



WORKING
TOGETHER



**DORSET
POLICE**

Strategic People Board

25 May 2022

Commences at 2.00pm

Via Microsoft Teams

Attendance

Jo Mosley, Director of People and Support Services (Dorset)
Steven Penford, Alliance Head of Employee Relations
Sarah Birch, Strategy and Policy Lead
Claire Mead, Strategy and Policy Lead
Raj Patel, Head of Equality, Diversity and Inclusion
Sarah Harrington, Chief Officer Programme Lead
James Purkiss, Police Federation (Devon and Cornwall)
Anna Marchant, Administration Services Officer

Joanna Manley, HR Organisational Support (Dorset)
Sean Hounsell, Alliance Head of People (HR Operations)
Abbie Clark, ER Procedure and Projects Manager
Zoe Holifield, HR Change Projects Manager
Andy Cole, Health and Safety Manager
Carol Grocott, ER Strategy and Policy Lead
Jon Nickson, Wellbeing Manager
Rebecca Ousley, Specialist Support Coordinator

Apologies

Alexis Poole, Assistant Chief Officer – People
Nicky Anderson, Alliance Head of People (Resourcing and Development)
Dan Evans, Superintendents Association Chair (Devon and Cornwall)
Jared Parkin, Superintendent Association (Dorset)
Kate Bendelow, Trade Union Strategic rep (Devon and Cornwall)
Debi Potter, Unison (Dorset)

Shyrose Allibhai, Resourcing Manager
Carey Owen, Head of HR Organisational Support (Devon and Cornwall)
Andy Berry, Police Federation (Devon and Cornwall)
Julie Kendal, Strategy and Policy Lead
Karen Duke-Glover, Legitimacy Manager (Dorset)

04/22/27 Opening, Declaration of Interests and Future Scene Setting [FOIA Open]

Jo Mosley opened the meeting, welcoming members and noting apologies. No declarations of interest were made, no health and safety and equality and diversity issues were raised.

04/22/28 Minutes of previous meeting on 27 April 2022 [FOIA Open]

The minute of the previous meeting on 27 April 2022 were agreed as a true and accurate record.

04/22/29 Action Log [FOIA open unless specified below]

a. Action 44 Policies and Procedures for sign off – bonus payments (previous minute reference 02/22/11)

Members were advised that it was anticipated that the action would be closed at the Board on the 22 June 2022.

b. Action 49 Risk Register (previous minute reference 02/22/15) [FOIA closed s.43]

c. Action 54 People Strategy (previous minute reference 03/22/22) [FOIA closed s.22]

d. Action 58 Alliance Medical Intervention Funding Guidance J-Pr-102 (previous minute reference 03/22/23)

The action was deferred to the Board on the 22 June 2022.

04/22/30 Policies and procedures for sign off [FOIA open]

a. Pay Progression Standard

Members received and noted the verbal update on the Pay Progression Standard presented by Steve Penford. It was highlighted that the Pay Progression Standard launched on the 1 April 2022 with the first pay decisions anticipated on the 1 April 2023 at the earliest.

Following consultation with the Home Office a revision to the proposals was awaited which would provide details of the exemptions applied within the Pay Progression Standard. The Pay Progression Standard would be presented to a future Board following the inclusion of the revisions and exemptions agreed with the Home Office.

The Board noted that the Pay Progression Standard referenced the requirement for officers to have completed their PDR within the preceding 12 months of their increment date and it was highlighted that the Police Federation were in discussion with Employee Relations and were aware of the changes made by the Home Office. It was noted that communication at the beginning of 2023 was key in order to ensure Devon and Cornwall and Dorset were informed of the changes as a result of the Pay Progression Standard.

04/22/31 Health and Wellbeing Update [FOIA open]

Members received and noted the verbal update on Wellbeing presented by Jon Nickson which included a presentation on the sickness absences recorded across Devon and Cornwall and Dorset. The following key points were made:

- The Oscar Kilo van continued to visit sites across Devon and Cornwall and Dorset. The team had experienced a high volume of visits.
- The Wellbeing team had seen an increase in the number of the requests from departments for wellbeing inputs.
- The Mental Health Misconduct Peer Support pilot in Devon and Cornwall was progressing well with all misconduct cases allocated peer support.

- The Mental Wellbeing Plan was being updated, with consultation taking place regarding the proposals for the Plan contents for the next 2 years.
- Financial wellbeing support was being considered by Assistant Chief Officer – People in liaison with the Police Federation and Wellbeing team in order to consider options for support to both organisations.
- The Police Federation Welfare van would be carrying out visits across Devon and Cornwall during the summer period.
- A sickness absence presentation highlighted an increase in absence which related to COVID and mental health.

Following the update, the actions below were recorded:

1. Following the end of the Mental Health Misconduct Peer Support pilot in Devon and Cornwall, the Board would review the pilot and a discussion would be held to consider the commencement of the Mental Health Misconduct Peer Support service in Dorset.
For action by: Jon Nickson
2. An update on the Financial Wellbeing activity to be provided at the Board on the 22 June 2022.
For action by: Alexis Poole
3. A future Board to consider officer sickness absences with particular focus on mental health and management of absences.
For action by: Jon Nickson
4. A presentation on top level themes raised by visitors to the Oscar Kilo van to be presented to the Board on 22 June 2022 with a view to supporting a reduction in sickness absence, reducing attrition and delivering excellence in policing across Devon and Cornwall and Dorset.
For action by: Jon Nickson

04/22/32 People Strategy [FOIA closed s.22 Information intended for future publication]

04/22/33 Policy leads strategic updates

a. Positive Action

Members received and noted the update on Positive Action from Sarah Birch. It was highlighted that Positive Action Ambassadors had been relaunched with areas of focus being coaching and mentoring, attraction, candidate support and promotion programmes. Members were encouraged to promote the opportunity for individuals to become Positive Action Ambassadors with activity being undertaken to recruit Ambassadors over the next 12 to 18 months.

For action by: All Members

Date, Time and Location of Next Meeting

There being no other business the meeting closed at 2.43pm. The next Strategic People Board meeting will be held on 22 June 2022 commencing at 2.00pm via Microsoft Teams.