



# CHESHIRE POLICE AUTHORITY

## STAFF COMMITTEE

(C)

### MINUTES OF A MEETING HELD ON TUESDAY 2 SEPTEMBER 2008 AT CONSTABULARY HEADQUARTERS, WINSFORD

*Present:*

M A Ollerenshaw, Chairman	B Maher
D Cargill, Vice-Chairman	P Nurse
A Bradley	C Oliver
J P Findlow	T Savage
C Kirkpatrick	

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

*Constabulary Officers:*  
G Gerrard, Acting Chief Constable  
C Barton, Director of Human Resources  
Det Supt Phil Jones, Head of Professional Standards

#### 21. MINUTES

*RESOLVED:*

That the Minutes of the meeting held on 20 May 2008 be noted.

#### 22. COMPLAINTS AND MISCONDUCT MATTERS

The Acting Chief Constable presented the quarterly report on complaints and misconduct matters for April to June 2008. It was reported that during the period 129 complainants had made 177 allegations, which equated to an increase of 2.4% in complainants and a 5.35% decrease in allegations, compared with the previous year. There had been 288 allegations made against police officers, 13 against police staff, 2 about special constables and 1 against a PCSO.

The Committee also received detailed information on the various categories of individual complaints; the number of referrals to the Independent Police Complaints Commission; internal discipline cases; cases referred to the Crown Prosecution Service; complaints outstanding from previous years; statistical analysis of complaints; and key performance indicators relating to complaints which showed an increase in the number of complaints finalised.

Members in considering the report, raised a number of issues relating to the various categories of complaint to which the Acting Chief Constable responded.

*RESOLVED:*

That the report be received.

23. INDEPENDENT POLICE COMPLAINTS COMMISSION CONSULTATION –  
“BUILDING ON EXPERIENCE: TAKING STOCK”

The Chief Executive submitted a report on the Independent Police Complaints Commission (IPCC) consultation on the police complaints system. The consultation sought comments on defining a complaint; resolving a complaint, reviewing the handling of complaints; IPCC oversight; and independent investigations.

The Committee considered and made a number of comments on the draft response to the consultation.

*RESOLVED:* That

- (1) the report be noted; and
- (2) the Chief Executive be authorised to respond to the consultation, based on the comments expressed at the meeting.

24. INDEPENDENT POLICE COMPLAINTS COMMISSION REPORT: DEATHS  
DURING OR FOLLOWING POLICE CONTACT 2007/08

The Chief Executive reported on the statistics issued by the IPCC on the number of deaths that had occurred during or following police contact in 2007/08. The report revealed that during the period, 75 people had died which was a decrease of 9 from the previous year and that three deaths had occurred in Cheshire. The Acting Chief Constable briefed the Committee on the deaths in Cheshire and agreed to submit a report on the outcome of the investigations/hearing in due course.

*RESOLVED:*

That the report be noted.

25. INDEPENDENT POLICE COMPLAINTS COMMISSION INVESTIGATION  
REPORT: COMPLAINTS AGAINST THE CHIEF CONSTABLE OF DYFED-  
POWYS POLICE

The Chief Executive submitted a report on the investigation undertaken by the Independent Police Complaints Commission (IPCC) in relation to complaints made against Chief Constable of Dyfed-Powys Police. The IPCC investigation had made a number of recommendations to Dyfed-Powys Police and Police Authority, which the APA had shared with other police authorities for consideration.

The Chief Executive reported that following the recommendations, the Treasurer has been asked to review the internal arrangements within the Constabulary and report to Audit Committee on 9 December 2008.

*RESOLVED:*

That the report be noted and the review being undertaken by the Treasurer, be supported.

26. RECRUITMENT: QUARTERLY REPORT

The Director of Human Resources reported on police officer, staff, PCSOs and special constable recruitment including the number, gender and ethnic origin of new recruits. The report also outlined the progress of the civilianisation programme and all vacant staff posts in the Areas and departments. Members considered the budget position and the implications of the current housing market on transferees.

*RESOLVED:*

That the report be noted.

27. PROBATIONER TRAINING: PARTNERSHIP WITH CHESTER UNIVERSITY

The Director of Human Resources reported on an offer of accommodation from Chester University and the potential relocation of police officer probationer training to Padgate Campus, Warrington. The report detailed the offer, the facilities provided the benefits, legal issues, and the costs to the Authority.

Whilst considering and welcoming the proposals, Members commented on the legal issues; the foundation degree; monitoring and maintaining discipline of probationers and the level of funding received by the University from HEFCE. The Committee discussed the future professionalising of the police review.

*RESOLVED:* That

- (1) the move of Probationer training from Constabulary HQ to the Padgate Campus, Warrington with a management review after 12 months, be supported;
- (2) the outcome of the management review to be reported to Staff Committee in November 2009; and
- (3) the Assistant Chief Officer be requested to undertake a capacity review of the Authority's estate and report to Service Improvement Panel on 17 March 2009.

28. OSPRE RESULTS

The Director of Human Resources reported 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 and the national average.

*RESOLVED:*

That the report be noted.

29. POLICE PENSION SCHEME: NEW COMMUTATION FACTORS

The Director of Human Resources reported on the introduction of new commutation factors for the Police Pension Schemes 1987 & 2006.

*RESOLVED:*

That the report be noted.

30. POLICE PAY NEGOTIATIONS 2008/09

The Chief Executive submitted a report on the current negotiations for the 2008 police officer and staff pay awards.

*RESOLVED:*

That the report be noted.

31. MEMBER TRAINING SCRUTINY GROUP

The Chief Executive reported on the work of the Member Training Scrutiny Group and made a number of recommendations for the 2009/10 Member training programme.

*RESOLVED:*

That the Member training programme for 2009/10, as developed by the Scrutiny Group and contained in Appendix 1 to the Chief Executive's report, be approved.

32. URGENT BUSINESS

(There were no items of urgent business)

33. 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 paragraphs indicated:-

<i>Item</i>	<i>Paragraph</i>	
Review of Misconduct Issues: Quarterly Report	(2)	Information which is likely to reveal the identity of an individual
Police Appeals Tribunals	(2)	Information which is likely to reveal the identity of an individual
HMIC Frontline Supervision Thematic Review	(7)	Information relating to the prevention, investigation or prosecution of crime
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

*PART 2 – MATTERS CONSIDERED IN THE ABSENCE OF THE PRESS AND PUBLIC*

34. REVIEW OF MISCONDUCT ISSUES: QUARTERLY REPORT

The Acting Chief Constable submitted a report on the number of written warnings and hearings for police officers and disciplines and suspensions of police staff and PCSOs during the period April to June 2008.

*RESOLVED:*

That the report be noted.

35. POLICE APPEALS TRIBUNALS

The Chief Executive reported on the process for Police Appeals Tribunals, and reported on the outcome of the five appeals submitted since April 2007 and the associated financial implications to the Authority.

*RESOLVED:*

That the report be noted.

36. HMIC FRONTLINE SUPERVISION THEMATIC REVIEW

The Director of Human Resources reported on the results from the HMIC thematic review into frontline supervision which considered the role of the frontline sergeant in the 24/7 response policing environment as both a leader of people and a guardian of excellence in service delivery.

The Committee considered the Cheshire results to the national questionnaire, and the comparison against most similar forces.

*RESOLVED:*

That the report be noted.

37. MANAGEMENT OF ATTENDANCE: QUARTERLY REPORT

The Director of Human Resources presented the performance data for the period April to June 2008 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 average number of working days lost for the period for police staff and officers was 1.92 and 1.78 respectively which represented a decrease for police staff and an increase for police officers on the previous year.

Members discussed with the Director of Human Resources the accuracy of recording sickness absence and the need for managers to be accountable for such accuracy and some further analysis of the miscellaneous category of sickness.

*RESOLVED:*

That the report be noted.

38. 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. The report also detailed the number of grievances recorded; employment tribunals; and performance against the four statutory performance indicators and targets relating to human resources for 2008/09.

*RESOLVED:*

That the report be received.

39. MEDICAL RETIREMENTS: QUARTERLY REPORT

The Chief Executive submitted a report on a medical retirement (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 9.30am and finished at 11.30am.*