



CHESHIRE POLICE AUTHORITY **1**

STAFF COMMITTEE

MINUTES OF A MEETING HELD ON TUESDAY 25 NOVEMBER 2008 AT CONSTABULARY HEADQUARTERS, WINSFORD

Present: M A Ollerenshaw, Chairman B Maher
 D Cargill, Vice-Chairman C Oliver
 J P Findlow T Savage
 R McNeil

Also in attendance: N Malik, Commissioner, Independent Police Complaints Commission

<i>Authority Officers:</i>	<i>Constabulary Officers:</i>
M Sellwood, Chief Executive	D Baines, Acting Deputy Chief Constable
M Eaton, Member Services Manager	C Barton, Director of Human Resources
	Det Supt Phil Jones, Head of Professional Standards

Apologies: A Bradley and P Nurse

40. MINUTES

RESOLVED:

That the Minutes of the meeting held on 2 September 2008 be noted.

41. COMPLAINTS AND MISCONDUCT MATTERS

The Acting Deputy Chief Constable presented the quarterly report on complaints and misconduct matters for July to September 2008. It was reported that during the period 94 complainants had made 161 allegations, which equated to decreases of 29.8% in complainants and 33.19% in allegations, compared with the same period in the previous year. There had been 225 allegations made against police officers, 26 against police staff, 3 about special constables and 5 against PCSOs.

The Committee also received detailed information on the various categories of individual complaints; the number of referrals to the Independent Police Complaints Commission; internal discipline cases; cases referred to the Crown Prosecution Service; complaints outstanding from previous years; statistical analysis of complaints; and key performance indicators relating to complaints which showed an increase in the number of complaints finalised.

Members, in considering the report, welcomed the significant reduction in complaints. The Acting Deputy Chief Constable outlined the various measures and procedures which had been introduced, including training and early identification of complaint patterns which had contributed to the reduction.

RESOLVED:

That the report be received.

42. INDEPENDENT POLICE COMPLAINTS COMMISSION

Ms Naseem Malik, the new Commissioner responsible for the North West discussed with Members her background, role and responsibilities within the IPCC, and complaints statistics for 2007/08.

Members enquired about the decrease in complaints, and how Cheshire compared with other forces in the region. The Commissioner confirmed that the national trend was a reduction in complaints and outlined some of the reasons which attributed to this.

The Chairman thanked Ms Malik for her attendance and informative presentation.

RESOLVED:

That the report be noted.

43. RECRUITMENT: QUARTERLY REPORT

The Director of Human Resources reported on police officer, staff, PCSOs and special constable recruitment including the number, gender and ethnic origin of new recruits and outlined the progress of the civilianisation programme and all vacant staff posts in the Areas and departments.

The Committee also considered the recently published Home Office report 'Assessment of Minority Ethnic Recruitment, Retention and Progression in the Police Service' which outlined a series of recommendations to improve minority ethnic recruitment, retention and progression.

RESOLVED:

That the report be noted.

44. INJURY STATISTICS 2007/08

The Director of Human Resources presented an update on the reportable injuries for 2007/08.

RESOLVED:

That the report be noted.

45. POLICE STAFF: STANDARDS OF PROFESSIONAL BEHAVIOUR

The Director of Human Resources reported on the introduction of new Standards of Professional Behaviour for police staff which would come into effect from 1 December 2008.

Members considered the proposed standards which had been developed by the Police Staff Council, and raised several issues with the Director.

RESOLVED:

That the report be noted.

46. OCCUPATIONAL HEALTH: PROCUREMENT

The Director of Human Resources reported on the procurement of occupational health services with a new contract due to commence on 1 April 2009.

RESOLVED:

That the report be noted.

47. APPOINTMENT OF INDEPENDENT PERSONS TO POLICE MISCONDUCT PANELS

The Chief Executive submitted a report on the approach to the appointment of independent persons to sit on Police Misconduct Panels. The report outlined the background; the changes in legislation; the current arrangements; and the proposal to create a 'pool' of independent persons for the North West.

RESOLVED: That

- (1) a collaborative approach to the appointment of Independent Persons' to sit on Police Misconduct Panels, be approved; and
- (2) the Chief Executive be authorised to co-ordinate a regional appointment process.

48. URGENT BUSINESS

(There were no items of urgent business)

49. EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED:

That under Section 100(A)(4) of the Local Government Act 1972, as applied by the Police Act 1996, as amended, the press and public be excluded from the meeting for the items of business listed below on the grounds that they involve the likely disclosure of exempt information as defined in Part 1 of Schedule 12A to the Act in the paragraphs indicated:-

<i>Item</i>	<i>Paragraph</i>	
Review of Misconduct Issues: Quarterly Report	(2)	Information which is likely to reveal the identity of an individual
Management of Attendance: Quarterly Report	(2)	Information which is likely to reveal the identity of an individual
Human Resources Plan: Quarterly Report	(2)	Information which is likely to reveal the identity of an individual
Medical Retirements: Quarterly Report	(2)	Information which is likely to reveal the identity of an individual

PART 2 – MATTERS CONSIDERED IN THE ABSENCE OF THE PRESS AND PUBLIC

50. REVIEW OF MISCONDUCT ISSUES: QUARTERLY REPORT

The Acting Deputy Chief Constable submitted a report on the number of written warnings and hearings for police officers and disciplines and suspensions of police staff and PCSOs during the period July to September 2008.

RESOLVED:

That the report be noted.

51. MANAGEMENT OF ATTENDANCE: QUARTERLY REPORT

The Director of Human Resources presented the performance data for the period July to September 2008 in relation to the management of attendance, which included causal factors for absence, departmental breakdown and outlined initiatives to improve the level of attendance. The average number of working days lost for the period for police staff and officers was 3.79 and 3.24 respectively which represented a decrease for police staff and an increase for police officers on the previous year.

RESOLVED:

That the report be noted.

52. HUMAN RESOURCES PLAN: QUARTERLY REPORT

The Director of Human Resources presented the quarterly report on the Human Resources Plan which included staffing statistics with a detailed breakdown by age, race and gender, together with details relating to the number of officers on secondment. The report also detailed the number of grievances recorded; employment tribunals; and performance against the four statutory performance indicators and targets relating to human resources for 2008/09.

RESOLVED:

That the report be received.

53. MEDICAL RETIREMENTS: QUARTERLY REPORT

The Chief Executive submitted a report on a medical retirement (the granting of ill health and injury pensions) that had been approved since the last meeting.

RESOLVED:

That the report be received.

Duration of Meeting: The meeting commenced at 9.30am and finished at 11.25am.

Following the Committee, Members received a briefing on the new Misconduct Regulations

[Post Meeting Note: Prior to the meeting D Cargill undertook a dip sample of completed complaints files.]