

# Staff Committee

**DATE:** Tuesday 19 May 2009

**TIME:** 9.30am

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

<b>Part 1 – Matters to be considered in the presence of the press and public</b>		<i>Page No</i>
<b>1</b>	<b>MINUTES</b>	
	To confirm the Minutes of the meeting held on 3 March 2009 as a correct record.	3
<b>2</b>	<b>COMPLAINTS AND MISCONDUCT MATTERS: QUARTERLY REPORT</b>	
	To consider the attached report of the Chief Constable	9
<b>3</b>	<b>APPOINTMENT OF INDEPENDENT PERSONS TO POLICE MISCONDUCT HEARINGS</b>	
	To consider the attached report of the Chief Executive	21
<b>4</b>	<b>MANAGEMENT OF ATTENDANCE: ANNUAL REPORT</b>	
	To consider the attached report of the Chief Constable	23
<b>5</b>	<b>PEOPLE STRATEGY AND HR PROCEDURES: ANNUAL REPORT</b>	
	To consider the attached report of the Chief Constable	35
<b>6</b>	<b>STAFFING STATISTICS: ANNUAL REPORT</b>	
	To consider the attached report of the Chief Constable	53
<b>7</b>	<b>PEOPLE STRATEGY 2009-12: PERFORMANCE MEASURES</b>	
	To consider the attached report of the Chief Constable	57
<b>8</b>	<b>RECRUITMENT: QUARTERLY UPDATE</b>	
	To consider the attached report of the Chief Constable	61
<b>9</b>	<b>LEARNING &amp; DEVELOPMENT PERFORMANCE FRAMEWORK</b>	
	To consider the attached report of the Chief Constable	67

## 10 CULTURAL AUDIT

To consider the attached report of the Chief Constable 71

## 11 URGENT BUSINESS

To consider any matters that the Chairman considers are urgent -

## 12 EXCLUSION OF THE PRESS AND PUBLIC

It is RECOMMENDED: That under Section 100(A)(4) of the Local Government Act 1972, and as applied to the Police Act 1996 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>
Review of Misconduct Issues: Annual Report	(2)	Information which is likely to reveal the identity of an individual
Employment Tribunal's & Grievances: Annual Report	(2)	Information which is likely to reveal the identity of an individual
Police Pensions: Overpayments due to incorrect indexation of guaranteed minimum pension	(2)	Information which is likely to reveal the identity of an individual
Medical Retirements: Approvals	(2)	Information which is likely to reveal the identity of an individual

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

## 13 REVIEW OF MISCONDUCT ISSUES: QUARTERLY REPORT

To consider the attached report of the Deputy Chief Constable 81

## 14 EMPLOYMENT TRIBUNALS AND GRIEVANCES: ANNUAL REPORT

To consider the attached report of the Chief Constable 85

## 15 MEDICAL RETIREMENTS: APPROVALS

To consider the attached report of the Chief Executive 91

## 16 DIP SAMPLING OF COMPLETED COMPLAINTS FILES

All Members of the Committee to review a selection of completed complaints files.

**Our Mission** - to work in partnership with Cheshire Constabulary and others to create safer communities; and increase confidence and satisfaction in policing

**Our Vision** - to ensure an efficient and effective police service, that is built on neighbourhood policing and tackles all levels of criminality, and makes the citizens of Cheshire safe and feel safer

**Our Aims** -

- To assist in achieving a consistently high performing force
- To ensure improvements in performance and scrutiny, underpinned by robust governance structures and appropriate Member support
- To provide better & more effective engagement with stakeholders
- To improve partnership working (both with the Constabulary and externally)
- To be a community leader in policing & community safety

