



WORKING
TOGETHER



**DORSET
POLICE**

Strategic People Board

Thursday 14 September 2023

Commenced at 2.00pm via Microsoft Teams

Attendance

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

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

Jim Richardson (Head of People – HR Operations)

Abbie Clarke (ER Procedure and Projects
Manager)

Debi Potter (Unison) (Dorset)

Annette Sparks (Unison) (Devon and Cornwall)

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

Steve Penford (Head of Employee Relations)

Dr Simon Jaques (Chief Medical Officer)

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

Bill Stevens (GMB Union Representative)

Lisa O'Donnell (Executive Assistant)

Apologies

Jo Arundale (Superintendent Professional
Standards) (Devon and Cornwall)

Jared Parkin (Superintendents Association)
(Dorset)

Raj Patel (Head of Equality, Diversity, and
Inclusion) (Devon and Cornwall)

Darrol Morris (Workforce Planning Manager)

John Wood (Health and Safety Manager)

Larry Lea (COG Support Officer Sergeant)

James Dimmack (Police Federation) (Dorset)

Sarah Birch (Strategy and Policy Lead)

Carol Grocott (ER Strategy and Policy Lead)

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

Tom Holmes (Superintendents Association)
(Devon and Cornwall)

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

Nicky Anderson (Head of People –
Resourcing and Development)

Zoe Holifield (HR Change Projects Manager)

Shyrose Allibhai (Resourcing Manager)

Karen Stacey (Federation) (Dorset)

Jim Purkiss (Police Federation) (Devon and
Cornwall)

Julie Kendall (Strategy and Policy Lead)

Claire Mead (Strategy and Policy Lead)

Guests

Stacey Wilkins (Senior ER Officer) (Devon and
Cornwall) (for minute reference 10/23/74 only)

10/23/73 Opening, Declaration of Interests and Health and Safety Obligations [FOIA Open]

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

10/23/74 Policies and Procedures for Approval [FOIA Open unless exemptions below]

Steve Penford advised members the policies being presented to the Board had been through appropriate consultation via the People Transformational Steering Board (PTSB) where approval had been gained, and through all relevant federations and unions.

a. Career Breaks Step by Step [FOIA Closed s.22]

b. Honoraria Step by Step

Steve Penford presented the Honoraria Step by Step (J-Pr-280) which had been through consultation with relevant feedback responded to and was presented for approval.

There being no comments, the Board approved:

1. The Honoraria Step by Step J-Pr-280.

c. Market Supplements Step by Step

Steve Penford presented the Market Supplements Policy (J-Pr-282) which had been through consultation with relevant feedback responded to and was presented for approval.

There being no comments, the Board approved:

1. The Market Supplements Step by Step J-Pr-282.

d. Pay Progression Procedural Guidance

Steve Penford presented the Pay Progression Procedural Guidance (J-Pr-284) which had been through consultation with relevant feedback responded to and was presented for approval.

There being no comments, the Board approved:

1. The Pay Progression Procedural Guidance J-Pr-284.

e. Pay Protection Procedural Guidance

Steve Penford presented the Pay Protection Procedural Guidance (J-Pr-274) which had been through consultation with relevant feedback responded to and was presented for approval.

There being no comments, the Board approved:

1. The Pay Protection Procedural Guidance J-Pr-274.

f. Accelerated Increments Step by Step

Steve Penford presented the Accelerated Increments Step by Step (J-Pr-286) which had been through consultation with relevant feedback responded to and was presented for approval.

There being no comments, the Board approved:

1. The Accelerated Increments Step by Step J-Pr-586.

g. Time off for Sports and Other Representations Procedural Guidance [FOIA Closed s.22]

h. Buying Additional Leave Procedural Guidance

Steve Penford presented the Buying Additional Leave Policy (J-Pr-290) which had been through consultation with relevant feedback responded to and was presented for approval.

There being no comments, the Board approved:

1. The Buying Additional Leave Procedural Guidance J-Pr-290.

i. Payments for Working Additional Hours Procedural Guidance

Steve Penford presented the Payments for Working Additional Hours Procedural Guidance (J-Pr-292) which had been through consultation with relevant feedback responded to and was presented for approval.

There being no comments, the Board approved:

1. The Payments for Working Additional Hours Procedural Guidance J-Pr-292.

j. Equality Impact Assessments – Leave and Time Off, and Pay

Steve Penford presented the Equality Impact Assessments (EIAs) for Pay and Leave and Time Off which had been through consultation with relevant feedback responded to and were presented for approval.

There being no comments, the Board approved:

1. The Equality and Impact Assessment for Leave and Time Off.
2. The Equality Impact Assessment for Pay.

Date, Time, and Location of Next Meeting

There being no other business the meeting closed at 14.27pm. The next Strategic People Board meeting to be held on 28 September 2023, commencing at 2.00pm via Teams.