



Keeping People Safe

MINUTES OF MEETING

NAME OF COMMITTEE: (SPEB)

DATE: 28th July 2022

TIME: 11.00 – 12.00

LOCATION: Dial in Conference

CHAIRPERSONS: [REDACTED]

s.F40

s.F40(2)

s.F40(2)(a)

s.F40(2)(b)

s.F40(3)(A)(a)

MEMBERS:

[REDACTED]	
[REDACTED]	
[REDACTED]	
[REDACTED]	
[REDACTED]	
[REDACTED]	
[REDACTED]	
[REDACTED]	
[REDACTED]	
[REDACTED]	
[REDACTED]	

OTHER ATTENDEES:

Note Taker	[REDACTED]
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Apologies

[REDACTED]

s.F40

s.F40(2)

s.F40(2)(a)

s.F40(2)(b)

s.F40(3)(A)(a)

1.0	Introduction, apologies noted.
2.0	Review of Previous Minutes: Approved

3.0 New Executive Officer 2 (EO2) Promotion Process

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s.F40(2)(b)
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█ The current list expires in September with the remaining 23 on the current list about to receive their second offer. There are currently 42 vacancies so the proposal is we run a new process with it being a 2 stage process. Stage 1 will be a Management Dilemma test and stage 2 being a CVF Interview. It will be scheduled to run at the end of the year, concluding in the new year.

█

█

█ All content.

4.0 Chief Superintendent Promotion Process Update

█ Update from pervious SPEB meeting. The Chief Superintendent process was launched in June and we have 8 individuals proceeding from stage 1 to stage 2, interview and presentation stage. There is 3 current Chief Superintendents going on the Strategic Command course which will possibly create a few vacancies.

█ In order to support the 3 individuals attending the course, there has been some moves to maintain strategic leadership within areas. This section has been more of an update from the previous meeting and as such there will be no further action required until the conclusion of the process.

5.0 Inspector new promotion list and existing promotion list

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█ New Inspector process has been concluded with 48 applicant's being successful out of the 108 brought through to interview. We have a situation where there is still 29 on the current list who will receive an offer of appointment before those on the new list. Workforce planning are currently working on the projected vacancies after the reduction in budget which is why there has been no move on the current Inspector list for some time.

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There has been some frustrations from the 29 officers who are on the old list but the communication sent out after this meeting should clear up all questions they have and give them some reassurance.

Out of the 29 on the original list, 27 are currently temporary promoted into an Inspector position and 2 have a temporary promotion offers pending.

All content with this.

6.0 SPEB Communication

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There will be communication sent out across the organisation regarding the new schedule for upcoming promotion opportunities, the current situation with the Inspector promotions and lists as discussed, an update on the current standings for the Sergeant promotion process and that there has been 8 promotions off the list from the Deputy Principal process.

It is really important in having a balance in the communication for the organisation to know there current situation of processes.

Communication is so important so we need to get the information out to the organisation as soon as possible to ease some of the frustrations around not knowing the current situation.

We will continue doing this moving on but it is sometimes difficult as we have to wait to receive other information from e.g. Workforce Planning in order for us to begin planning.

All content with this.

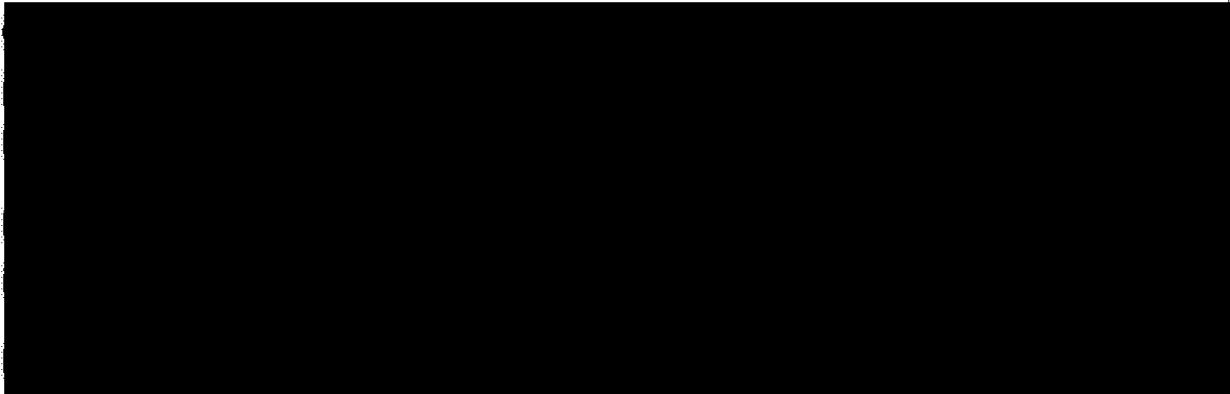
7.0 AOB

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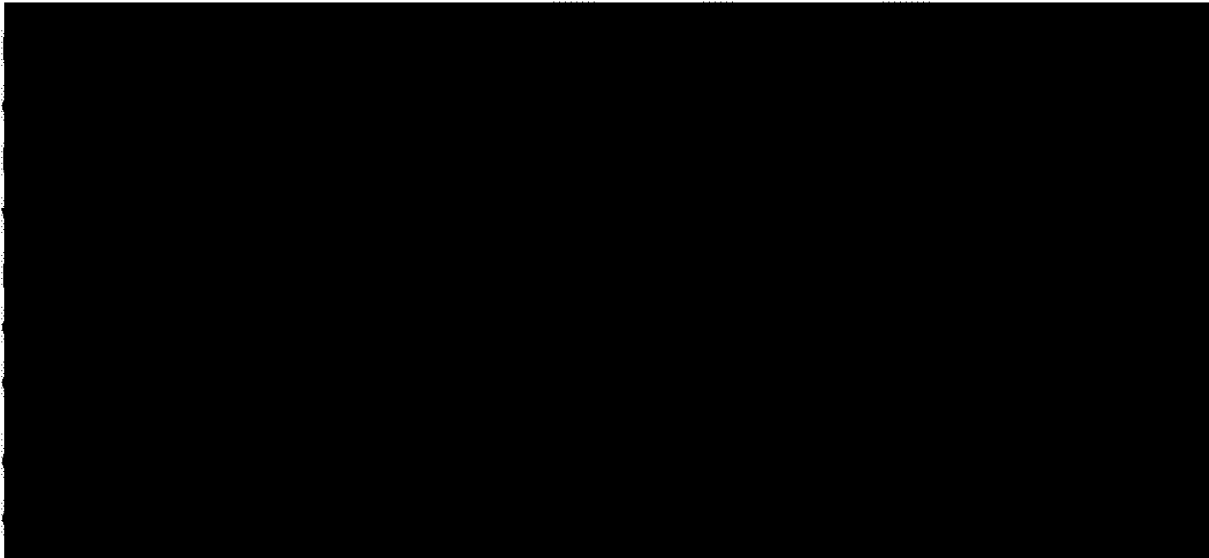
Is there anything else anyone would like to discuss before the conclusion of this meeting?

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This was already discussed in the previous meeting but we are still having issues with getting panel members to assess on promotion boards. Internal Promotions are continuing to rely on the same people who assist which we are very grateful for but, there needs to be a responsibility for others to step up and assist.



NR The tender often has same company applying



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