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SCOTTISH POLICE
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ÙGH DARRAS POILIS NA H-ALBA

SPA People Committee Rolling Action Log

Action No	Action	Action Owner	Status	Expected Date of Completion	Actual Date of Closure	Update/Comments
COMMITTEE MEETING 28 FEBRUARY 2023						
PEOPLE-20230228-001	Wellbeing Reporting: Future reporting to provide the Committee with details of the evaluation and impact of the various areas of wellbeing activity. To provide assurances that the steps being taken to support the well-being of the officers and staff are effective and to allow approaches to be changed/flexed if desired impact is not being seen.	Susan Beaton, Head of People Health and Wellbeing	Open	31 May 2023		23/05: Captured within Wellbeing Report PROPOSE FOR CLOSURE
PEOPLE-20230228-002	IHR and IOD: Future reporting to committee to provide projections for case numbers.	Susan Beaton, Head of People Health and Wellbeing / Jackie Kydd, Workforce Governance Lead	Open	31 May 2023		23/05: Reporting will continue to develop to provide the Committee with the assurances being sought in respect of the future projections. PROPOSE FOR CLOSURE

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PEOPLE-20230228-003	IHR and IOD: Briefing to be provided to Members which gives an understanding of the end to end IHR process for both Officers and Staff.	Susan Beaton, Head of People Health and Wellbeing / Jackie Kydd, Workforce Governance Lead		31 May 2023		23/05: Briefing provided. PROPOSE FOR CLOSURE
PEOPLE-20230228-004	Policing Together: Update to be provided to Committee which explains the timeline for refreshed approach to reporting in respect of grievances and for more insightful reporting of the impacts being seen as a result of improvements in the way the organisation deals with grievances.	Katy Miller, Director of People and Development	Open	31 May 2023		23/05: Refreshed reporting, insight and deep dives around grievance (and other issues like those requested) will be incorporated in the new suite of dashboards that will be developed in support of the new People Strategy and will be forthcoming towards the end of Summer / early Autumn. A workshop was held with Committee members on 24/5 to progress the development of the dash boarding suite. PROPOSE FOR CLOSURE

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PEOPLE-20230228-005	<p>Leadership and Talent: Committee to be provided with details of;</p> <ul style="list-style-type: none">- The uptake of reverse mentoring- The gender split of ALP participants	Alex Hunter, Head of Leadership and Talent	Open			<p>23/05: Reverse Mentoring: We currently have 12 pairs (24 officers/staff up to the rank of ACC).</p> <p>ALP Gender Split Cohort 1 - 4 Males (57%) & 3 Females (43%) Cohort 2 - 5 Males (83%) & 1 Female (17%) Cohort 3 - Current split pre-assessment centre is 77% Male & 23% Females Cohort 1 - We currently have one female officer off on Maternity leave Cohort 3 - Finished their last assessment centre on the 12th of March, the results will not be available from the CoP until mid-end April.</p> <p>PROPOSE FOR CLOSURE</p>

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PEOPLE-20230228-006	<p>Deep Dive Topics for consideration:</p> <p><u>Long Term Psychological Absence:</u> to explore the insights and actions from the data.</p> <p><u>Modified Duties:</u> to explore the processes in place to robustly manage this area. Opportunity for committee to understand the processes in place to ensure review dates are not missed.</p> <p><u>Re-Rostered Rest Days (RRRD)</u> to understand the steps being taken to robustly manage RRRD and ensure levels are returned to and maintained at acceptable levels.</p>	Susan Beaton, Head of People Health and Wellbeing	Open	31 May 2023		<p>23/05: SPA Workforce Governance Team developing briefing papers for Duty Modifications and RRRD.</p> <p>Police Scotland P&D have commitment to engage in a more holistic Deep Dive discussion on Wellbeing and psychological absence once the HMICS Wellbeing and Cultural inspections are complete and recommendations are known.</p> <p style="color: red; font-weight: bold;">PROPOSE FOR CLOSURE</p>
COMMITTEE MEETING 30 NOVEMBER 2023						
PEOPLE-20221130-005	<p>Your Voice Matters: Next update to Committee to include indicative timelines for each element of the implementation plan.</p>	Kirsty Garrick, Head of People Engagement Partnering	Open	31 May 2023		<p>23/05: Captured in Your Voice Matters.</p> <p style="color: red; font-weight: bold;">PROPOSE FOR CLOSURE</p>