

ORIGIN Skills Management

PNICC / Skills Audit – ‘Skills mapping’ development work has been completed to enable ORIGIN to support the work of PNICC and the Skills Audit, and to help remove 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 to use automated mapping to simultaneously support National skills definition initiatives.

Firearms Skills – 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 by the end of 2009.

Self Service – 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 (and absence, balances, contact details, duties, recording evidence for PDR etc.), available from the desktop or mobile any time of day to support policing 24x7.

iPDR – ORIGIN now has fully 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.

ORIGIN
RESOURCE MANAGEMENT

A single source
of people data
supporting the
entire Force

ORIGIN Integration Module

ORIGIN now has an integration module (DSL) included as standard to integrate Resource Management data with other Force systems.

DSL is to be utilised for the following projects:

- Mobile data
- NCALT/MLE (Managed Learning Environment)
- Payroll Managed Service
- DMS Standalone to third party HR

ORIGIN also has as standard, interfaces with:

- National Management Information System
- Home Office Data Hub
- Centurion (Complaints and Discipline)
- Command & Control

Identity and Access Management

ORIGIN is delivered with Single Sign on as standard. We have recently implemented Zero sign on for a lead Force and this is now 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.

30th Force... Staffordshire Police has become the 30th Force to join the programme and will be implementing the full ORIGIN suite from September 2009.

Congratulations... to Lincolnshire Police who have been short listed for the prestigious Personnel Today 2009 award ‘Excellence in HR Through Technology’ using ORIGIN Resource Management to support their HR Service Centre. Good luck for the awards ceremony in London in November.

See our website for more details on other projects the programme is working on including: e-recruitment, Self-Service book on/off, Local Staff Conditions, GPM, Flexible working, ORIGIN QPS and ICF v10.

ORIGIN At the heart of policing

ORIGIN 5 Year, £4.5m Application investment plan to support emerging people and process strategies in policing

