People Strategy

Key contribution statement supporting the P&C Plan

The people strategy sets out how the Human Resources (HR) and L&D provision will support the PCC and Lincolnshire Police in meeting the Police and Crime Plan for the period 2014-17. This strategy provides focus and direction for our work in HR and L&D and a framework for measuring our success. The delivery of the services required to support the 3 key priority areas has to be within the context of the current financial constraints and the operation of the Strategic Partnership with G4S.

Key objectives to be achieved by 21014/15	**Date of completion**
Implementation of t-police	Q1-Q4 2014/15
Review of policies	Throughout strategy period
Implementation of Winsor recommendations	Q1-Q4 2014/15
Development of Collaboration projects	Throughout strategy period
Design and implementation of competence-based performance management	Q1-Q4 2014/15
Workforce planning & forecasting to focus on specialist skills required with the new force structure	Q1-Q4 2014/15
Recruitment of Special Constables, VPCSOs and Volunteers	Q1-Q3 2014
Review of Officer working arrangements: shift patterns; ways of working; flexible annualised contracts	Q2-Q2 2014/15
Develop and implement competence based approach for recruitment and selection, PDRs	Q1-Q3 2014
Generate a minimum of £25,000 income generation per annum to support the Medium Term Financial Plan	Throughout strategy period
Design & provide management refresher training days on managing performance, disciplinary, fairness at work and absence management	Q1-Q4 2014/15 & throughout strategy period
Embed work based leadership and management development programmes	April – march 2014/15 Q1-Q4

Measuring Success

For every activity both business as usual and the Schedule of Activities above there will be a measure – either qualitative or quantitative – and these are detailed in operational plans. There are in addition Service Level Agreements which contain all Performance Standards, Performance Indicators and Management Information requirements which G4S are required to meet for HR, L&D, H&S and RMU activities. Progress against the objectives detailed in this Strategy will be monitored and reviewed on a monthly basis at the Resources Governance Meeting, the PCC's governance structure.