



WORKING
TOGETHER



**DORSET
POLICE**

Devon and Cornwall and Dorset Police Extraordinary Strategic People Board Meeting held on Thursday 7 September 2023 Via Microsoft Teams and commenced at 10.00am

Attendance

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

Jo Manley (Head of HR Organisational Support)
(Dorset)

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

Abbie Clarke (ER Procedure and Projects
Manager)

Karen Stacey (Police Federation) (Dorset)

Stacy Wilkins (Senior ER Officer)

Paul O'Dwyer (Unison) (Devon and Cornwall)

Kate Bendelow (Trade Union Strategic
Representative) (Devon and Cornwall)

Jo Mosley (Assistant Chief Officer – People and
Support Services) (Dorset)

Steve Penford (Head of Employee Relations)

Shyrose Allibhai (Resourcing Manager,
Alliance R&D)

Larry Lea (COG Support Officer Sergeant)

Jim Purkiss (Police Federation) (Devon and
Cornwall)

Claire Mead (Strategy and Policy Lead)

Bill Stevens (GMB Union Representative)

Julie Taylor (Executive Assistant)

Apologies

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

Julie Kendall (Strategy and Policy Lead)

Jon Nickson (Wellbeing Manager)

James Dimmack (Police Federation – Dorset)

Dr Simon Jaques (Chief Medical Officer)

Sarah Birch (Strategy and Policy Lead)

Zoe Holifield (HR Change Projects Manager)

Debi Potter (Unison – Dorset)

09/23/71 Opening, Declaration of Interests and Future Scene Setting [FOIA Open]

Alexis Poole opened the meeting, welcoming members and noting apologies. No Health and Safety or equality issues were raised. The following declarations of interest were declared:

Item	Member	Reason	Action
Minute reference 09/23/72	All members	Members of Dorset Joint Leadership Board	Noted
Minute reference 09/23/72d	Bill Stevens	Councillor	Noted

Minute reference 09/23/72f	All members	In receipt of call out and standby allowances	Noted
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09/23/72 People Harmonisation procedures, Batch 2 – Policies and Procedures for Approval [FOIA Open unless exemptions below]

- a. Employer Supported Policing Leave [FOIA Closed s.22]**
- b. Public Service Leave [FOIA Closed s.22]**
- c. Public Service Leave – Reserve Forces, Rescue Services and Fire Service [FOIA Closed s.22]**
- d. Public Service Leave – Public Duties and Jury Service [FOIA Closed s.22]**
- e. Compassionate Leave**
Steve Penford presented the Compassionate Leave (officers and staff) step by step (J-Pr-272) paper which had been through consultation with relevant feedback responded to and was presented for approval.

There being no comments, the Board approved:
1. Compassionate Leave (officers and staff) step by step (J-Pr-272).
- f. Payments for Standby and Call Outs (staff) [FOIA Closed s.22]**
- g. Unpaid Leave**
Steve Penford presented the Unpaid Leave step by step (J-Pr-278) which had been through consultation with relevant feedback responded to and was presented for approval.

There being no comments, the Board approved:
1. Unpaid Leave step by step (J-Pr-278).
- h. Equality Impact Assessments – Leave and Time Off and Pay**
Members of the Board wished to record their appreciation of the work of the Employee Relations Team and the Legitimacy Team on the production and quality of the Equality Impact Assessments (EIAs) which had been instrumental in assisting in the decision-making throughout.

Date, Time and Location of Next Meeting

There being no other business the meeting closed at 11.26. The next Extraordinary Board meeting will be held on 14 September 2023 commencing at 2pm Via Microsoft Teams.