

## 6. People First

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**Priority Lead Representatives (PLR):** Supt Dave Hannan & Claire Craven-Griffiths

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| Outcomes  | Deliverables  | Progress Report  | Exceptions |
|---|---|--|------------|
| <b><i>Communities feel safer by having an accessible and engaged policing workforce</i></b> | <b><i>Valuing our People –</i></b><br><br><i>People Strategy – Well Being Programme</i> | The Well-Being and Leadership programmes continue to be delivered across the organisation with the roll out of the Psychologically Safe and Responsible Manager training to all officers, staff and volunteers with supervisory responsibility. The roll out is on track to complete by the end of 2016.<br><br>NYP has signed up to the Blue Light 'Time to Change' Pledge as part of the commitment to end the stigma and promote a better understanding of mental ill health in the workplace. Master classes are being planned for first line managers to highlight the positive management of mental health in the workplace. This will complement the Psychologically Safe and Responsible Manager training. |            |
| <b><i>Communities are safer by having a productive policing workforce</i></b>               | <b><i>Managing our People –</i></b><br><br><i>People Strategy – Workforce Plan</i>      | Workforce Plan – the next Strategic Resourcing Group meeting will focus on an Establishment workshop discussing the development of the workforce plan which will contribute to the development of Version 8.<br><br>ORIGIN: - E-series sickness is now live in ORIGIN. It is being used by HR and RMU teams as a pilot prior to forcewide roll out.  |            |
| <b><i>Communities are safer due to effective use of policing</i></b>                        | <b><i>Developing our People –</i></b>   | The current, 2015/16 Annual Costed Training Plan (CTP) requests continue to be   |            |

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| <b>resources to reflect need</b> | <i>People Strategy – Training Plan</i> | <p>delivered and finalised. 82% of all requests have now been processed to date.</p> <p>2016/2017 CTP submissions have now been received by Training Services. The data is been quality assured to provide accurate costings and potential service providers information.</p> <p>Engagement with Departmental Heads and SPOC's will provide the last remaining details of the commissions. This will then be submitted to TCG to be reviewed and signed off as appropriate.</p> |  |
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