

Sent: 22 March 2019 15:19

To: Consultation

Subject: OFFICIAL: IRMP supplementary proposals 2019-20

Hi all,

Having reviewed the proposals I have little to add in terms of acknowledging the key areas which reflect transformation requirements across the sector. I would perhaps suggest (as per the HMICFRS judgement criteria) an earlier referencing to risk analysis and planning rather than a traditional inclusion at the end of an IRMP. I would also perhaps consider an alternative descriptor for Equality & Diversity 'implications' as to a reader this may imply a level of burden rather than the fundamental need to transform our workforce in relation to attraction, retention, progression and culture.

A well presented and easy to understand narrative.

Kind Regards

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