

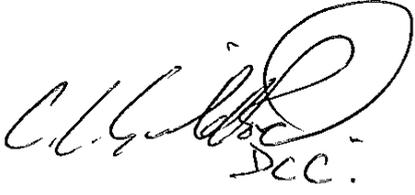
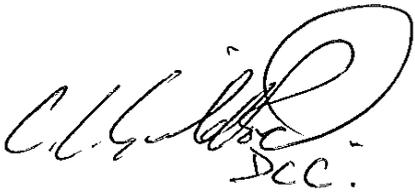
<b>OFFICE OF POLICE &amp; CRIME COMMISSIONER</b>	
<b>LEAD CHIEF OFFICER:</b>	Deputy Chief Constable
<b>TITLE:</b>	People Plan 2016 - 2019
<b>DATE:</b>	3 May 2016
<b>TIMING:</b>	Annual
<b>PURPOSE:</b>	For decision
<b>1.</b>	<b><u>RECOMMENDATION</u></b>
1.1	To agree the People Plan 2016 – 2019.
1.2	To agree the next stages in relation to further sign off and communication across the Force.
<b>2.</b>	<b><u>INTRODUCTION &amp; BACKGROUND</u></b>
2.1	<p>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 of travel for the Force and People Services to ensure we are able to deliver the significant challenges ahead. The plan has been produced in consultation with key stakeholders and 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"> <li>1. Maximise capability, capacity and resilience through the wellbeing agenda and the management and reduction of sickness absence</li> <li>2. Ensure the workforce is more representative of the communities we serve</li> <li>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</li> <li>4. Enable the continued successful implementation of organisational change programmes through effective workforce planning matching resources with finances</li> <li>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</li> </ol>

	<p>'good to great'</p> <p>6. Enable all our staff to realise their potential, through a clear framework for personal development and talent management</p>
<b>3.</b>	<b><u>ISSUES FOR CONSIDERATION</u></b>
3.1	The plan has been identified as part of a consultation process with key stakeholders. The Chief Officer Team are requested to agree the priorities and recommended ways forward.
<b>4.</b>	<b><u>NEXT STEPS</u></b>
4.1	The People Plan is a three year document, as successful outcomes for some of the people priorities will take longer than one year to realise. However, the environment within which the force operates during this period will change and for this reason the objectives are reviewed annually, cognisant of the factors that influence successful delivery. Each year will see the development of delivery plans, based against our position in achieving the priorities and the external determining influences. Throughout this time there will be engagement with the business through staff associations, governance groups and through our business partnering style and approach which will ensure we remain in tune with developments and that we are responsive to the organisational needs.
4.2	<p><b><u>TIMESCALES</u></b></p> <p>Feedback from key stakeholders on priorities – March 2016</p> <p>Chief Officer Team - People Plan presented and agreed - May 2016</p> <p>PCC Scrutiny - Publish People Plan progress – July 2016</p> <p>LPA Commanders/Heads Of Department - People Plan and Plan presented - August 2016</p> <p>Leaflets highlighting priorities/expectations circulated to all staff – September 2016</p>
<b>5.</b>	<b><u>FINANCIAL CONSIDERATIONS</u></b>
5.1	There will be a small cost requirement for the printing of leaflets for existing and new staff which will be from within existing budgets.
<b>6.</b>	<b><u>PERSONNEL CONSIDERATIONS</u></b>
6.1	As part of Staying Ahead 8, a review of People Services functions is currently taking place and is likely to have an impact of the structure, roles and functions. The delivery requirements contained within the People Plan will need to be considered when agreeing the resource/structure as we move forward.

<b>7.</b>	<b><u>LEGAL IMPLICATIONS</u></b>
7.1	None applicable.
<b>8.</b>	<b><u>EQUALITIES AND HUMAN RIGHTS CONSIDERATIONS</u></b>
8.1	This project/proposal 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.
<b>9.</b>	<b><u>RISK</u></b>
9.1	All risks have been identified within the plan and measures put in place to mitigate them as much as possible.
9.2	Resource implications to deliver the plan.
<b>10.</b>	<b><u>PUBLIC INTEREST</u></b>
10.1	It is in the public interest to have engaged, trained and motivated staff to support the force in achieving the priorities set out in the Force Delivery Plan and the Police and Crime Plan.
<b>11.</b>	<b><u>CONTACT OFFICER</u></b>
11.1	Neil Lewis, Head of People Services
<b>12.</b>	<b><u>ANNEXES</u></b>
12.1	Appendix A - Draft People Plan 2016 – 2016

## Public Access to Information

Information in this submission is subject to the Freedom of Information Act 2000 (FOIA) and other legislation. This submission will be made available on the OPCC website following consideration by the Police and Crime Commissioner.

<p>Are you satisfied that the contents and observations made are necessary and suitable for the public domain?</p>	
<p>In producing this submission, has consideration been given to 'public confidence'?</p>	
<p>If you consider that this submission should be exempt from the public domain, please state the reasons.</p>	

For OPCC use only

**Office of the Chief Constable**

I confirm that the People Plan 2016-19 report has been discussed and approved at a formal Chief Officers' meeting.

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

**Signature:**



**Date: 07.06.16**

	<b>Tick to confirm (if applicable)</b>
<b>Financial</b> The Chief Finance Officer has been consulted on this proposal.	√
<b>OPCC</b> The Chief of Staff has reviewed the request and is satisfied that it is correct and consistent with the PCC's plans and priorities.	√
<b>Legal</b> The legal team have been consulted on this proposal.	n/a
<b>Equalities</b> The Equalities Officer has been consulted on this proposal.	n/a

**Chief of Staff:**

I have been consulted about the proposal and can confirm that financial, legal, equalities etc... advice has been taken into account in the preparation of this report.

I am satisfied that this is an appropriate report to be submitted to the Police and Crime Commissioner for Gwent.

**Signature:**



**Date: 12.07.16**

**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:**