

RESOURCES SCRUTINY COMMITTEE – 15 JUNE 2010

WORKFORCE PLAN

REPORT BY CHIEF CONSTABLE

Introduction

- 1.1 At Appendix A is the Workforce Plan April 2010 to March 2013 prepared by Resourcing and Talent, Human Resources Department.
- 1.2 The workforce plan is a document to support all of the Serving Sussex work by ensuring that there is strategic consideration given to force people resources who deliver the policing service to Sussex. Well motivated and capable officers and staff who are productive and effective will give the organisation the ability to perform well in all areas of the business.
- 1.3 The most important asset to the Force is its people. Without the right people, it is unlikely that even the most comprehensive finance and business plans will deliver the performance required to succeed.
- 1.4 The vast majority of force improvement comes when the right people with the right skills, knowledge and behaviours, are deployed appropriately throughout the structure.
- 1.5 This is the third work Force plan to be produced and incorporates reviews / updates from last years plan approved by the Best Use of Resources Board in June 2009. A continuing assessment needs to be undertaken in relation to the people resources of the Force to assess the impact of changing political and economic issues that have arisen since last year's plan was written e.g. the Spending Wisely programme. This document will seek to incorporate these issues to ensure the Force continues to be proactive to its ability to plan for future work force needs. In addition the plan will also review and build on previous action plans to assess what short and medium term interventions that are required over the next three years to achieve successful management of strategic people resourcing.

Recommended – that the report be noted and that updates on the Workforce Plan be reported where necessary to the Committee.

MARTIN RICHARDS
Chief Constable

Contact: Marion Fanthorpe, Director of Human Resources
Email: marion.fanthorpe@sussex.pnn.police.uk
Tel: 0845 6070999