



CHESHIRE POLICE AUTHORITY

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REMUNERATION COMMITTEE

MINUTES OF A MEETING HELD ON 10 JULY 2007 IN CONSTABULARY HEADQUARTERS, WINSFORD

Present: P Nurse, Chairman
P J Walker
M A Ollerenshaw

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

1. MINUTES

RESOLVED:

That the Minutes of the meeting held on 12 December 2005 be confirmed as a correct record.

2. URGENT BUSINESS: CHIEF OFFICER TRANSPORT SCHEME

RESOLVED:

That an item of urgent business relating to the Chief Officer Transport Scheme be considered in Part 2 of the meeting.

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 paragraphs indicated:-

<i>Item</i>	<i>Paragraph</i>
Chief Officer Bonus Scheme	(1) Individual Employees
Urgent Business: Chief Officer Transport Scheme	(1) Individual Employees

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

4. CHIEF OFFICER BONUS SCHEME

The Chief Executive reported that the Authority on 5 April 2005 had established a Remuneration Committee to develop, review and operate a Chief Officer Bonus Scheme in accordance with Government guidance.

The Chief Executive presented a report which enabled the Committee to review the personal objectives for 2007/08 for the Chief Officers participating in the Bonus Scheme.

The Committee discussed in detail the personal objectives and activities proposed in relation to the ACPO competencies. In considering the objectives, the Committee stated that the 2008/09 objectives must be SMARTER and further work was required in the current year to ensure the personal objectives complied with the statutory guidance for the scheme and that the activities in relation to the ACPO competencies needed to be completed.

RESOLVED: That

- (1) the report be received;
- (2) the personal objectives and work in relation to the ACPO competencies for 2007/08 of the chief officers detailed in the report be noted, and the Chief Executive advise the officers concerned where further refinement was required; and
- (3) the Committee meet on 15 October 2007 to undertake a mid-year review of performance against the personal objectives and ACPO competencies.

5. URGENT BUSINESS: CHIEF OFFICER TRANSPORT SCHEME

In accordance with Standing Order 5.3, the Chairman was of the opinion that this matter be considered as it was necessary to brief Members before the next meeting of the Committee.

The Chief Executive gave an oral briefing on implications for the Chief Officer Transport Scheme, following the commissioning of independent tax advice. The Committee were invited to consider reviewing the scheme in light of the advice to ensure that the intention and benefit of the scheme was maintained.

RESOLVED:

That a report on the Chief Officer Transport Scheme be submitted to the next meeting, including:-

- an outline of the schemes operating elsewhere in the region and in most similar forces; and
- independent tax advice to ensure the integrity of the Scheme is maintained.

Duration of Meeting: The meeting commenced at 2.30pm and finished at 3.35pm.