


<u>OFFICE OF POLICE & CRIME COMMISSIONER</u>	
LEAD CHIEF OFFICER:	Deputy Chief Constable
TITLE:	People Services Outturn Report for 2018/19
DATE:	2nd March 2020
TIMING:	Annual
PURPOSE:	For monitoring
1.	<u>RECOMMENDATION</u>
1.1	To agree the 2018/19 outturn report for delivery against the People Plan for consideration at SPB.
2.	<u>INTRODUCTION & BACKGROUND</u>
2.1	The People Plan is a three year document, it highlights the 'as is' position; how we intend to move forward; how we measure the impact; and the key actions. The plan provides a clear direction for the Force and People Services to ensure we deliver against the Force priorities.
2.2	<p>As a result of an extensive consultation and engagement process, the plan was signed off in April 2016; it aligns to the priorities set out in the Force Delivery Plan and the Police and Crime Plan. The plan has the vision of the Chief Constable at the heart of the approach, with the purpose being to 'develop people with the skills and abilities to provide excellent policing services that meet the needs of the community, the organisation and the individual'. The key priorities are:-</p> <ol style="list-style-type: none"> 1. Maximise capability, capacity and resilience through the wellbeing agenda and the management and reduction of sickness absence. 2. Ensure the workforce is more representative of the communities we serve. 3. Support our leaders to deliver effectively, as well as be successful and help them to improve force morale and focus on improving performance against force priorities underpinned by the Code of Ethics. 4. Enable the continued successful implementation of organisational change programmes through effective workforce planning matching resources with finances. 5. Build professionalism and equip our officers and staff with the skills and knowledge they need to be successful in their roles to develop from 'good to great'. 6. Enable all our staff to realise their potential, through a clear framework for personal development and talent management.

3.	<u>ISSUES FOR CONSIDERATION</u>
3.1	The plan was previously agreed in April 2016, the purpose of the outturn report is to provide a progress update against the plan. Chief Officer team are requested to sign off the progress for submission to the Strategy & Performance Board (SPB). A new plan has been agreed for 2019.
4.	<u>NEXT STEPS</u>
4.1	The report will be submitted to SPB in March 2020 for comments and feedback.
5.	<u>FINANCIAL CONSIDERATIONS</u>
5.1	There are no financial considerations as part of this report.
6.	<u>PERSONNEL CONSIDERATIONS</u>
6.1	None
7.	<u>LEGAL IMPLICATIONS</u>
7.1	None applicable.
8.	<u>EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS</u>
8.1	This report has been considered against the general duty to promote equality, as stipulated under the Strategic Equality Plan and has been assessed not to discriminate against any particular group.
8.2	In preparing this report, consideration has been given to requirements of the Articles contained in the European Convention on Human Rights and the Human Rights Act 1998.
9.	<u>RISK</u>
9.1	All risks have been identified within the plan and measures put in place to mitigate them as much as possible.
9.2	Timing of additional resources and ability to get to required staffing levels may impact on some delivery.
10.	<u>CONTACT OFFICER</u>
10.1	Neil Lewis – Head of People Services
11.	<u>ANNEXES</u>
11.1	Outturn Report for 2018/19  People Services Outturn 18.19 v2 (00:

For OPCC use only

Office of the Chief Constable

I confirm that the People Plan Outturn Report 2018/19 has been discussed and approved at a formal Chief Officers' meeting.

It is now forwarded to the OPCC for **approval/monitoring purposes**.

Signature:

P. C. Kelly

Date: 19th February 2020

Police and Crime Commissioner for Gwent

I confirm that I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Code of Conduct.

The above request has my approval.

Signature:

Date: