



Cheshire

Police Authority - Remuneration Committee

(E)

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.