



## CHESHIRE POLICE AUTHORITY SELECTION COMMITTEE

**MINUTES OF A MEETING HELD ON WEDNESDAY 11 APRIL 2007 IN THE  
POLICE AUTHORITY CONFERENCE ROOM, CONSTABULARY HQ,  
WINSFORD.**

*Present:* P Nurse, Chairman                      R Hodson  
              G A Cousins                                S Proctor  
              M D Darby                                 P J Walker

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

*Also present:* B Simmons, Assistant Chief Officer (adviser to the Chief Executive)

*Apologies:* D Cargill, M Chapman and M A Ollerenshaw

1. MINUTES

*RESOLVED:*

That the Minutes of the meeting held on 3 & 4 January 2006 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, 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>
Treasurer to the Police Authority	(1) Individual Employee

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

### 4. TREASURER TO THE POLICE AUTHORITY

The Chief Executive submitted a report which detailed the role and the process for the appointment of a Treasurer and sought approval to the selection programme, job description and person specification. The report outlined the provision of treasurer services in other police authorities; the statutory role of the Treasurer; the relationship with the Assistant Chief Officer (Director of Finance) and the differences between their roles. A detailed assessment of the key areas of responsibility and the benefits to the Authority were also presented. The Committee was advised that the proposed level of remuneration had been assessed against a national benchmarking exercise; the principles of the HAY job evaluation process; and the current pay structure within the Authority and Constabulary.

The Chief Executive also updated the Committee on discussions with Cheshire Fire Authority to undertake a joint tendering exercise for the provision of treasury support services (internal audit and treasury management). To enable this exercise to be undertaken, the existing provision of services by Cheshire County Council had been extended until 31 March 2008.

Members in considering the report discussed the role and key functions of a Treasurer; issues relating to the selection process; and the level of remuneration. The Assistant Chief Officer outlined the added value a dedicated Treasurer would provide not only to the work of the Authority but also the strategic financial activity within the Constabulary. Members discussed the benefits of a full time post and the need for support from a management accountant. In considering the level of remuneration, Members considered there was a need for a sufficient differential in salary between the posts of the Chief Executive and the Treasurer. At this point, the Chief Executive withdrew from the meeting. Members subsequently considered in detail issues relating to the level of remuneration of the Chief Executive.

*RESOLVED:* That

- (1) the key strategic role and functions of the Treasurer, as detailed in the report, be approved;
- (2) the job description and person specification, as contained in the Appendix to the Chief Executive's report, be approved;
- (3) the value and benefits of a full time Treasurer as outlined by the Chief Executive and the Assistant Chief Officer, be approved;
- (4) the post of Treasurer be graded as SM7, on the terms and conditions outlined in the report;

- (5) the Chief Executive draft and agree with the Chairman, the advertisement for the post;
- (6) the appointment of a management accountant to support the Treasurer, and based within the Constabulary's Finance Department, be approved and initially progressed by the Chief Executive and concluded by the appointed Treasurer;
- (7) the provision of accommodation and facilities as outlined by the Chief Executive be supported and progressed;
- (8) the timescale for the Treasurer selection process, be approved as follows:-

Friday 4 May 2007	Advertise post in Local Government Chronicle
Friday 25 May 2007	Closing date for applications
Monday 11 June 2007	Selection Committee (Shortlisting)
Monday 16 July 2007	Selection Committee (Interviews)
- (9) the Chief Executive report to the next meeting of the Committee on the proposed assessments to be undertaken as part of the selection process; and
- (10) the grade of the Chief Executive be confirmed as SM8 and the salary be increased to the top incremental point with effect from 1 April 2007, and be subject to a fundamental review by the Authority supported by the new Treasurer within twelve months.

*Duration of Meeting: The meeting commenced at 9.30am and finished at 11.35am.*