

Remuneration Committee

DATE: Thursday 29 July 2010

TIME: 12 noon

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 27 May 2010

3

2. HOME OFFICE GUIDANCE ON PERFORMANCE AND DEVELOPEMNT REVIEWS FOR CHIEF OFFICERS

To consider the attached report by the Chief Executive

7

3. URGENT BUSINESS

To consider any matters that the Chairman considers are urgent.

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4. 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 item 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 paragraph indicated:-

Item

Paragraph

Chief Officer Car Scheme: Review

(1) Information relating to an Individual

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

5. CHIEF OFFICER CAR SCHEME: REVIEW

To consider the attached report by the Treasurer

67



MINUTES OF A MEETING HELD ON 27 MAY 2010 IN CONSTABULARY HEADQUARTERS, WINSFORD

Present: M Ollerenshaw, Chairman
A Arnold, Vice-Chairman
R McNeil
A Walmsley

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

1. MINUTES

RESOLVED:

That the Minutes of the meeting held on 16 December 2009 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 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 Bonus Scheme: Review of Performance 2009/10	(1) Information relating to an individual
Chief Officer Personal Objectives 2010/11	(1) Information relating to an individual

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

The Chief Executive submitted a report on performance against the personal objectives set for chief officers in 2009/10.

The Chief Executive reminded the Committee of the agreement reached by the Police Negotiating Board (PNB) in 2004 on a performance related bonus scheme for chief officers. The performance assessment for the Chief Constable continued to be led by HMIC, in consultation with the Chairman, although the former Minister of State for Policing in March 2010 implemented the changes in the Policing Green Paper and revised guidance was awaited.

Members considered the overall performance context and the national and regional contribution of each chief officer. The Committee then considered in detail the performance assessment for each officer against the personal objectives, ACPO competencies and the gradings awarded for 2009/10. In accepting the gradings, Members noted that some officers were eligible for consideration of a bonus payment in accordance with the PNB agreement, however, Members wished to discuss the matter with the Chief Constable before reaching a decision and therefore the Chief Constable was asked to attend at the end of the meeting.

RESOLVED: That

- (1) the report be received; and
- (2) the performance assessment of the Chief Constable and the Deputy Chief Constable be agreed and their eligibility for a bonus payment in accordance with the PNB agreement, be noted;
- (3) the performance assessment of the Assistant Chief Officer be agreed and the withdrawal of the officer from the bonus scheme, be welcomed in the current financial climate;
- (4) the performance assessment of the Assistant Chief Constable be agreed and the progression within the pay scale be discussed with the Chief Constable; and
- (5) the performance assessment of the Temporary Assistant Chief Constable, be agreed.

5. CHIEF OFFICER PERSONAL OBJECTIVES 2010/11

The Chief Executive submitted a report on the personal objectives for the Deputy Chief Constable, Assistant Chief Officer, Assistant Chief Constable and Temporary Assistant Chief Constable for 2010/11. Following implementation of the proposals in the Policing Green Paper guidance was awaited on the development of personal objectives for Chief Constables. The Committee would meet once the guidance had been issued, to set the Chief Constable's personal objectives for 2010/11.

The Committee considered in detail the proposed objectives set out in the report and made some amendments in the light of revised targets in the Policing Plan and proposed a number of further amendments.

RESOLVED: That

- (1) the personal objectives for the Deputy Chief Constable, Assistant Chief Officer, Assistant Chief Constable and Temporary Assistant Chief Constable, as contained in the Appendices to the Chief Executive's report and as amended by Members, be agreed;
- (2) the Chief Executive advise the Chief Constable of the amendments requested by Members, and the amendments implemented by the Chief Constable be reported to the Committee on 28 October 2010 when the mid-year report is considered; and
- (3) a further meeting of the Committee be arranged once the new guidance on the development of Chief Constable personal objectives has been published by the Home Secretary.

6. PAYMENT OF PERFORMANCE RELATED BONUSES 2009/10

The Chief Constable attended the Committee to discuss the payment of bonuses to chief officers in relation to 2009/10, in recognition of the current financial climate within which the Authority operates.

RESOLVED: That

- (1) whilst recognising that the Chief Constable and the Deputy Chief Constable were eligible for the payment of a performance related bonus in accordance with the 2004 PNB agreement it was mutually agreed between the Committee and the Chief Constable that no payments be made in 2009/10;
- (2) the Assistant Chief Constable progress in the pay scale, as approved by the Committee and recorded by the Chief Executive; and
- (3) the Association of Police Authorities be advised that the Authority has reaffirmed its current policy position in relation to the chief officer bonus scheme, as agreed on 23 July 2009 (Minute 6), that the Authority endorses the proposal to seek to disestablish the chief officer bonus scheme; and the Association of Police Authorities be asked to progress this matter with the new Home Secretary and the Coalition Government.

Duration of Meeting: The meeting commenced at 11.45am and finished at 1.45pm.

HOME OFFICE GUIDANCE ON PERFORMANCE AND DEVELOPMENT
REVIEW FOR CHIEF OFFICERS

PURPOSE OF THE REPORT

1. To report on the introduction of revised guidance on performance and development reviews (PDRs) for chief officers.

BACKGROUND

2. The Remuneration Committee on 27 May 2010 (Minute 4) received a letter from the former Minister of State for Policing implementing the proposals in the Policing Green Paper transferring the lead responsibility for Chief Constable's PDRs to police authorities. This transfer took effect on 1 April 2010.
3. The Home Office has now produced revised guidance, a copy of which is attached as Appendix 1. The process governing Deputy Chief Constable's and Assistant Chief Constable's PDRs remains unchanged and the guidance focuses on the new process for determining the Chief Constable's personal objectives and development plan. There is a useful flow chart showing the process at Annex B.
4. The Chairman will commence discussions with the Chief Constable to determine this year's local objectives and development plan, although this may not be concluded until after Performance Panel on 24 August 2010, when the review of the policing objectives and targets will be considered as part of the review of the Policing Plan, in response to the Home Secretary's decision to scrap the confidence target and Policing Pledge.
5. The APA and NPIA have produced a reference document for the new process, which has been used as part of some briefing workshops. This document is attached as Appendix 2.

RECOMMENDED: That

- (1) the revised Home Office guidance on performance and development reviews for chief officers be received;
- (2) in accordance with the Home Office guidance the Chairman be authorised to develop and determine the annual personal objectives and development plan for the Chief Constable;

- (3) the Chief Constable's personal objectives and development plan for 2010/11 be reported to the Committee on 28 October 2010; and
- (4) in accordance with the decision of the Committee on 24 May 2010 (Minute 5 (2)) the amended personal objectives for the Deputy Chief Constable and Assistant Chief Constables be further reviewed in the light of the Authority's amendments to the Policing Plan and submitted to the Committee on 28 October 2010 for consideration.

MARK SELLWOOD
CHIEF EXECUTIVE

CHESHIRE POLICE AUTHORITY
REMUNERATION COMMITTEE
29 JULY 2010

CHIEF OFFICER CAR SCHEME: REVIEW

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 report on the outcome of a review of the Chief Officer Car Scheme as commissioned by the Chairman at the Accounts Workshop on 15 June 2010.
- 2 The attached Appendix outlines the background to the current scheme; the results of a benchmarking exercise of similar schemes; the findings of the review; and a series of options for consideration.

RECOMMENDED:

That the Committee review the Chief Officer Car Scheme and determine the basis of the scheme for the future, including such issues as review periods.

LIZ LUNN
TREASURER