

## Resources Committee Action Log

Action Ref No	Action	Action Owner	Status	Expected Date of Closure	Date Action Closed	Commentary
<b>MEETING HELD 05 NOVEMBER 2019</b>						
RES-20191105-001	<b>Spending Review 2020:</b> Draft response to Cab Sec's request for additional information in relation to deficit reduction over the coming years to be shared with Resources Committee members for review and comment in advance of the final response being sent.	Lynn Brown/ James Gray	Open	06 February 2020		<b>27/01:</b> A joint response from SPA and PSoS was submitted after approval from the Interim Chief Executive of the SPA and the Deputy Chief Officer.  <b>PROPOSE TO CLOSE</b>
RES-20191105-002	<b>Strategic Resilience &amp; Resource Group:</b> Update paper to come to next committee which provides an understanding of how the data being collected by the DPU is informing the decisions being taken in relation to resource allocation in Policing in Scotland.	David Page	Open	06 February 2020		<b>27/01:</b> An updated paper has been submitted to the Resources Committee on 6 February – agenda item 19.3  <b>PROPOSE TO CLOSE</b>
RES-20191105-003	<b>Delivery of People Strategy:</b> Progress update against expected delivery of People Strategy to be circulated to Resource Committee members as soon as possible. This update and future reporting should ensure clear reporting against original plan, identifying	Jude Helliker	Open	06 February 2020		Report to be circulated before committee not submitted before papers were issued.

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	actions/issues completed, on-going or not yet started, with an explanation of any slippage, any associated risks and plans being put in place to get back on track.					
RES-20191105-004	<p><b>Engagement between SPA HR Governance/PS P&amp;D Teams:</b> Discussion to take place to agree appropriate SPA/PS communications and engagement between formal committee meetings.</p>	Darren Patterson/ Jude Helliker	<b>Open</b>	06 February 2020		<p><b>27/01:</b> A meeting has taken place between PS P&amp;D and SPA HR Governance to discuss ways of working. SPA HR Governance has a standing invite to PS P&amp;D SMT meetings, and it has been agreed that both teams will work together going forward.</p> <p style="text-align: center;"><b>PROPOSE TO CLOSE</b></p>
RES-20191105-005	<p><b>Health, Safety and Wellbeing:</b> Next update to the Resources Committee to provide members with an understanding of;</p> <ul style="list-style-type: none"> <li>- If the Q1 spike seen in EAP contacts has continued.</li> <li>- What data is available to be reported by Optima and for this to be provided in a timely manner to support committee reporting/formal governance.</li> <li>- Analysis of any identified trends in relation to impact of training delivered.</li> </ul>	Jude Helliker	<b>Open</b>	<p>06 February 2020</p> <p>17 March 2020</p>		<p><b>27/01:</b> Wellbeing data is not yet available. A detailed report responding to the points raised will be provided to Committee in March.</p> <p style="text-align: center;"><b>PPROPOSE ONGOING</b></p>

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RES-20191105-006	<b>Health, Safety and Wellbeing Future Reporting:</b> Work to be done to ensure processes are in place that facilitate the most up to date information being available to the Committee for consideration.	Jude Helliker	Open	<del>06 February 2020</del> 17 March 2020	<b>27/01:</b> Work ongoing in relation to forward planner to determine the optimal time to provide reporting based on the availability of data. This will be fed in to SPA Liaison.  <b>PROPOSE ONGOING</b>
RES-20191105-007	<b>Health &amp; Safety Report:</b> Additional work to be done to explore if there are any UK forces that have seen reductions in officer assaults and if so what learning could be taken.	James Bertram	Open	06 February 2020	<b>27/01:</b> While updated UK wide stats are not currently available, Police Scotland are generally seen to be leading the way on work to reduce Officer assaults through "Your Safety Matters", with this being highlighted as best practice at the NPCC Health and Safety meeting. This will continue to be monitored, and any relevant trends reported through the standing health and safety update.  <b>PROPOSE TO CLOSE</b>
RES-20191105-008	<b>Wellbeing &amp; Engagement Survey:</b> Findings of Linda Duxberry Research to be shared with committee Members for awareness.	Jude Helliker	Open	06 February 2020	<b>27/01:</b> Summary report of the findings of the Linda Duxbury research shared with Committee members.  <b>PROPOSE TO CLOSE</b>
RES-20191105-009	<b>Committee Work Plan:</b> Items for future committee consideration to be submitted to SPA Board Services for inclusion in updated Resources Committee work plan. This	David Page/ Jude Helliker/ James Gray	Open	06 February 2020	<b>27/01:</b> A draft forward plan has been shared with SPA Board Services, although it is acknowledged that this will require to be reviewed and revised

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	information to be provided by end of November 2019 to allow appropriate scheduling.					regularly.  <b>PROPOSE TO CLOSE</b>
<b>MEETING HELD 30 APRIL 2019</b>						
RES-20190430-002	<b>SPA Corporate Strategic Workforce Plan:</b> Draft SPA Corporate Strategic Workforce Plan to be presented to the Committee.	John McCroskie	<b>Open</b>	<del>07 November 2020</del> 06 February 2020		<b>BS 20/06:</b> Being taken forward as part of the SPA Organisational Development Programme.  Will be considered as part of the Board paper in May 2020.  <b>PROPOSE TO CLOSE</b>
RES-20190430-003	<b>SPA Forensics Strategic Workforce Plan:</b> Draft SPA Forensics Strategic Workforce Plan to be presented to Resources Committee.	Tom Nelson	<b>Open</b>	<del>07 November 2019</del> 06 February 2020		<b>BS 20/06:</b> Being taken forward as part of the SPA Organisational Development Programme.  <b>TN 30/01:</b> FS are currently working on the FS 2026 Initial Business Case for the new Business Operating Model and the IBC and in particular the FBC will have manpower planning assessment at its core.  <b>PROPOSE TO CLOSE</b>
<b>MEETING HELD 14 MARCH 2019</b>						
RES-20190314-001	<b>Action Log Review - JGray</b> to review the processes, protocols and flow of information between SPA, Police Scotland and Scottish Government.	James Gray	<b>On-Going</b>	<del>30 July 2019</del> 05 November 2019		<b>30/08 JG:</b> This work is being progressed by James Gray and an update paper will be brought forward to the committee in due course.

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				08 February 2020		<p><b>09/10:</b> Proposal has been discussed with the SPA Chair, SPA Interim Chief Executive and members of Police Scotland Executive. Work is underway to implement a new process.</p> <p><b>05/11:</b> Discussed at November RC and agreed that this should remain open given the importance of the establishment of clear processes.</p> <p><b>27/01:</b> Improvements have been made to the existing working arrangements, including the part time secondment of Alasdair Corfield (Police Scotland) to Scottish Government, where Alasdair is acting as a business partner to the Police Division; and the part time secondment of Hazel Rock (Scottish Government) to the SPA, where Hazel is acting as a business partner to the Interim Chief Executive. These will continue to be monitored on an on-going basis as a process of continuous improvement</p> <p><b>PROPOSE TO CLOSE</b></p>
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*End.*

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