the Unions
- Recruitment
- HR audit recommendations

The major concern of the Committee was that the diversity work be picked up. However, it noted that there were proposals for an Equality and Human Rights Group.

There was discussion that the key performance indicators could be circulated to continue the monitoring of the management information and grievances.

08/2010 AOB

Agenda Item 8

It was noted that due to the Strategic Review of the Authority this was likely to be the last meeting of the Committee. The Chair thanked Ms Scott and her team for all their input to the Committee. She also thanked the Authority Executive team for their support. Ms Scott thanked the Committee for the support and challenge given to the HR Departments.

Signed.....

Chairman