



CHESHIRE POLICE AUTHORITY

REMUNERATION COMMITTEE

MINUTES OF A MEETING HELD ON MONDAY 12 DECEMBER 2005 IN CONSTABULARY HEADQUARTERS, WINSFORD

Present: P Nurse, Chairman
M D Darby
B P Doyle

Authority Officers:
M Sellwood, Clerk & Chief Executive
M Eaton, Senior Administration Officer

Apologies: P J Walker

5. MINUTES

RESOLVED:

That the Minutes of the meeting held on 17 August 2005 be confirmed as a correct record.

6. URGENT BUSINESS

There were no items of urgent business.

7. 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, the press and public be excluded from the meeting for the item of business listed below on the grounds that it involves 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	(1) Individual Employees

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

8. CHIEF OFFICER BONUS SCHEME

The Clerk & Chief Executive reported that the Authority on 5 April 2005 (Minute 103) had established a Remuneration Committee to develop, review and operate a Chief Officer Bonus Scheme.

The Clerk & Chief Executive presented a report which enabled the Committee to review the progress of the Chief Officers in the Bonus Scheme against their personal objectives for the current year and invited initial consideration of the development of objectives for 2006/07.

The Committee discussed in detail the three-quarter year assessment of performance by the Chief Constable, Deputy Chief Constable and Assistant Chief Officer against their personal objectives; development plan; and ACPO competencies.

The Committee considered the process for assessing performance and awarding bonuses in the current and future years. Members also discussed the development of personal objectives for 2006/07 and the process to be adopted.

RESOLVED: That

- (1) the three-quarter year progress of chief officers against their personal objectives, be noted;
- (2) the Chief Constable be advised that when final progress reports are drafted and submitted to Her Majesty's Inspector of Constabulary for review, and subsequently presented to the Committee for consideration of bonus payments, they are completed fully; clearly evidence based; and supported by the appropriate data and comparative performance statistics;
- (3) the Clerk & Chief Executive pursue with the APA the development of appropriate training for Members in the setting and reviewing of personal objectives;
- (4) the Chief Constable be invited to draft appropriate personal objectives and development plan for 2006/07 for submission to the Clerk & Chief Executive by 1 March 2006, the objectives must be SMART and based on the Policing Plan and improving organisational performance;
- (5) the Chief Constable arrange for personal objectives and development plans to be developed for the Deputy Chief Constable and Assistant Chief Officer, which must also be based on the above criteria;
- (6) the Committee next meet in March 2006 to:
 - (a) discuss with the Chief Constable his draft personal objectives and development plan for 2006/07 and subsequently determine them; and
 - (b) determine the personal objectives and development plans for the Deputy Chief Constable and Assistant Chief Officer for 2006/07, which the Chief Constable had considered and proposed for approval; and
- (7) the Committee meet in April/May 2006 to consider the HMIC's assessment of chief officer's 2005/06 performance against their personal objectives and whether an award of a bonus payment was appropriate.

Duration of Meeting: The meeting commenced at 2.00pm and finished at 4.10pm.