



CHESHIRE POLICE AUTHORITY

REMUNERATION COMMITTEE

MINUTES OF A MEETING HELD ON WEDNESDAY 17 AUGUST 2005 IN CONSTABULARY HEADQUARTERS, WINSFORD

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

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

1. TERMS OF REFERENCE

The Clerk & Chief Executive reported on the Terms of Reference of the Remuneration Committee which had responsibility to the Authority:-

- (1) To develop, review and operate a Chief Officer Bonus Scheme,
- (2) To periodically review and determine, as necessary, the terms and conditions of service relating to the Chief Constable, Deputy Chief Constable, Assistant Chief Constables, Assistant Chief Officer, and the Clerk & Chief Executive.

RESOLVED:

That the Terms of Reference be noted.

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, 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

4. CHIEF OFFICER BONUS SCHEME

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

The Clerk & Chief Executive outlined the background, process and operation of the scheme and advised that for the current year Her Majesty's Inspector of Constabulary would act as reviewer and report to the Committee on the overall grading of performance against the chief officers' individual objectives.

The Committee considered the performance and development review forms for those chief officers participating in the scheme – the Chief Constable; the Deputy Chief Constable; and the Assistant Chief Officer and had an initial discussion about performance against key personal objectives. The guidance in relation to payments was also considered.

The Committee also discussed the development of personal objectives for 2006/07 and the need for such objectives to be SMARTER and aligned to the Policing Plan with reference to the Police Performance Assessment Framework. The developing role of the Committee in future years in both setting personal objectives and reviewing individual performance was considered together with the need for appropriate training for Members in the process.

The Chairman referred to a draft payment matrix which was circulated at a recent regional meeting and the Committee supported, in principle, the concept of reaching some form of consensus on a payment matrix.

RESOLVED: That

- (1) the operation of the Chief Officer Bonus Scheme be noted; and
- (2) the contents of the performance and development review forms for the chief officers participating in the scheme, be noted;
- (3) the Clerk & Chief Executive discuss with the APA the development of a training package for Members in operating a bonus scheme;
- (4) the Clerk & Chief Executive advise GMPA, on behalf of the region, of the Committee's views on the development of a payment matrix; and
- (5) the next meeting of the Committee be held in December 2005 when Chief Officer progress against their personal objectives be further reviewed and the development of objectives for 2006/07 be considered.

Duration of Meeting: The meeting commenced at 10.00am and finished at 12.00 noon.