



# Cheshire Police Authority - Remuneration Committee

## MINUTES OF A MEETING HELD ON 1 SEPTEMBER 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

### 11. MINUTES

*RESOLVED:*

That the Minutes of the meeting held on 23 July 2009 be confirmed as a correct record.

### 12. URGENT BUSINESS

There were no items of urgent business.

### 13. 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:-

*Item*

*Paragraph*

Chief Officer Bonus Scheme: (1) Information relating to an individual  
Review of Performance 2008/09

Chief Officer Personal Objectives (1) Information relating to an individual  
2009/10

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

The Chief Executive submitted a report on the Chief Constables' revised assessment of performance against the personal objectives and competencies

for 2008/09 for the Assistant Chief Officer.

The Committee discussed the revised performance assessment.

*RESOLVED:* That

- (1) the report be received; and
- (2) the 2008/09 performance assessments for the Assistant Chief Officer, be noted.

15. CHIEF OFFICER PERSONAL OBJECTIVES 2009/10

The Chief Executive submitted a report on the proposed personal objectives for the Deputy Chief Constable, Assistant Chief Officer, Assistant Chief Constable and Acting Assistant Chief Constable for 2009/10.

In considering the report, the Committee were critical of the timeliness of the objective setting process. Members accepted the proposed objectives for the Assistant Chief Officer and considered the number of common objectives for the other chief officers. It was stressed that personal objectives must be SMARTER, as defined in the Police Negotiating Board guidance, and where they are shared, the measures should relate to the personal contribution of the officer in achieving that objective. Clear personal responsibility and the objectives being appropriately challenging and stretching, were essential for the officers to be eligible for consideration of a bonus payment. It was agreed that those factors, together with the assessment of performance against the twelve ACPO competencies, would be critical in the Committee's future deliberations about the bonus scheme and the level of any payments.

*RESOLVED:* That

- (1) the personal objectives for the Assistant Chief Officer for 2009/10 be approved; and
- (2) the Chief Constable be requested to review the personal objectives for the Deputy Chief Constable, the Assistant Chief Constable and the Acting Assistant Chief Constable in the light of the Committee's comments;
- (3) the Committee meet on 22 September 2009 on the rise of Audit Committee to consider the outcome of the Chief Constable's review requested in (2) above; and
- (4) to enable an officer to be eligible to participate in the chief officer bonus scheme, the personal objectives and how performance will be reviewed and assessed against the ACPO competencies, be submitted to the Committee for consideration and approval by the end of May each year.

*Duration of Meeting: The meeting commenced at 11.55am and finished at 12.25pm.*