



WORKING
TOGETHER



**DORSET
POLICE**

Strategic People Board

Wednesday, 24 August 2022

Commenced at 2pm

Via Microsoft Teams

Attendance

Jo Mosley, Assistant Chief Officer - People & Support Services (Chair)

Raj Patel, Head of Equality, Diversity and Inclusion

Sean Hounsell, Alliance Head of People (HR Operations)

Abbie Clarke, ER Procedure and Projects Manager

Claire Mead, Strategy and Policy Lead

Carol Grocott, ER Strategy and Policy Lead

Kate Bendelow, Trade Union Strategic rep (Devon and Cornwall)

Paul O'Dwyer, Unison (Devon and Cornwall)

Jim Purkiss, Police Federation (Devon and Cornwall)

Nicky Anderson, Alliance Head of People (Resourcing and Development)

Andy Cole, Health and Safety Manager

Steve Penford, Alliance Head of Employee Relations

Jo Manley, HR Organisational Support (Dorset)

Sarah Birch, Strategy and Policy Lead

Claire Flounders, Alliance HR Manager

Paul Kessell, Alliance Professional Standards Department

Debi Potter, Unison (Dorset)

Guests

Toby Davies, Superintendents Association (Devon and Cornwall)

Apologies

Alexis Poole, Assistant Chief Officer – People (Devon and Cornwall)

Shyrose Allibhai, Resourcing Manager

Donna Wright, Learning and Development Manager (Dorset)

Delphine Jones, Strategy and Policy Lead

Dan Evans, Superintendent Association (Devon and Cornwall)

Jared Parkin, Superintendents Association (Dorset)

Bill Stevens, GMB (Devon and Cornwall)

Beth Holmes, HR Manager (Corporate Support)

Carey Owen, Head of HR Organisational Support (Devon and Cornwall)

Sandie Williams, HR Operations Manager

Sarah Harrington, Chief Officer Programme Lead (Dorset)

Zoe Holifield, HR Change Manager

Andy Berry, Police Federation (Devon and Cornwall)

Karen Duke-Glover, Legitimacy Manager (Dorset)

Julie Kendall, Strategy and Policy Lead

Jon Nickson, Wellbeing Manager

07/22/63 Opening, Declaration of Interests, Health and Safety and Future Scene Setting [FOIA Open]

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

Toby Davies and Jo Mosley advised that they wished to raise items under any other business at the end of the meeting.

07/22/64 Minutes of the Previous Meeting [FOIA Open]

The minutes from the previous meeting on 27 July 2022 were agreed as a true and accurate record with the following amendment to be made:

1. Minute reference 06/22/54 Policies and procedures for sign off – Alliance Medical Intervention Funding Procedure, the approved recommendation 1 to be amended as follows:
 - An amendment to the wording within the Procedure, page 2 second bullet point removing the word 'preference' and replace with the word 'consideration'. [FOIA closed s.22]
Action discharged

07/22/65 Action Log [FOIA various]

- a. **Action 64 Health and Wellbeing Update – Sickness Absence (previous minute reference 04/22/31) [FOIA open]**
Action carried forward to the 21 September 2022 Board.
For action by: Jon Nickson, Carey Owen and Jo Manley
- b. **Action 87 Focus – Equality, Diversity and Inclusion (EDI) (previous minute reference 06/22/55) [FOIA open]**
Briefing provided under minute reference 07/22/66, action therefore discharged.
Action discharged.
- c. **Action 88 Positive Action Ambassadors (previous minute reference 06/22/56) [FOIA open]**
Members were reminded to undertake action in supporting individuals to become ambassadors.
Action discharged.
- d. **Action 89 Positive Action Ambassadors – Dorset (previous minute reference 06/22/56) [FOIA open]**
Sarah Birch to provide an update to the 21 September 2022 Board.
For action by: Sarah Birch

e. Action 90 Workforce Representation Update (previous minute reference 06/22/57) [FOIA open]

Sarah Birch to provide an update to the 21 September 2022 Board.

For action by: Sarah Birch

f. Action 91 Finalised Mental Wellbeing Plan 2022-24 - minimum staffing levels (previous minute reference 06/22/58) [FOIA open]

Action carried forward to 21 September 2022 Board.

For action by: Alexis Poole

g. Action 94 Health and Safety Update Initial Training (previous minute reference 03/22/19, 04/22/25 (Joint Executive Board) [FOIA open]

Briefing provided under minute reference 07/22/67. Action therefore discharged.

Action discharged.

07/22/66 Equality, Diversity and Inclusion – Action 87 [FOIA Open]

Members received and noted the Equality, Diversity and Inclusion Key Activity update presented by Jo Mosley. The presentation provided details of the activity undertaken within Dorset and included details of the two areas of focus, being the national Equality, Diversity and Inclusion Strategy and the Race Action Plan.

The presentation was available from the Specialist Support Hub.

07/22/67 Devon and Cornwall Police and Dorset Police Health and Safety in Initial Training Update August 2022 – Action 94 [FOIA closed s.22 information intended for future publication]

07/22/68 Pay Awards Update [FOIA open]

Members received and noted the verbal update provided by Steve Penford in relation to the Pay Award. It was confirmed that the police officer pay award had been set and implemented and the police staff pay agreement reached earlier in year had a re-opening clause which gave a commitment to there being no detriment to police staff as a result of an agreed police officer pay award. The re-opening clause had been triggered and activity was being undertaken at a national level in this regard.

07/22/69 Misconduct Team Update [FOIA open]

Paul Kessell joined the meeting.

Members received and noted the Misconduct Team update provided by Jo Manley. The paper provided details of the activity being undertaken by the dedicated team who were supporting the

management of misconduct cases across both forces. It was highlighted that good progress was being made to reduce the backlog with consideration being given to best practice across both forces in order to ensure a consistent process for the management of misconducts in the future.

It was highlighted that the length of investigations could have an effect on the wellbeing of individuals involved and the implementation of a dedicated team to support the management of misconducts was welcomed by the Trades Unions and Superintendents Association.

A review of the misconduct dedicated team's impact on the backlog and lessons learned would be undertaken in 6 months' time with an update provided to the Board.

For action by: **Jo Manley and Sean Hounsell**

Discussion then focussed on the chairing of misconduct panels and the current arrangement where the presiding officer (Chair) was a senior member of the Human Resources (HR) team. Member discussed the opportunities for an independent Chair outside of HR which may provide transparency due to the fact that the misconduct process sat within HR. It was highlighted that the Chair should have knowledge of employment legislation and HR liaised closely with Professional Standards in the management of all misconducts. Members were advised that Professional Standards were keen for a consistency in approach for officers and staff with a move nationally for staff investigations to transfer from HR departments to Professional Standards. Members were advised that Professional Standards were not aware of anyone other than a member of HR chairing misconduct panels.

07/22/70 Occupational Health Programme Monthly Update [FOIA open]

Members received and noted the Occupational Health Programme Monthly Update that was produced by Sean Hounsell. In Sean Hounsell's absence, Jo Mosley advised that the Occupational Health Service within Dorset would move to an in-house service initially operating under an interim model provided by the Alliance ICT Department until the procurement of the in-house ICT solution. The paper presented gave an overview of the programme with the Board requiring reassurance and higher levels of detail due to the risks and complexity of the Occupational Health Programme.

Raj Patel left the meeting.

It was confirmed that a monthly update was required for the Board until the delivery of the new service. The update would include a high level timeline, delivery plan including resourcing, finances, risk register and issues log with mitigations and contingencies. It would also provide details of the agreement regarding the transition with the current provider and potential extended service provision/transition, data and governance and the full agreement with ICT of what they were expected to deliver and when together with the detail of the interim solution.

For action by: **Sean Hounsell**

It was noted that due to the number of officer recruitment drives currently being undertaken, HR relied heavily on the Occupational Health service particularly in relation to the completion of medicals for police officer joiners.

Raj Patel rejoined the meeting.

07/22/71 HR File Management System Update [FOIA closed s.43 Commercial Interests]

07/22/72 Policies and Procedures Approval [FOIA as stated below]

a. Pay Progression Standard Update [FOIA open]

Members received a verbal update on the Pay Progression Standard from Steve Penford. It was highlighted that the Board had approved the Pay Progression Standard on 3 March 2022 and subsequent to that approval further guidance had been received from the Home Office. An updated Policy and Procedure following a review of the Home Office guidance would be presented to the 21 September 2022 Board for consideration.

For action by: Steve Penford

Paul Kessell left the meeting.

07/22/73 Papers for noting [FOIA as stated below]

a. Health and Safety Update – Joint Executive Board 02.08.22 [FOIA closed s.22 information intended for future publication]

b. Health and Wellbeing Update – Joint Executive Board 02.08.22 [FOIA closed s.22 information intended for future publication]

07/22/74 Any Other Business [FOIA as stated below]

a. NPCC Guidance – Re-joiners [FOIA closed s.22 information intended for future publication]

b. Wellbeing Passport [FOIA open]

A request was made by Jo Mosley for the 21 September 2022 Board to receive a paper on the Wellbeing Passport. The paper would include a review of outcomes of the utilisation of the Wellbeing Passport across forces and how the criteria set by the Board had been achieved.

For action by: Carey Owen

Date, Time and Location of Next Meeting

There being no other business the meeting closed at 3.33pm. The next Strategic People Board meeting will be held on 21 September 2022, commencing at 2pm Via Microsoft Teams.