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PEOPLE POLICY AND DEVELOPMENT COMMITTEE

Tuesday 27 July 2010
10.30 am
Conference Room 1,
Police Headquarters,
Cannock Road, Stafford

NB: Members are reminded that the meeting will be preceded by a Workshop from 9.30 am to 10.30 am on “Force Leadership Portfolios” to which all Members of the Police Authority are invited. **(Handout will be provided on the day)**

ALAN WALLIS
Chief Executive
20 July 2010

A G E N D A

PART ONE

1. (a) Minutes of the Human Resources Committee held on 22 April 2010
- (b) Minutes of the People Policy and Development Committee (as Selection Panel) held on 8 June 2010
- (c) Minutes of the People Policy and Development Committee (as Selection Panel) held on 6 July 2010

2. Apologies

3. Declaration of Interests in accordance with Standing Orders 7.1 to 7.3

4. People Policy and Development Committee

(a) Terms of Reference

(b) (i) Nominations to Equality and Diversity Joint Panel

(ii) As agreed by the Authority, following its consideration of the Fit for Purpose Review's recommendations, each Strategic Committee is to receive a briefing from the Deputy Head of Corporate Services and her Team on the importance and role of equality and diversity for its particular areas of interest; the relevant strategies, policies and service delivery aspects; how these are monitored and reviewed in terms of their impacts and achieving the outcomes set (including the “Equality and Diversity Hub”); how independent advice, input and challenge is achieved; and how members will be kept briefed and up to date on issues and developments

(including the information available on the Intranet). It is suggested that this briefing take place at the Committee's November 2010 meeting.

(c) Scrutiny Plan 2010/11 (Plan attached)

Reports of the Chief Executive

5. Minutes of the Ill-Health Management Panel held on 8 June 2010

6. Police Authority Member Training, Seminar and Conference Evaluations

Report of the Chief Executive

7. Outcomes of Police Authority Members' PDR Process

Report of the Chief Executive

8. HMIC Workforce Inspection 2010 – “Working for the Public” - Update

Chief Constable to report

9. Special Priority Payments Scheme – Bonus Payments – Competency Related Threshold Payments

Report of the Chief Constable

10. Communities First Programme – People, Learning and Development Issues – Update and Overview

- **Human Resources**
- **Occupational Health**
- **Learning and Development**

Report of the Chief Constable

11. Annual Equality and Diversity Monitoring Report – 2009/10

Chief Constable to report (referring to availability of 2009/10 Monitoring Report on Force website)

12. HR Environment/Landscape

Update by the Director of Resources

13. Dates and Times of People Policy and Development Committee 2010/11

Thursday 4 November 2010
Wednesday 12 January 2011
Thursday 21 April 2011

All meetings to commence at 10.00am

14. Diversity Issues

To consider any implications and/or relevance of items on this agenda for the Authority's and Force's function and policies and the promotion of diversity.

15. Exclusion of the Public including the Press

The Chair to move:-

"That the public be excluded from the meeting for the following items of business which involve the likely disclosure of exempt information as defined in the paragraphs of Part 1 of Schedule 12A of the Local Government Act 1972 (as amended) indicated below and the

public interest not to disclose the information outweighs the public interest in disclosing it".

PART TWO

16. (a) Exempt minutes of the Human Resources Committee held on 22 April 2010

(exemption paragraph 1)

(b) Exempt minutes of the People Policy and Development Committee (as Selection Panel) held on 8 June 2010

(exemption paragraph 1)

(c) Exempt minutes of the People Policy and Development Committee (as Selection Panel) held on 6 July 2010

(exemption paragraph 1)

17. Exempt minutes of the Ill-Health Management Panel held on 8 June 2010

(exemption paragraph 1)

18. Forfeiture of Pension case – Update

(exemption paragraph 1)

Deputy Chief Executive to report

19. Employment Tribunals – Update

(exemption paragraph 1)

Report of the Chief Constable

20. Development of Force's HR Structure

(exemption paragraph 1)

Report of the Chief Constable