

# Remuneration Committee

**DATE:** Thursday 27 May 2009  
**TIME:** On the rise of Selection 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 16 December 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 it involves 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 2009/10	(1) Information relating to an Individual
Chief Officer Personal Objectives 2010/11: Approval	(1) Information relating to an Individual

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

### 4. CHIEF OFFICER BONUS SCHEME: REVIEW OF PERFORMANCE 2009/10

To consider the attached report by the Chief Executive

### 5. CHIEF OFFICER PERSONAL OBJECTIVES 2010/11: APPROVAL

To consider the attached report by the Chief Executive



**MINUTES OF A MEETING HELD ON 16 DECEMBER 2009 IN CONSTABULARY HEADQUARTERS, WINSFORD**

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

*Authority Officer:*  
M Sellwood, Chief Executive

*Constabulary Officer:*  
D Whatton, Chief Constable

*Apologies:* A Walmsley

20. MINUTES

*RESOLVED:*

That the Minutes of the meeting held on 1 October 2009 be confirmed as a correct record.

21. URGENT BUSINESS  
(There were no items of urgent business).

22. 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 they involve the likely disclosure of exempt information as defined in Part 1 of Schedule 12A to the Act in the paragraph indicated:-

<i>Item</i>		<i>Paragraph</i>
Chief Officer Personal Objectives 2009/10: Mid-Year Review	(1)	Information relating to an individual
Chief Officer Personal Objectives 2010/11: Process	(1)	Information relating to an individual

## 23. CHIEF OFFICER PERSONAL OBJECTIVES 2009/10: MID YEAR REVIEW

The Chief Executive submitted a report on the mid-year review of performance against the personal objectives set for the chief officers. The Committee considered the outcome of the mid-year review of performance for each chief officer and noted that good progress was being made to achieve the targets set.

The Chief Constable referred to the decision at the Authority on 15 December 2009 (Minute 75) relating to the changing portfolios of the Assistant Chief Constable and the Temporary Assistant Chief Constable and the impact this would have on the personal objectives for each officer for the remainder of the year.

*RESOLVED:* That

- (1) the mid-year review of performance against the personal objectives set for each of the chief officers, as detailed in the Chief Executive's report, be received; and
- (2) the Chief Constable circulate to the Committee the revised personal objectives for the Assistant Chief Constable and the Temporary Assistant Chief Constable early in January 2010.

## 24. CHIEF OFFICER PERSONAL OBJECTIVES 2010/11: PROCESS

Further to the decision at the Committee on 1 October 2009 (Minute 19), the Chief Executive submitted a report on the process for determining and reviewing the personal objectives for each of the chief officers in 2010/11. The Chief Constable outlined the process that had been developed following a discussion with HMIC in relation to best practice elsewhere and circulated a model format that could be used for future end of year reports. Members discussed the process with the Chief Constable and the need for consistency in reporting format for each chief officer throughout the process and for reports to be prepared in good time for consideration at the programmed meetings of the Committee.

*RESOLVED:*

That the process outlined for the consideration and agreement of personal objectives for chief officers and the review stages, as set out in the Chief Executive's report, be approved.

*Duration of Meeting: The meeting commenced at 9.30am and finished at 10.15am.*

CHESHIRE POLICE AUTHORITY  
REMUNERATION COMMITTEE  
27 MAY 2010

CHIEF OFFICER BONUS SCHEME: REVIEW OF PERFORMANCE 2009/10

*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 set for chief officers in 2009/10.
2. The attached Appendix provides details of the background to the Scheme and the chief officers' assessment of performance.

RECOMMENDED:

That the recommendations contained in the Appendix, be considered.

MARK SELLWOOD  
CHIEF EXECUTIVE

CHESHIRE POLICE AUTHORITY  
REMUNERATION COMMITTEE  
27 MAY 2010

CHIEF OFFICER PERSONAL OBJECTIVES 2010/11

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PURPOSE OF THE REPORT

1. To enable the Committee to consider the key personal objectives for Chief Officers for 2010/11.

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. 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.
6. The attached Appendix contains the personal objectives for the Chief Officers for 2010/11.

**RECOMMENDED:**

That the personal objectives for the Chief Officers, as contained in the Appendices to the report, be agreed.

**MARK SELLWOOD  
CHIEF EXECUTIVE**