

24. STATUTORY PERFORMANCE INDICATORS: HUMAN RESOURCES

The Chief Constable submitted a report on performance against the four statutory performance indicators and targets relating to human resources for the period April to June 2006.

RESOLVED:

That the report be received.

25. WORKFORCE MODERNISATION

The Director of Human Resources presented a report on the ACPO Workforce Modernisation Programme. The Committee was advised that the programme proposed greater efficiency and effectiveness, by reviewing the range of skills, experience and powers required to perform the tasks undertaken by the police service. Critical elements of policing - flexibility, independence and public confidence would be maintained through the retention of Constable posts. The Committee was advised that no additional funding was available, but, support from the national project team in terms of set up, continuing support and evaluation would be given. The Constabulary wished to submit a bid to become a demonstration site and the Eastern Area was proposed.

The Clerk & Chief Executive reported that the Association of Police Authorities supported the programme's principles and objectives although a number of emerging issues had raised some concerns about the programme achievability. The Committee was advised of the APA policy position on workforce modernisation, in particular police officer numbers.

Members raised a number of issues including the criteria for the selection of the Eastern Area as the demonstration site; the timescale for implementation and the cost; and support of the APA's policy position, to which the Director responded.

RESOLVED: That

- (1) the report be noted;
- (2) the proposal for the Constabulary to apply to be a workforce modernisation demonstration site, be supported;
- (3) the APA policy position on workforce modernisation as agreed at the APA AGM on 19 July 2006, be supported; and
- (4) a further report be presented to the Committee, identifying the posts that could be civilianised.

26. OSPRE RESULTS

The Chief Constable submitted a report on the recent Operationally Structured Practical Related Examination (OSPRE) results for Sergeants and Inspectors. The report compared Cheshire officers' results, with that of its most similar forces (MSF) and the national average.

The Committee considered the report and discussed with the Director of Human Resources the poor results in relation to Inspector Part 1 examinations.

RESOLVED:

That the report be noted.

27. BUSINESS INTERESTS: REVISED PROCEDURE

The Chief Constable submitted a revised draft of the Business Interests procedure for police officers and staff. The procedure had been revised in the light of experiences and separate appeal procedures had been developed for police officers and staff.

RESOLVED:

That the revised draft Business Interests procedure, be supported.

28. DRAFT CODE OF PROFESSIONAL STANDARDS FOR POLICE STAFF

The Director of Human Resources presented a report on the proposed code of professional standards for police staff. The code had been developed by the Trade Union Side of the Police Staff Council (PSC) and had been issued to UNISON branches and the Employer side of the PSC for consultation. The report detailed the key features of the code.

RESOLVED:

That the report be noted.

29. UNSATISFACTORY PERFORMANCE PROCEDURES: POLICE OFFICERS

The Director of Human Resources presented a report on the Home Office consultation on the proposed unsatisfactory performance procedure for police officers and outlined the main issues contained within the procedure. The Committee considered the report and the proposed procedures.

RESOLVED: That

- (1) the report be noted; and
- (2) the Clerk & Chief Executive and the Director of Human Resources, in consultation with the Chairman of the Committee, submit a joint

response, to the proposed unsatisfactory performance procedure for police officers.

30. LEARNING & DEVELOPMENT: SELF ASSESSMENT AND PEER REVIEW FOR POLICE AUTHORITIES

The Director of Human Resources reported on HMICs proposal to introduce peer reviews for police authorities in relation to the governance of learning and development and outlined the various stages of the review process. The process would commence with the completion of a self assessment questionnaire.

RESOLVED: That

- (1) the proposed self assessment of the Authority's governance role in respect of learning and development function, be noted; and
- (2) the Clerk & Chief Executive, supported by the Head of Learning & Development, and in consultation with the Lead Members for training, complete and return the self assessment.

31. EXTENSION TO PENSIONS ADMINISTRATION CONTRACT

The Director of Human Resources presented a report in respect of the provision of pensions administration beyond the expiry of the current arrangements with Cheshire County Council on 31 March 2007.

RECOMMENDED: That

- (1) the existing arrangements stated in the Statement Of Service Requirements (SOSR) with the Cheshire County Council Pensions Department be extended to cover the period 1 April 2007 to 30 September 2007;
- (2) the detail of the SOSR be evaluated and the future pension's administration needs of the Constabulary be fully identified;
- (3) the ACPO framework agreement for police pension administration services be explored and the best of the three providers engaged for provision of services beyond September 2007; and
- (4) a report on the outcome of the evaluation and the recommended service provider be submitted to a future meeting of the Committee.

32. LOCAL GOVERNMENT PENSION SCHEME: CONSULTATION

The Director of Human Resources presented a report which detailed the draft amending regulations and the new-look Local Government Pension Scheme (LGPS) to be introduced in April 2008.

Members considered the four options for new-look LGPS and noted the Constabulary's comments.

RESOLVED: That

- (1) the Constabulary response to the draft amending regulations in respect of the LGPS, as detailed in the Appendix 1 to the report, be supported; and
- (2) the Clerk & Chief Executive and the Director of Human Resources, in consultation with the Chairman of the Committee, consider further the four options for the new look pensions provision and submit a joint response to the Government consultation.

33. POLICE NEGOTIATING BOARD SURVEY

The Director of Human Resources presented the annual survey of earnings, hours and length of service for all police officer ranks up to and including Chief Superintendents, undertaken by the Police Negotiating Board. Members considered the report which included the average pay, overtime, service and age by region along with a summary for Cheshire.

RESOLVED:

That the report be received.

34. URGENT BUSINESS

(There were no items of urgent business)

35. 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 paragraph indicated:-

<i>Item</i>	<i>Paragraph</i>	
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
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PART 2 – MATTERS CONSIDERED IN THE ABSENCE OF THE PRESS AND PUBLIC

36. MANAGEMENT OF ATTENDANCE: QUARTERLY REPORT

The Chief Constable submitted the performance data for April to June 2006 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 Committee expressed concern about the totally unacceptable levels of sickness absence, particularly in relation to police staff and the failure of the numerous initiatives introduced by successive Chief Constables to address this problem. Members commented on the significant increase in supervisory/management posts in the last three years and the need for managers at all levels to be held accountable for performance including sickness absence. The Committee discussed the need for strong leadership from Chief Officers to enforce the attendance policy and see a radical improvement in performance by 31 March 2007.

RESOLVED: That

- (1) that the quarterly report on the management of attendance performance be noted with concern; and
- (2) the Chief Constable be advised that the Authority requires that all necessary action be taken to enforce the Constabulary's attendance policy and that an improvement in attendance was a priority for the remainder of the year.

37. 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 outside the Constabulary.

RESOLVED:

That the report be received.

38. MEDICAL RETIREMENTS: QUARTERLY REPORT

The Clerk & Chief Executive submitted a report on the number of medical retirements (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 11.00am and finished at 12.20pm.