

Remuneration Committee

DATE: Thursday 23 July 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 23 September 2008

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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, 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>
Chief Officer Bonus Scheme: Review of Performance 2008/09	(1)	Information relating to an Individual
Chief Officer Personal Objectives 2008/09	(1)	Information relating to an Individual
Chief Officer Bonus Scheme: National Position	(4)	Information relating to labour relations
Chief Officer Pay: National Debate	(4)	Information relating to labour relations
Chief Officer: Conditions of Service	(1)	Information relating to an Individual
Review of Management posts in the Police Authority	(1)	Information relating to an Individual

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

4. CHIEF OFFICER BONUS SCHEME: REVIEW OF PERFORMANCE 2008/09	
To consider the attached report by the Chief Executive.	5
5. CHIEF OFFICER PERSONAL OBJECTIVES 2009/10	
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6. CHIEF OFFICER BONUS SCHEME: NATIONAL POSITION	
To consider the attached report by the Chief Executive	63
7. CHIEF OFFICER PAY: NATIONAL DEBATE	
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8. CHIEF OFFICER: CONDITIONS OF SERVICE	
To consider the attached joint report by the Chief Constable and the Chief Executive	75
9. REVIEW OF MANAGEMENT POSTS IN THE POLICE AUTHORITY	
To consider the attached report by the Chief Executive	93
10. DATE OF NEXT MEETING	
To agree a date for the next meeting	-



CHESHIRE POLICE AUTHORITY

REMUNERATION COMMITTEE

MINUTES OF A MEETING HELD ON 23 SEPTEMBER 2008 IN CONSTABULARY HEADQUARTERS, WINSFORD

Present: P Nurse, Chairman
S Proctor

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

Constabulary Officer:
G Gerrard, Acting Chief Constable

Apologies: M A Ollerenshaw

7. MINUTES

RESOLVED:

That the Minutes of the meeting held on 26 August 2008 be confirmed as a correct record.

8. URGENT BUSINESS

There were no items of urgent business.

9. 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 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 Personal Objectives 2008/09	(1) Individual Employee

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

10. CHIEF OFFICER PERSONAL OBJECTIVES 2008/09

The Chief Executive submitted a report on the proposed personal objectives for the Deputy Chief Constable, the Assistant Chief Officer and the Assistant Chief Constables for 2008/09 which had been revised following consideration at the last meeting.

Members considered each Officers' personal objectives in detail and discussed a number of issues arising from the objectives with the Acting Chief Constable.

RESOLVED:

That the proposed personal objectives for the Deputy Chief Constable, the Assistant Chief Officer and the two Assistant Chief Constables, as amended, be approved.

Duration of Meeting: The meeting commenced at 12.20pm and finished at 1.45pm.

CHESHIRE POLICE AUTHORITY
REMUNERATION COMMITTEE
23 JULY 2009

CHIEF OFFICER BONUS SCHEME: REVIEW OF PERFORMANCE 2008/09

The Appendix to this report is not for publication as it contains 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 performance against the personal objectives and competencies for 2008/09 of the chief officers participating in the Chief officer Bonus Scheme.
2. The attached Appendix provides details of the background to the Scheme and the Chief Constables' assessment of performance.

RECOMMENDED:

That the recommendations contained in the Appendix, be considered.

MARK SELLWOOD
CHIEF EXECUTIVE

CHESHIRE POLICE AUTHORITY
REMUNERATION COMMITTEE
23 JULY 2008

CHIEF OFFICER PERSONAL OBJECTIVES 2009/10

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 the key personal objectives for the Chief Constable for 2009/10.

BACKGROUND

2. Home Office Circular 27/2003 sets out the requirements concerning the personal objectives for chief officers. There should be usually between 4 and 6 key personal objectives and no more than 10. Where appropriate, objectives should include national responsibilities. Other objectives can be included but it is the key personal objectives that will be used to inform the decision on the overall assessment.
3. Key personal objectives must reflect service and force priorities as set out in the national and local Policing Plans. As well as the requirement for all chief officers to have one diversity objective, all chief officers must also have at least one crime reduction objective that covers how the postholder contributes to and/or facilitates national and local crime reduction plans. Both of these must be identified as key personal objectives.
4. All objectives are required to be SMARTER, to ensure that there is no doubt at the end of the reporting period whether or not an objective has been achieved.
5. In considering objectives in the past, the Committee has required that they are fully compliant with the requirements of the PNB agreement, in particular they must be clearly measurable and baseline data should be provided.

CHIEF CONSTABLE

6. The attached Appendix contains the personal objectives for the Chief Constable for 2009/10, as developed in consultation with the Chairman and HMIC.

OTHER CHIEF OFFICERS

7. The Chief Constable has yet to complete discussions with Chief Officers about their personal objectives for 2009/10. This delay is unfortunate but unavoidable this year. The Committee will need to meet again during August 2009 to agree these objectives.

RECOMMENDED: That

- (1) the personal objectives for the Chief Constable, as contained in Appendix 1 to the report, be agreed; and
- (2) the Committee on a date to be agreed in August 2009 to agree the personal objectives for the other chief officers.

MARK SELLWOOD
CHIEF EXECUTIVE

CHESHIRE POLICE AUTHORITY
REMUNERATION COMMITTEE
23 JULY 2009

CHIEF OFFICERS BONUS SCHEME: NATIONAL POSITION

The Appendix to this report is not for publication as it contains information relating to labour relations. 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. The Chairman will up date the Committee on discussions at the APA Council meeting on 15 July 2009 when a proposal was considered which aimed to disestablish the Chief Officer Bonus Scheme.
2. The paper considered at the Council meeting is attached as Appendix 1 for information.

RECOMMENDED:

That the outcome of the discussions at the APA Council meeting be considered.

MARK SELLWOOD
CHIEF EXECUTIVE

CHESHIRE POLICE AUTHORITY
REMUNERATION COMMITTEE
23 JULY 2009

CHIEF OFFICER PAY: NATIONAL DEBATE

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PURPOSE OF THE REPORT

1. In the light of the recent media coverage about Chief Officer remuneration packages, the Chairman of the Association of Police Authorities (APA) has written to all Police Authority Chairmen reminding them of the discussions at the Away Day in February 2009 and the position that was agreed. A copy of the letter is attached as Appendix 1.
2. The Committee are invited to consider the APA's position; the remuneration packages offered in Cheshire; and consider any comments it wishes to offer the APA on the issue.

RECOMMENDED:

That the matter be considered.

MARK SELLWOOD
CHIEF EXECUTIVE

CHESHIRE POLICE AUTHORITY
REMUNERATION COMMITTEE
23 JULY 2009

CHIEF OFFICER: CONDITIONS OF SERVICE

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PURPOSE OF THE REPORT

1. To invite the Committee to consider a matter about the terms and conditions of service of a chief officer. The Appendix to this report details the issues for consideration and has been circulated separately to Members of the Committee.

RECOMMENDED:

That the recommendations contained in Appendix 1, be approved.

MARK SELLWOOD
CHIEF EXECUTIVE

DAVID WHATTON
CHIEF CONSTABLE

CHESHIRE POLICE AUTHORITY
REMUNERATION COMMITTEE
23 JULY 2009

REVIEW OF MANAGEMENT POSTS IN THE POLICE AUTHORITY

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PURPOSE OF REPORT

1. To report on the review of the management posts within the Authority as requested by the Committee on 3 March 2008 (Minute 15).
2. The Appendix to this report contains details of the review.

RECOMMENDED:

That the findings of the review be considered and the Committee determine any action required in response to the review.

MARK SELLWOOD
CHIEF EXECUTIVE