

Remuneration Committee

DATE: Wednesday 16 December 2009

TIME: 9.30am

VENUE: Conference Room, Police Authority Offices, Constabulary Headquarters, Winsford

Part 1 – Matters to be considered in the presence of the press and public

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1. MINUTES

To confirm the attached Minutes of the meeting held on 1 October 2009

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2. URGENT BUSINESS

To consider any matters that the Chairman considers are urgent.

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3. EXCLUSION OF THE PRESS AND PUBLIC

It is RECOMMENDED: That under Section 100(A)(4) of the Local Government Act 1972, as applied to 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 it involves 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 Personal Objectives 2009/10: Mid-Year Review	(1) Information relating to an Individual
Personal Objectives 2010/11: Process	(1) Information relating to an Individual

Part 2 – Matters to be considered in the absence of the press and public

4. CHIEF OFFICER PERSONAL OBJECTIVES 2009/10: MID-YEAR REVIEW

To consider the attached report by the Chief Executive

5. PERSONAL OBJECTIVES 2010/11: PROCESS

To consider the attached report by the Chief Executive



MINUTES OF A MEETING HELD ON 1 OCTOBER 2009 IN CONSTABULARY HEADQUARTERS, WINSFORD

Present: M Ollerenshaw, Chairman
D Bateman, Vice-Chairman
R McNeil
A Walmsley

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

16. MINUTES

RESOLVED:

That the Minutes of the meeting held on 1 September 2009 be confirmed as a correct record.

17. URGENT BUSINESS

There were no items of urgent business.

18. 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:-

Item

Paragraph

Chief Officer Personal Objectives 2009/10	(1)	Information relating to an individual
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19. CHIEF OFFICER PERSONAL OBJECTIVES 2009/10

The Chief Constable submitted the revised personal objectives for the Deputy Chief Constable, Assistant Chief Constable and Acting Assistant Chief Constable for 2009/10.

The Committee discussed with the Chief Constable a number of issues relating to the objectives including the timeliness of the objective setting process, the perceived difficulty in measuring the outcomes; and the Authority's expectations in presenting future objectives.

RESOLVED: That

- (1) the personal objectives for the Deputy Chief Constable, the Assistant Chief Constable and the Acting Assistant Chief Constable for 2009/10, be approved; and
- (2) at the next meeting on 16 December 2009:-
 - (a) the mid-year review of the 2009/10 objectives be undertaken; and
 - (b) the process for submitting and agreeing the personal objectives for 2010/11, be considered.

Duration of Meeting: The meeting commenced at 2.00pm and finished at 2.35pm.

CHESHIRE POLICE AUTHORITY
REMUNERATION COMMITTEE
16 DECEMBER 2009

CHIEF OFFICER PERSONAL OBJECTIVES 2009/10: MID-YEAR REVIEW

The Appendices to this report are not for publication as they contain information which is likely to reveal the identity of an individual. The author of this report considers that the public interest in maintaining the exemption outweighs the public interest in disclosing the information.

PURPOSE OF THE REPORT

1. To enable the Committee to consider mid-year progress against the key personal objectives and ACPO competencies for the Chief Constable, Deputy Chief Constable, Assistant Chief Constable and Acting Assistant Chief Constable for 2009/10.

BACKGROUND

2. The Committee on 1 September 2009 (Minute 15) and 1 October 2009 (Minute 19) considered and approved the personal objectives for the chief officers. The personal objectives and ACPO competencies for 2009/10 for all five chief officers are attached as follows:-

Chief Constable	-	Appendix 1
Deputy Chief Constable	-	Appendix 2
Assistant Chief Officer	-	Appendix 3
Assistant Chief Constable	-	Appendix 4
Acting Assistant Chief Constable	-	Appendix 5

RECOMMENDED:

That the progress against the personal objectives for the Chief Constable, Deputy Chief Constable, Assistant Chief Officer, Assistant Chief Constable and Acting Assistant Chief Constable, be considered.

MARK SELLWOOD
CHIEF EXECUTIVE

CHESHIRE POLICE AUTHORITY
REMUNERATION COMMITTEE
16 DECEMBER 2009

CHIEF OFFICER PERSONAL OBJECTIVES 2010/11: PROCESS

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PURPOSE OF THE REPORT

1. To enable the Committee to consider and determine the process for submitting and agreeing the personal objectives for the Chief Constable, Deputy Chief Constable, Assistant Chief Constable and Acting Assistant Chief Constable for 2010/11.

BACKGROUND

2. The Committee on 1 October 2009 (Minute 19) agreed that a process for developing and submitting personal objectives for chief officers be developed and submitted to the Committee for consideration. The agreed process will enable the Committee to have sufficient opportunity to consider and if necessary, to amend/review objectives, within an appropriate timescale and ensure that the agreed objectives are in place at the start of the relevant year.
3. The Chief Constable has developed a process and timescale in consultation with the Chief Executive which will be reported at the meeting.

RECOMMENDED:

That the draft procedure for submission and agreement of the personal objectives for the chief officers, be considered.

MARK SELLWOOD
CHIEF EXECUTIVE