

# Remuneration Committee

**DATE:** Tuesday 1 September 2009  
**TIME:** On the rise of Staff Committee  
**VENUE:** Conference Room, Police Authority Offices, Constabulary Headquarters, Winsford

## Part 1 – Matters to be considered in the presence of the press and public

*Page*

### 1. MINUTES

To confirm the attached Minutes of the meeting held on 23 July 2009

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### 2. URGENT BUSINESS

To consider any matters that the Chairman considers are urgent.

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### 3. EXCLUSION OF THE PRESS AND PUBLIC

It is RECOMMENDED: That under Section 100(A)(4) of the Local Government Act 1972, as applied to the Police Act 1996, and 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>
Chief Officer Bonus Scheme: Review of Performance 2008/09	(1) Information relating to an Individual
Chief Officer Personal Objectives 2008/09	(1) Information relating to an Individual

## Part 2 – Matter to be considered in the absence of the press and public

### 4. CHIEF OFFICER BONUS SCHEME: REVIEW OF PERFORMANCE 2008/09

To consider the attached report by the Chief Executive

### 5. CHIEF OFFICER PERSONAL OBJECTIVES 2009/10

To consider the attached report by the Chief Executive



**Cheshire**  
Police Authority - Remuneration Committee

**MINUTES OF A MEETING HELD ON 23 JULY 2009 IN CONSTABULARY HEADQUARTERS, WINSFORD**

*Present:* M Ollerenshaw, Chairman  
D Bateman, Vice-Chairman  
R McNeil  
A Walmsley

*Authority Officers:*  
M Sellwood, Chief Executive  
M Eaton, Member Services Manager

*Constabulary Officer:*  
D Whatton, Chief Constable (*for Minute 8*)

1 MINUTES

*RESOLVED:*

That the Minutes of the meeting held on 23 September 2008 be confirmed as a correct record.

2 URGENT BUSINESS

There were no items of urgent business.

3 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, and as amended, the press and public be excluded from the meeting for the items of business listed below on the grounds that it involves the likely disclosure of exempt information as defined in Part 1 of Schedule 12A to the Act in the paragraphs indicated:-

*Item*

*Paragraph*

Chief Officer Bonus Scheme: Review of Performance 2008/09	(1) Information relating to an individual
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Chief Officer Personal Objectives 2008/09	(1)	Information relating to an individual
Chief Officer Bonus Scheme: National Position	(4)	Information relating to labour relations
Chief Officer Pay: National Debate	(4)	Information relating to labour relations
Chief Officer: Conditions of Service	(1)	Information relating to an individual
Review of Management posts in the Police Authority	(1)	Information relating to an individual

#### 4 CHIEF OFFICER BONUS SCHEME: REVIEW OF PERFORMANCE 2008/09

The Chief Executive submitted a report on the Chief Constables' assessment of performance against the personal objectives and competencies for 2008/09 for those chief officers in the Chief Officer Bonus Scheme.

The Committee discussed in detail the individual chief officers' performance assessments.

*RESOLVED:* That

- (1) the report be received;
- (2) the 2008/09 performance assessments for the Deputy Chief Constable and the former Assistant Chief Constables, be noted;
- (3) the gradings for the Deputy Chief Constable and Assistant Chief Constables and the action in relation to the criteria determined in the PNB agreement on chief officer bonuses, as recorded by the Chief Executive, be approved;
- (4) the 2008/09 performance assessment for the Assistant Chief Officer be reviewed by the Chief Constable, and resubmitted for consideration at the next meeting; and
- (5) the Chief Executive discuss with the Chief Constable, the Committee's requirements for future performance assessments to ensure full compliance with the PNB agreement.

## 5 CHIEF OFFICER PERSONAL OBJECTIVES 2009/10

The Chief Executive submitted a report on the personal objectives for the Chief Constable for 2009/10 as agreed by Her Majesty's Inspector of Constabulary following consultation with the Chairman. The Chief Constable was in the progress of developing the proposed personal objectives for the ACPO team.

*RESOLVED:* That

- (1) the personal objectives for the Chief Constable, as contained in Appendix 1 to the report, be noted; and
- (2) the Committee meet on 1 September 2009 on the rise of Staff Committee to agree the personal objectives and competencies for the Deputy Chief Constable, the Assistant Chief Constable and the Assistant Chief Officer.

## 6 CHIEF OFFICER BONUS SCHEME: NATIONAL POSITION

The Chairman presented an update on the discussions at the APA Council meeting on 15 July 2009 about a proposal to seek to disestablish the Chief Officer Bonus Scheme. Members discussed the proposal with the Chief Executive and supported the APA's position.

*RESOLVED:* That

- (1) the outcome of the discussions at the APA Council meeting, be noted; and
- (2) the Chief Executive advise the APA that the Authority endorses the proposal to seek to disestablish the Chief Officer Bonus Scheme.

## 7 CHIEF OFFICER PAY: NATIONAL DEBATE

The Chief Executive circulated a letter from the Chairman of the Association of Police Authorities (APA) about the agreed position with regard to chief officer remuneration packages.

The Committee considered the letter and endorsed the APA's view.

*RESOLVED:*

That the APA's position with regard to Chief Officer remuneration packages, be endorsed.

## 8 CHIEF OFFICER: CONDITIONS OF SERVICE

The Chief Executive submitted a report on the terms and conditions of service of a chief officer.

*RESOLVED:*

That the recommendations contained in the Appendix to the report, be approved, subject to the amendment to 2(a) as recorded by the Chief Executive.

## 9. REVIEW OF MANAGEMENT POSTS IN THE POLICE AUTHORITY

The Chief Executive submitted a report on the review of the management posts within the Authority as requested by the Committee on 3 March 2008 (Minute 15). The report detailed the proposed review and the financial implications.

*RESOLVED:* That

- (1) the findings of the review be noted; and
- (2) the revised job description for the Deputy Chief Executive as detailed in the Annex to the Chief Executive's report, be approved and the post be graded SM3 with effect from 1 July 2009 and the budget be adjusted accordingly.

## 10. DATES OF FUTURE MEETINGS

*RESOLVED:* That

- (1) the next meeting be held on 1 September 2009 on the rise of Staff Committee; and
- (2) a meeting be held on 16 December 2009 at 9.30am to undertake the mid year review of chief officer performance.

*Duration of Meeting: The meeting commenced at 9.30am and finished at 11.30am.*

CHESHIRE POLICE AUTHORITY  
REMUNERATION COMMITTEE  
1 SEPTEMBER 2009

CHIEF OFFICER BONUS SCHEME: REVIEW OF PERFORMANCE 2008/09

*The Appendix to this report is not for publication as it contains information which is likely to reveal the identity of an individual. The author of this report considers that the public interest in maintaining the exemption outweighs the public interest in disclosing the information.*

PURPOSE OF THE REPORT

1. To enable the Committee to consider performance against the personal objectives and competencies for 2008/09 of a chief officer participating in the Chief Officer Bonus Scheme.
2. The attached Appendix provides details of the background to the Scheme and the Chief Constables' assessment of performance.

RECOMMENDED:

That the recommendations contained in the Appendix, be considered.

MARK SELLWOOD  
CHIEF EXECUTIVE

CHESHIRE POLICE AUTHORITY  
REMUNERATION COMMITTEE  
1 SEPTEMBER 2009

CHIEF OFFICER PERSONAL OBJECTIVES 2009/10

*The Appendices to this report are not for publication as they contain information which is likely to reveal the identity of an individual. The author of this report considers that the public interest in maintaining the exemption outweighs the public interest in disclosing the information.*

PURPOSE OF THE REPORT

1. To enable the Committee to consider the key personal objectives for the Deputy Chief Constable, Assistant Chief Constable, Acting Assistant Chief Constable and Assistant Chief Officer for 2009/10.

BACKGROUND

2. Home Office Circular 27/2003 sets out the requirements concerning the personal objectives for chief officers. There should be usually between 4 and 6 key personal objectives and no more than 10. Where appropriate, objectives should include national responsibilities. Other objectives can be included but it is the key personal objectives that will be used to inform the decision on the overall assessment.
3. Key personal objectives must reflect service and force priorities as set out in the national and local Policing Plans. As well as the requirement for all chief officers to have one diversity objective, all chief officers must also have at least one crime reduction objective that covers how the postholder contributes to and/or facilitates national and local crime reduction plans. Both of these must be identified as key personal objectives.
4. All objectives are required to be SMARTER, to ensure that there is no doubt at the end of the reporting period whether or not an objective has been achieved.
5. The Home Office guidance states that at the beginning of the reporting period, how performance against the 12 ACPO competencies listed on the PDR form will be reviewed and assessed. Performance against the competencies must be measurable and have clarity to enable performance to be assessed and bonus payments determined. The Chief Constable has agreed the assessment process with each of his chief officers.

6. In considering objectives in the past, the Committee has required that they are fully compliant with the requirements of the PNB agreement, in particular they must be clearly measurable and baseline data should be provided.

#### CHIEF OFFICERS

7. Members will recall from the last meeting, the Chief Constable was not in a position to submit the personal objectives and competencies for the Chief Officer team.
8. The attached Appendices contain the personal objectives for 2009/10 for the Deputy Chief Constable, Assistant Chief Constable, Acting Assistant Chief Constable and Assistant Chief Officer. The objectives represent 'key personal objectives' and will be assessed taking account of personal contributions and the implications of issues that may arise during the year that are beyond the individuals control or those of the Constabulary and Police Authority. It is important that the Chief Officers work together effectively as a team and some of the objectives are shared.

#### RECOMMENDED:

That the personal objectives for the Deputy Chief Constable, Assistant Chief Constables, Acting Assistant Chief Constable and Assistant Chief Officer, as contained in Appendix 1 to the report, be agreed.

MARK SELLWOOD  
CHIEF EXECUTIVE