

**GWENT POLICE AUTHORITY**  
**Equality and Human Resources Committee**

**Date:** 7 December 2009

**Item No: 4b**

**Heading:** Annual Costed HR Plan 2009/10 – Half Yearly Report

**Report Author:** Chief Constable

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**SUMMARY**

The report gives progress against the 2009/10 Annual Costed HR Plan.

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**RECOMMENDATION(S)**

It is recommended that the contents of the report be noted.

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**BACKGROUND**

1. On 15 June 2009, the Equality and HR Committee received a report from the Chief Constable presenting the completed and ongoing work from the 2008/09 HR work plan and the annual costed HR work plan for 2009/10.

Members noted the content of the report and approved the Annual Costed HR work plan for 2009/10, subject to certain observations and amendments which were recorded in the minutes. Members also asked that the plan be converted back to a matrix for ease of reference.

**PROPOSAL FOR CONSIDERATION BY COMMITTEE/CURRENT POSITION**

2. The present report provides information on progress against the 2009/10 plan at the half year stage and this is presented in Appendix 1 in a matrix format for ease of reference.

**STAFFING/PERSONNEL IMPLICATIONS**

3. The Head of HR leads on the Annual Costed HR Plan and allocates members of his team with the various tasks within the plan.

**FINANCIAL IMPLICATIONS**

4. The costed elements of the HR plan for 2009/10 have been compiled by the Finance Department and are in line with the APA and Home Office Guidelines.

## **CONSULTATION**

5. Members of the HR Department have been consulted on the contents of the work plan.

## **PROJECT ASSESSMENT FOR EQUALITY AND DIVERSITY MATTERS**

6. This project/proposal has been considered against the general duty to promote equality, as stipulated under the Police Force's Equality Schemes, and has been assessed not to discriminate against any particular group.

## **RISK ASSESSMENT**

7. The force is required to have an annual costed HR plan in place. The elements of the plan could incur substantial risk if they are not addressed.

## **STAYING AHEAD (2011 REVIEW)**

8. The HR Department has been heavily committed in supporting the implementation of the 2011 review during 2009/10 and has taken the lead in several key areas, notably in working with senior line managers in the implementation of the service reviews of Legal Services, Corporate Communications, ICT, Service Development, People Services and Business Support. The HR Department has also worked closely with the Finance Department and Business Managers in the management and control of establishment changes and in advising the DCC at weekly meetings of the HR Strategy Group which oversees all staff changes, redeployments and the filling of vacancies. This is still very much an ongoing requirement and will continue to 31 March 2010 and beyond.

## **CONCLUSION**

9. The work plan is in line with prescribed guidelines and provides a framework for the management and development of HR activity in the force. It is a living and dynamic document which is subject to change in line with the needs of the force.

## **CONTACT OFFICER**

10. R.V. Parker – Head of HR

## **BACKGROUND PAPERS**

11. Annual Costed HR Plan 2009/10

## **APPENDICES**

12. Appendix 1 – Matrix showing progress against the work plan.