



WORKING
TOGETHER



**DORSET
POLICE**

Strategic People Board

22 June 2022

Commences at 2.00pm

Via Microsoft Teams

Attendance

Alexis Poole, Assistant Chief Officer – People (Chair)	Raj Patel, Head of Equality, Diversity and Inclusion
Nicky Anderson, Head of People Department	Sandie Williams, HR Operations Manager
Andy Cole, Health and Safety Manager	Jon Nickson, Wellbeing Manager
Joanna Manley, HR Organisational Support (Dorset)	Steven Penford, Alliance Head of Employee Relations
Carey Owen, Head of HR Organisational Support (Devon and Cornwall)	Dan Evans, Superintendents Association Chair (Devon and Cornwall)
Shyrose Alibhai, Resourcing Manager	Sarah Birch, Strategy and Policy Lead
Abbie Clark, ER Procedure and Projects Manager	Delphine Jones, Strategy and Policy Leads
Claire Mead, Strategy and Policy Lead	Carol Grocott, Strategy and Policy Leads
James Purkiss, Police Federation (Devon and Cornwall)	Kate Bendelow, Trade Union Strategic rep (Devon and Cornwall)

Apologies

Jo Mosley, Director of People and Support Services (Dorset)	Tom Holmes, Superintendent Local Policing
Karen Duke-Glover, Legitimacy Manager (Dorset)	Zoe Holifield, HR Change Projects Manager
Jeanette Ritson, Learning and Development Manager	Karen Stacey, Police Federation
Andy Berry, Police Federation	Paul O'Dwyer, Unison (Devon and Cornwall)
Bill Stevens, GMB Union rep	Debi Potter, Unison (Dorset)
Rebecca Ousley, Specialist Support Coordinator	

05/22/34 Opening, Declarations of Interest and Future Scene Setting [FOIA open]

Alexis Poole opened the meeting, welcoming members and noting apologies. The members were made aware that in the absence of Specialist Support the meeting was recorded to allow the minutes to be created at a later date. Declarations of interest were declared for all members for the Pay Awards update. No health and safety and equality and diversity issues were raised.

05/22/35 Minutes of the Previous Meeting [FOIA open]

The minute of the previous meeting on 25 May 2022 were agreed as a true and accurate record.

05/22/36 Action Log [FOIA various]

a. Action 44 Policies and Procedures for sign off – Bonus Payments (previous minute reference 04/22/29) [FOIA open]

Steve Penford informed members that the Alliance Bonus policy would return with an amendment which would apply the £50 minimum to Officers and Staff. It was confirmed that consultations would not be conducted as the policy had been previously approved, but those who would have been consulted would be notified of the intentions.

Action discharged.

It was requested that a focus be given to Equality, Diversity and Inclusion work conducted by Karen Duke-Glover and Raj Patel at the 27 July meeting.

For action by: Specialist Support Hub

b. Action 54 People Strategy (previous minute reference 04/22/29) [FOIA closed s.22]

c. Action 58 Alliance Medical Intervention Funding Guidance J-Pr-102 (previous minute reference 04/22/29) [FOIA open]

Action discharged.

d. Action 62 Health and Wellbeing Update – Misconduct Peer Support Pilot (previous minute reference 04/22/21)

The group agreed that action 62 would be due for an update at the April 2023 meeting.

e. Action 64 Health and Wellbeing Update – Sickness Absence (previous minute reference 04/22/31)

The group agreed that action 64 would be due for an update at the July 2022 meeting.

f. Action 65 Health and Wellbeing Update – Oscar Kilo Van (previous minute reference 04/22/31)

Action discharged.

g. Action 66 People Strategy (previous minute reference 04/22/32) [FOIA closed s.22]

h. Action 67 People Strategy (previous minute reference 04/22/32) [FOIA closed s.22]

i. **Action 68 Policy Leads Strategic Updates – Positive Action** (previous minute reference 04/22/33)
Action discharged.

j. **Action 63 Health and Wellbeing Update – Financial Wellbeing** (previous minute reference 04/22/31) [FOIA open]

Work had been conducted across the organisation including touring of the Oscar Kilo van which raised awareness and engagement. Wellfest would feature events focused on financial wellbeing and support had been considered in the development of the mental health plan. Trade Unions had been engaged and new recruits were made aware of the support combined with regular updates to existing staff and Officers. Sharepoint had been updated and national events would be conducted.

Action discharged.

Concerns were raised that the updated Sharepoint could be missing support that were available. Alexis Poole would send her list of support areas to Jon Nickson so it could be confirmed that the site contained the relevant information.

For action by: Jon Nickson

Discussion was held regarding the current financial issues, including the use of the organisation Number One Copperpot and it was confirmed that enabling a robust payroll to ensure timeliness was a priority, and conversations had been held. Internal food banks had been discussed and it was suggested that those remain external due to stigma. Potential options for allowing access to earned funds prior to paydays had been investigated, and it was suggested that the cut-off dates for submitted mileage and overtime could be reviewed. It was highlighted that with all available options the organisation must make employees aware of any possible accompanying detriment, such as to pensions. Further options would be discussed with individuals and updates would follow in relation to the Compassionate Fund.

05/22/37 Policies and procedures for sign off [FOIA Closed s.22 Information Intended for Future Publication]

05/22/38 Health and Safety Initial Training [FOIA Closed s.22 Information Intended for Future Publication]

05/22/39 Police Officer Uplift Programme [FOIA open]

Nicky Anderson provided a brief verbal update regarding the Police Uplift Programme with the following points highlighted:

- Both organisations were green nationally and additional areas were being measured.
- All organisations were red or amber for attrition, with Devon and Cornwall in the amber category, and attrition was being monitored closely and was stabilising.

- Devon and Cornwall and Dorset had submitted a bid for additional acceleration of recruitment from next year to the current year as not all forces across the nation were expected to meet their targets. That allowed for increased recruitment for Dorset but does not affect Devon and Cornwall.
- The aim was to recruit 521 into Devon and Cornwall and 185 into Dorset and additional projects were being run across the organisations regarding recruitment.

Concerns had been raised regarding pay, particularly for Student Officers. Devon and Cornwall were advertising the lower salary and it was thought this could impede against attraction. The NPCC (National Police Chiefs Council) had recommended removal of the lower pay point, which had been considered but should be reviewed again.

Clarity was requested regarding the options available to Devon and Cornwall in relation to student office paycales and the timeline for the removal of the lower pay point as Dorset needed to decide to stay at their currently advertised rate or raise the starting salary once more.

For action by: Steve Penford

The starting pay had been discussed by the Ethics Committee and it was raised that staff were not confident when discussing the starting pay, and there were additional geographical challenges due to the large area covered by the organisations. Work had been completed regarding bursaries and there was potential for use. It was highlighted that any actions needed to contain a clear Equality Impact Assessment and in light of changing circumstances the options would be reviewed.

The briefing on potential options to assist those who would struggle financially would be shared with Nicky Anderson and Shyrose Allibhai.

For action by: Steve Penford

Action discharged

- A retention summit had been requested and leavers surveys would be conducted.
- Interest was being gauged in the 30 plus scheme whilst it was out for consultation.
- Secondments and ELBs would be discussed at the Demand Group on 23 June 2022 as that could aid retention but welfare needed to be considered.
- Work was being undertaken to understand the strains within the business.

The members thanked Nicky for the update.

05/22/40 Officer and Staff Pay Awards [FOIA closed s.22 Information Intended for Future Publication]

05/22/41 Risk register [FOIA closed s.43 Commercial Interests]

05/22/42 People Strategy Quarterly Update [FOIA open]

Claire Mead presented a paper regarding the People Strategy Quarterly Update with the following key points highlighted:

- All 4 quarters for the 21/22 performance year had been completed.
- Activity had been undertaken throughout the year against strategic objectives.
- Based on the approval of the strategy at the last meeting a new tab had been created in preparation for the 22/23 performance year and collection of feedback for Q1 would begin in July in readiness for the September quarterly Strategic People Board.

05/22/43 HMICFRS PEEL Report Dorset [FOIA open]

The update on HMICFRS PEEL Report for Dorset would be carried over to the 27 July 2022 meeting and a paper would be provided by Claire Mead.

For action by: Claire Mead and Specialist Support Hub

05/22/44 Mental Wellbeing Plan [FOIA open]

a. Mental Wellbeing Plan

Jon Nickson presented the papers regarding the Mental Wellbeing Plan, which had been updated from the previous plan following discussion with various groups. The plan fed into the National Health at Work Commitment which both organisations had adopted and had been structured around the commitments set out nationally.

The Mental Wellbeing plan contained 64 activities of which 22 were new and had not been to consultation with all of the new additions. The plan would be reviewed by the members and feedback provided. The report would be amended to include a timeline for delivery and owners would be assigned to the activities. Following feedback from the members the amended paper would be brought back to the 27 July 2022 meeting for approval.

For action by: All members and Jon Nickson

b. Oscar Kilo Van Tour issues [FOIA Open]

The Oscar Kilo van had been operating for three years and had visited all three counties manned with various welfare team members. 1652 staff had visited the van with 359 trying the healthy lifestyle scales, which led to positive engagement. Nutrition information was being created for both organisations.

The interactions with the van had raised that increased support was required following traumatic incidents and the Sharepoint site required updating to better signpost to grief and bereavement services. New interventions were being considered to support people following incidents. It was noted that additional support was required to allow people to recover when struggling. Financial wellbeing and lack of attendance at the vans by senior officers was raised.

The debrief of the Oscar Kilo Van Tour update would be circulated to Jo Mosley following the meeting.

For action by:

Sarah Harrington and Jon Nickson

Action discharged

The members thanked Jon for his updates.

05/22/45 Update on formal Health and Safety Notices [FOIA open]

Andy Cole confirmed there were no formal Health and Safety Notices at this time.

05/22/46 Minutes for noting and updates by exception from other meetings/boards [FOIA Open]

It was noted that no minutes had been received by the Board for circulation at the time of the meeting. The Chairs for the Devon and Cornwall Health & Safety, Dorset Police Health & Safety, People Function I.T Group, Resourcing Plan Update and Training Plan Update groups would ensure the minutes from those meetings were circulated for noting by the Board.

For action by:

Andy Cole and Nicky Anderson

Action discharged

The members were informed that the People Function I.T Group had met prior to the Strategic People Board meeting but did not have minutes recorded as standard. The updates from the previous meeting were:

- Cohort would replace the existing Occupational Health (OH) system by November.
- Recruitment was ongoing.
- Electronic file conversion was being undertaken.
- Working Time Recording would be unsupported from July 2022 and the risk was being managed through ICT as it was not expected that a replacement would be in place by then. HR Operations and Resource Management Unit (RMU) would be working to progress this.
- Corporate Development were supporting the development of an application for the monitoring of working time for both organisations.
- The aligning of the Learning Management System across the organisations was being investigated.
- Capacity was a challenge with the e-PDR system.
- Work was being undertaken towards Agresso optimisation.
- Further discussions would need to be held regarding PDR and what shape that may take in future.

05/22/47 Update from HR Operations and Update from People Resourcing and Development [FOIA open]

No updates or critical matters were raised.

05/22/48 Strategic People Board future requests [FOIA open]

Updates on targeted variable Superintendents and Harmonisation had been requested. The members agreed that an update on Harmonisation would be provided at the 27 July 2022 meeting.

For action by: Specialist Support Hub

An update had been provided regarding targeted variable Superintendents outside of the meeting. A query was raised regarding the processes involved in the consultation progress and would be addressed outside of the meeting.

Date, Time and Location of Next Meeting

There being no other business the meeting closed at 3.57pm. The next Strategic People Board meeting will be held on 27 July 2022 commencing at 2.00pm via Microsoft Teams.