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| **Title:** | All Wales People and Organisational Development |
| **Date:** | May 2023 |
| **Responsible Officer:**  **Author(s):** | ACC Gunney  Mr Mark Stevenson |
| **Governance Meeting:** | Programme Board |
| **Version:** | 0.1 |

1. **DATE OF PREVIOUS MEETING(S)**
2. 3rd February 2023
3. **UPDATE (significant matters)**

**Resourcing**

1. Throughout uplift programme, central team have provided timely and detailed force performance data. Ensuring continuity of data post uplift will be extremely important to ensure continued information relating to diversity performance and attrition data. National framework provision now in place for enhanced self-service of recruitment data via QLIK platform. All Wales group now engaged with product and will ensure timely returns and feedback to enhance future development of this package.
2. National SIFT recruitment product. During the uplift programme, Welsh Forces resisted requests from the CoP to adopt the National SIFT product. The transition to this National product, as it was non-compliant with Welsh Language requirements, was considered to be a backward step for the Welsh forces and created additional administration and system use. The CoP were keen for alignment as it improved their National data collection and analytic capability and also ensured consistency in approach. The Welsh forces response, managed by NWP, has been balanced and robust. After several conversations with the CoP a compromise position has been agreed which enables the new SIFT product to be adopted but within our existing workflows, without the need for the adoption of a separate and costly system. Work continues to ensure alignment and data integrity with the CoP.
3. All forces met their initial respective Uplift recruitment targets and additionality, where requested. All forces have also managed to increase representation of minority ethnic officers and improve gender representation. Home officer will continue to monitor adherence to agreed numbers throughout the year and whilst initial targets have been met, challenges remain to ensure ongoing scrutiny. All Wales group is planning a post campaign review to ensure good practice developed through the uplift programme is shared and centrally captured.
4. Police officer Initial recruitment Assessment Centres: CoP have indicated that online assessment centres will remain in place. There is an opportunity to collaborate on the post assessment interview and liaise with the College on how that could be improved. Work commissioned with the Metropolitan Police has explored the feasibility of introducing an additional element to the online assessment that would include areas such as resilience testing. This didn’t come to fruition and is now part of the 2024 work plan. All Wales group will continue to explore the commercial feasibility of re-establishing a central model for Police officer assessment process (including second round interview assessments).
5. ‘Non-Degree Entry Route’: Following the announcement by the Home Secretary to explore options to introduce a ‘non degree entry route’. All Wales group has contributed to National discussion informing the potential design of recruitment and training associated with the possible new route.

**Wellbeing**

1. Patient Management System: Work is progressing, with significant design and build work already taken place (SWP/GP/DPP). Gwent will be the first to adopt and have been progressing with an implementation plan. Systems alignment has been a challenge, but good progress continues to be made. The aim is for the patient management system to provide a better service in terms of booking appointments and arranging attendance. It will provide more data and assist in aligning with some areas of the blue light framework. Data and information can be streamlined from officers and staff using the service. It will be more interactive, intuitive, and akin to some of the services available in the NHS in terms of how you can book and cancel appointments. Self help and support material will also be available. A full evaluation of the system will be undertaken before phase 2 implementation in SWP.

**Learning & Development**

1. Executive Leadership programme: A new route, replacing the PNAC assessment process, has been quickly designed and implemented. Familiarisation events have been held and further details are on the College website. It is anticipated there will be a higher than usual number of applicants and each force will need to control numbers to avoid having more applicants than vacancies. The expectation is that people who apply can expect to be in a Chief Officer role within 24 months. Gwent and South Wales are collaborating on this. Dyfed Powys suggested that they were pursuing their own leadership academy – awaiting confirmation that this is the case.
2. PEQF: The timeline for prospective suppliers to bid for the new PEQF contract was from 20th February to 14th April 2023. Led by SWP, this piece of work has been extensive and ensured a full review of existing practice and a detailed design and spec concerning required future changes in the design and delivery of programmes. It was agreed at an All Wales PEQF that the presentations and interviews will take place from 23 – 25 May 2023. There will be a transition period to work with the new provider to allow for adjustments with the uplift and the delivery model. The spec has been altered from feedback received in terms of the academic content, vocational element, and student welfare. Economic uncertainty also means that volumes at certain times may need to be altered during the course of the contract and legal aspects have been considered to ensure Forces have commercial protection and flexibility.
3. **MATTERS FOR ESCALATION; INCLUDING RISKS**

None raised.