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**REPORT AUTHOR:** **ASSISTANT CHIEF OFFICER (HUMAN RESOURCES AND ORGANISATIONAL DEVELOPMENT)**

**SUBJECT:** **PROPOSED HUMAN RESOURCES AND ORGANISATIONAL DEVELOPMENT INDICATORS AND TARGETS FOR 2018/19**

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Background Papers: None

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Implications (tick ✓):

LEGAL		FINANCIAL	✓
HUMAN RESOURCES		EQUALITY IMPACT	
ENVIRONMENTAL		POLICY	✓
ORGANISATIONAL RISK	✓	OTHER (please specify)	
		CORE BRIEF	

*Any implications affecting this report are noted at the end of the report.*

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**PURPOSE:**

To advise Members of the proposed suite of Human Resources performance indicators and associated targets for 2018/19 and to seek the Group's endorsement to incorporate these into the Service's performance management framework.

**RECOMMENDATION:**

That Members consider the proposed suite of Human Resources performance indicators and targets for 2018/19 and endorse or require adjustment as appropriate.

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## 1. Introduction

- a. In line with its Terms of Reference, the Human Resources Policy and Challenge Group is responsible for monitoring the performance of those areas of the Service's work falling within its scope. In order to facilitate this, the Group receives quarterly summary performance reports at each of its meetings.
- b. The Human Resources Policy and Challenge Group is involved in the process of agreeing the suite of indicators and of setting the associated targets and that this should take place, as far as practicable, alongside the annual budget-setting, medium-term financial planning and strategic project planning processes. The Group's Work Programme for the current financial year therefore included this as an item for its meeting in March 2017.
- c. This report advises the Human Resources Policy and Challenge Group of the proposed measures and targets for 2018/19. Members are requested to consider and endorse the proposed targets for 2018/19 as per Appendix A attached.
- d. Members will be aware that 2017 saw the introduction of new national guidance for Fitness Testing. This has a direct impact on indicators OH 1 and OH2. The new standards have required the service to develop a new policy reflecting different fitness standards for operational command roles and the introduction of drill ground assessments (DGA). There has been lengthy discussion and meaningful consultation with the recognised trades union. As a consequence the new policy was only recently promulgated and thus fitness tests have not been able to progress according to normal timescales. Fitness tests will now be conducted during April/May 2018. Consequently the service will not be reporting on 2017/18 performance but instead will carry forward the targets to 2018/19 as detailed in Appendix A. Members can be reassured that it is an ongoing requirement for operational personnel to maintain their fitness levels at all times.
- e. The targets have been set taking account of Service plans, projects and budgetary allocations for 2018/19. The key considerations relevant to each area are outlined in the additional comments in the table and link the measure to Service objectives.

**ZOE EVANS**

**ASSISTANT CHIEF OFFICER (HUMAN RESOURCES AND ORGANISATIONAL DEVELOPMENT)**