

HR Strategy

Resilience/Succession Planning/Talent Management

The user community have defined a strategy to encompass each of these key themes in turn as the clarity for the business requirements become clearer. Resilience is however already supported by the extensive analysis, reporting and management functionality within ORIGIN. The plan will develop this further to include functional support for Succession Planning and thence Talent Management.

Operational Strategy

ORIGIN Mobile

Using the ORIGIN Data Services Layer (DSL) as the enabling technology ORIGIN is available on any web-enabled device be it via a browser or a 3rd party application issuing web services calls to the DSL. A pilot project with a lead Force is under-way to develop this capability.

Firearms Training Administration

In response to requests from a number of Forces, work has started to support recording and management of Firearms Skills information in ORIGIN. A number of recent workshops have been run with Firearms Managers and Training Managers to agree a precise specification for this critical area of skills management. This module will be released as a free upgrade to all ORIGIN Forces.

The project will enhance the existing Training Administration and Self Service capabilities to enable the complete management of the modern modular course delivery of training and in particular the ability to support the National standards for management of Firearms Training and recording relevant details of Operational Deployment.

Skills Management

This is an on-going programme of adapting and extending the extensive skills management functionality within ORIGIN to meet changing demands in the area of skills management using the ORIGIN Central Skills Record as the single source of truth for skills data within the Force. The programme has already included providing operational access and deployment of skills via mobile data and interfaces to command and control, support for training management and the management and performance of PDRs with linkage to role profiles and National Occupational Standards NOS.

'Skills mapping' development work has recently been completed to enable ORIGIN to support the work of PNICC and the Skills Audit and removing the potentially large overhead future skills audits may have on Forces. This enables Forces to continue to autonomously record/validate their skills with ORIGIN Self Service and using automated mapping to simultaneously support National initiatives and skills definitions.

Flexible Working

An enactment programme to further develop the Flexi-time functionality within ORIGIN to cater for the more flexible working arrangements now being employed. This will extend further both the core professional functionality and also the employee self service facilities.

Performance Management System

The ORIGIN Performance Management System is an integrated module of ORIGIN. This module permits Forces to record and assess performance metrics and importantly feed back comparative performance details to the employee and their manager in a simple and easy to understand manner. Current metrics include templates for Domestic Violence reporting, Intelligence Reports, Missing Persons, Arrest Points however the Force may create additional templates for any key process.

Business Support

iPDR Enhancements

ORIGIN now has full integrated PDR functionality built in as standard. The complete PDR process is managed using Self Service, with no paper forms required. Automated reminders using notifications support timely PDR completion. Skills information is checked and training requests made to renew or acquire new skills in line with Force needs. Similarly, online evidence gathering for employees and supervisors is available 365 days a year reducing the burden of this task.

Self Service Enhancements

Full employee access to personal information and line manager access to direct reports' information ensuring responsibility for data accuracy resides with the appropriate staff. One single source for skills, absence, balances, contact details, duties, recording evidence for PDR etc is available from the desktop any time of day to support policing 24x7.

There is an ongoing programme of enhancement of the popular Self Service functionality. Latest enhancements include Overtime Claims and authorisation process support using workflow business process tool.

DSL Data Integration Module

Supporting the ORIGIN suite of modules is the Data Services Layer (DSL), an open framework via which feeds into and out of the ORIGIN suite can be built. DSL is highly flexible XML based framework of integration services supporting various transport mechanisms such as Web services, FTPS, HTTPS and data extraction methods to read/write and transform data within the ORIGIN schema using a set of standard APIs. It can also be used against other data sources. DSL is the primary tool for Cedar Development and Force IT to develop modern configurable interfaces between ORIGIN and other applications.

e-Learning

A two-way interface between ORIGIN and NCALT Management Learning Environment is being developed (using ORIGIN Data Services Layer to communicate via web-services over the CJX network) to share people data and receive in return details of e-learning registered for, attempted and completed.

Separately ORIGIN has just had developed the capability for Cue-Cards for users of the system. These are Force definable on-line prompts designed to assist the user with complicated transactions or simply reminders of how to adhere to Force business process.

e-Recruitment

By virtue of being built upon Oracle Applications technology ORIGIN is able to integrate with Oracle e-Recruitment. A programme of cooperative development is also being planned with a leading e-Recruitment Bureau service to enable interfacing with their hosted e-Recruitment solution.

Government Protective Marking

In order to meet the varying Force requirements for defining the level of Government Protective Marking on reports produced by ORIGIN a recent enhancement programme is nearing completion that will allow Forces to define their own GPMS on a report-by-report basis for all standard ORIGIN reports.

Local Staff Conditions (RFC424)

The ORIGIN suite caters for all forms of employee, Police, Police Staff, PCSO, Specials etc. as well as part and full time. The Local Staff Conditions enhancement will replace the current configuration mechanism with a more flexible Rules Engine that will allow Forces to define and management even more flexible forms of working conditions using ORIGIN.

RFC Programme

Defined and led by the National User Group supported by Cedar HR there is a continual programme of Request for Change assessment, prioritisation and commissioning that ensures the ORIGIN programme continues to be "a solution for today's Policing needs".

Technology/Application Advancement

JEE Uplift

With a large component based upon Java Technology the ORIGIN programme continues to monitor and adapt advances in Java Technology. Latest area for consideration for example is the potential replacement of Oracle's propriety JInitiator Java Virtual Machine with the native Sun JRE technology.

R12 Upgrade

The ORIGIN programme is one of continuous technology review and update where appropriate. This includes all underlying components including a programme to adopt Oracle Release 12 as a convenient stepping stone to the long awaiting Oracle "Fusion" technology.

IAMS and SSO

ORIGIN is delivered with Single Sign on as standard. We have recently implemented Zero sign on for a lead Force and this is available to all Forces. We are actively looking to work with Siemens and NPJA on the IAMS project as the HR system is an obvious source of role and responsibility information and should have a key role to play in Identity and Access management. As ORIGIN goes mobile this functionality will grow in its importance and will play a key role in making resource information readily available to those that need it, in a secure and timely manner.

Origin Resource Analyser

The ORIGIN Resource Analyser is a powerful data analytics tool enabling the Force to slice, dice and interrogate key trend data it compliments the usual reporting tools within ORIGIN such as portal reporting, self service and discoverer to provide a comprehensive reporting suite.