



### PNICC and Olympic Support

The Management of Change Group (MoCG) initiated in September 2008 a project to review ORIGIN support for the work of PNICC. This followed a meeting with PNICC to review the recent national skills audit.

It has been agreed that ORIGIN will be enhanced to map to the ACPO agreed PNICC Skills Groups and Names. This will support the next Skills Audit planned for early next year and on-going mobilisation of resources to meet PNICC requests – including the Olympics.

This work will ensure that ORIGIN can retain its position as the single source of all resource information and remove the need for disparate systems to be created for skills etc.



### Firearms and Stun Gun Training



The MoCG initiated in September 2008 a project to extend ORIGIN functionality to incorporate support for the management of Occupational and Operational Firearms records (shoots, incidents, skills, specialisations, authorisations, tactics etc). This will include the use of Taser stun guns.

This work has progressed well and a specification and prototype review session for Forces is planned for Wednesday 10th December. 5 Forces have already confirmed attendance. Please register your interest via the web-site if you wish to attend.

We seek the input of Force Firearms Training Managers and ORIGIN specialists.

### Integrated PDR

In March 2008 the MoCG delivered new integrated PDR and Self Service functionality to support the entire PDR process across all areas of policing. Warwickshire Police is the first Force to have gone live with this new functionality and they hosted two events to demonstrate the benefits they have achieved.

A total of 27 Forces attended these two events and the feedback has been fantastic to the content and the interactive approach of the presentation. We are now planning events through to next summer to highlight various aspects of ORIGIN and how it drives benefits across the Force. The web-site will have full details and mailings will also be sent to all Forces. The next two events are:

15th January 2009 (NPIA Ryton) –

Performance Management / Business Intelligence

xxth February 2009 (BTP London) – Process Automation  
Please register via the web-site.

## ORIGIN

RESOURCE MANAGEMENT

A single source  
of people data  
supporting the  
entire Force



### Mobile Data

The MoCG initiated in July a project to look at what Forces needed ORIGIN to deliver to support the brave new world of mobile data. In August 2008 a prototype was demonstrated by Cedar showing what the potential was. Skills searching, Book on/off duty and Self Service were all proven to be easily deployable to mobile devices utilising the latest ORIGIN Data Services functionality. At our next meeting of the MoCG (12th Dec) the final review of this project will be presented and the next stages agreed.

Cedar is now working with early adopters of this technology to deliver business benefits. Any Forces interested in this technology should register their interest via the web-site.

## National Leads:



### Acc Derek Benson

ACPO Chair for ORIGIN and  
ACC Protective Services Operations Support

Essex Police

derek.benson@essex.pnn.police.uk



### Liz Hurford

Chair of ORIGIN Management  
of Change Group (MoCG), and  
Head of HR Strategy

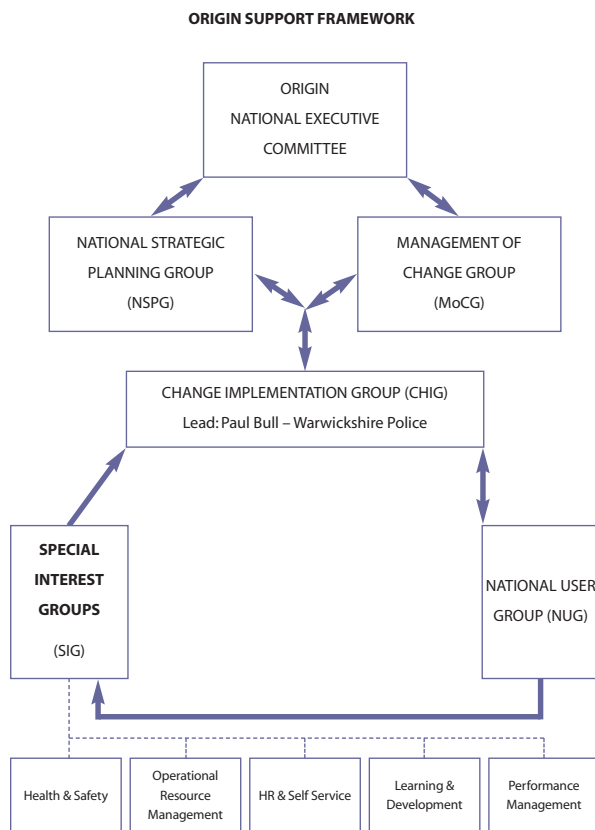
Lincolnshire Police

liz.hurford@lincs.pnn.police.uk

“The success of ORIGIN is a direct outcome of listening to what Forces wanted from a Resource Management System over the past few years and implementing these in successive releases. We are extremely proud of what ORIGIN has achieved and our future success is based on continuing feedback from all areas of policing that need the support of accurate people data and processes. Please make the most of this successful collaboration by letting us know what we can do to support you going forward. Please provide any feedback via the web-site.”

## ...And what else is happening with ORIGIN

We have 29 Forces now in the Programme. 9 of these are now live with the ORIGIN version and the reputation of ORIGIN is growing daily as it supports all aspects of Resource Management in Policing. The ORIGIN programme is supported by a range of groups with representation from various sections of the Policing community, from strategic HR leads and operational Police officers through to technical system administrators and users. The following diagram shows the framework of groups. If you would like further information on any of these groups or are interested in contributing, please visit the ORIGIN web-site [www.originrm.co.uk](http://www.originrm.co.uk) for details of contacts and dates of meetings.



## National Strategic Planning Group (NSPG) meeting

The strategic direction for ORIGIN is reviewed and prioritised every year at the NSPG by ACPO, Senior HR and Business Professionals from the Service.

At the NSPG this year we determined what the priorities were for the service and as a result we are delivering the projects highlighted in the newsletter. This exercise will take place again on 30th March 2009 at NPIA Ryton. Further information will be sent to strategic leads early next year, please register your interest via the web-site.

## ...and in addition to the 4 projects overleaf we are also working on:

- Version 12 (Dec 2008) and Version 13 (Mar 2009) – delivering broad enhancements to ORIGIN that have been identified and agreed by Forces.
- E-recruitment – reviewing solutions to extend ORIGIN functionality to streamline the recruitment process using e-recruitment methods. 14 Forces have provided input to this project so far and a proposal will be considered in December 2008.
- Reducing bureaucracy project – ORIGIN Portal and Workflow functionality supports the removal of paper forms and manual processes. 9 Forces have provided input to this project so far and this will be progressed in December 2008.
- Managing Learning Environment (MLE) Interface – integrating systems, removing duplication.
- Data Services – new functionality that enables integrating ORIGIN with other Forces systems/processes is being delivered this year. This includes projects such as integrating ORIGIN with the MLE to remove data duplication and streamline processes.
- Home Office Data Hub – new functionality has been developed in ORIGIN to update automatically the Data Hub with the required data.
- Document Management – we are reviewing options to integrate a Document Management module to enable scanned documents to be held against employees.
- Flexible working – new functionality is being considered that enhances the ability of Forces to support flexible working.
- Oracle R12 – evaluating benefits to Forces of latest versions of Oracle.
- ICF v9.0 – bringing on the latest data sets from skills for justice.

## Web-site

Our dedicated web-site contains current information about the ORIGIN programme including – What is ORIGIN?, Who's Who?, News & Events, 3 Year Plan, Enquiries/Suggestions.

