



CHESHIRE POLICE AUTHORITY

STAFF COMMITTEE

MINUTES OF A MEETING HELD ON TUESDAY 19 FEBRUARY 2008 AT CONSTABULARY HEADQUARTERS, WINSFORD

Present:

M A Ollerenshaw, Chairman	B Maher
D Cargill, Vice-Chairman	P Nurse
A Bradley	T Savage
J P Findlow	P J Walker
C Kirkpatrick	

Also in attendance: M Franklin, Commissioner, Independent Police Complaints Commission

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

Constabulary Officers:
G Gerrard, Deputy Chief Constable
C Barton, Director of Human Resources
Det Chief Inspector Neil Ellwood, Professional Standards

55. MINUTES

RESOLVED:

That the Minutes of the meeting held on 27 November 2007 be noted.

56. INDEPENDENT POLICE COMPLAINTS COMMISSION

The Commissioner gave a presentation on the role and work of the IPCC; the various modes of investigation; data on investigations and appeals and comparisons with most similar forces; and the lessons learned and impact of completed investigations.

Mr Franklin also reported on a number of possible changes in the future responsibilities of the IPCC. The Commissioner reported that the Constabulary's performance in relation to complaints investigations compared favourably against its most similar forces.

Members raised a number of issues including vexatious complainants; the quality of investigations; and the increase in complaints to which the Commissioner responded.

RESOLVED:

That the report be noted.

57. INDEPENDENT POLICE COMPLAINTS COMMISSION (IPCC) REPORT ON DEATHS DURING OR FOLLOWING POLICE CONTACT 2006/07

The Chief Executive presented a report on the statistics issued by the IPCC on the number of deaths that had occurred during or following police contact in England and Wales for 2006/07. The report revealed that during the period, 82 people had died which was a decrease from 118 in the previous year and that none of the deaths occurred in Cheshire.

RESOLVED:

That the report be noted.

58. COMPLAINTS AND MISCONDUCT MATTERS: QUARTERLY REPORT

The Deputy Chief Constable presented the quarterly report on complaints and misconduct matters for October to December 2007. It was reported that during the period 155 complainants had made 225 complaints, which equated to a decrease of 2.5% in complainants and 19% in complaints, compared with the previous year. There had been 322 complaints made about police officers, 17 about police staff, 3 about special constables and 3 about PCSOs.

The Committee also received detailed information on the various categories of individual complaints; the number of referrals to the Independent Police Complaints Commission; internal discipline cases; cases referred to the Crown Prosecution Service; complaints outstanding from previous years; statistical analysis of complaints; and key performance indicators relating to complaints which showed an increase in the number of complaints finalised.

The Chief Executive circulated a briefing on the new police officer Standards of Professional Behaviour, Unsatisfactory Performance Procedures and Misconduct Procedures which would become effective from April 2008 and be the subject of further briefing to Members.

Members in considering the report, raised a number of issues relating the specific categories of complaint particularly neglect of duty and incivility; complaints about PCSOs; and requested a breakdown by gender of staff, to which the Deputy Chief Constable responded.

RESOLVED:

That the report be received.

59. RECRUITMENT: QUARTERLY REPORT

The Director of Human Resources presented an update on police officer, staff including PCSOs and special constable recruitment including the number, gender and ethnic origin of new recruits. The report also outlined the progress of the civilianisation programme and all vacant staff posts in the Areas and departments in which they were located.

Members commented on police officer transferees, the target for BME applicants; and retention of BME staff to which the Director of Human Resources responded.

RESOLVED:

That the report be noted.

60. EQUAL PAY AUDIT

The Director of Human Resources reported on the equal pay audit which was being undertaken.

RESOLVED: That

- (1) the report be noted;
- (2) a progress report on the equal pay audit be submitted to the Committee on 20 May 2008.

61. LOCAL GOVERNMENT PENSION SCHEME: CHANGES

The Director of Human Resources reported on a number of changes to the local government pension scheme which would become effective from April 2008. The key changes included benefits accrued at 1/60th of pensionable pay with optional lump sum; tiered contribution rate linked to pay (from 5.5% to 7.5%); lump sum death in service benefits to increase to three times actual earnings; two tiers of ill health retirement benefits and a further option for employers to provide an additional temporary discretionary payment; survivor's pension for nominated co-habiting partners; and up until 31 March 2008 employees could buy 'additional years' in service up to a maximum of 6 2/3rd years.

In considering the report, the Committee enquired about the methods of consultation undertaken with staff and the trade union.

RESOLVED: That

- (1) the report on the changes to the Local Government Pension Scheme, be noted;
- (2) the allocation of staff to the contribution rate bandings as detailed in the report, be approved; and
- (3) Option 1 in relation to the changes to contribution rates, as detailed in the report, be approved.

62. STAFF SURVEY – 'WHAT MATTERS MOST?': RESULTS

The Director of Human Resources highlighted the exceptions from the latest staff survey and the action plan. The report detailed the top ten issues identified in the gap analysis and would form the basis for a feedback article to be published on the force intranet.

RESOLVED:

That the report be noted.

63. HEALTH & SAFETY INSPECTION

The Director of Human Resources circulated the outcome of the Health & Safety Executive (HSE) Inspection undertaken in November 2007. The inspection looked at the arrangements in place for the management of Health and Safety and covered all of the Areas and Headquarters' Departments.

The Report had thirty recommendations which would form the basis of a review of existing management procedures for Health and Safety within the Constabulary and would be monitored by HSE.

The Committee welcomed the recommendations and noted that the Constabulary had not been issued any improvement actions by the Inspectors. The action plan to respond to the recommendations would be presented to the next meeting of the committee.

RESOLVED:

That the report be noted.

64. OCCUPATIONAL HEALTH: PROCUREMENT

The Chief Constable submitted a report on the progress of the procurement of occupational health services which was due to expire on 31 March 2009.

RESOLVED:

That the report be noted.

65. URGENT BUSINESS
(There were no items of urgent business)

66. 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, 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: Quarterly Report	(2)	Information which is likely to reveal the identity of an individual
Police Appeals Tribunals	(2)	Information which is likely to reveal the identity of an individual

Management of Attendance: Quarterly Report	(2)	Information which is likely to reveal the identity of an individual
Human Resources Plan: Quarterly Report	(2)	Information which is likely to reveal the identity of an individual
Medical Retirements: Quarterly Report	(2)	Information which is likely to reveal the identity of an individual
Police Authority Commendation	(2)	Information which is likely to reveal the identity of an individual

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

67. REVIEW OF MISCONDUCT ISSUES: QUARTERLY REPORT

The Deputy Chief Constable submitted a report on the number of written warnings and hearings for police officers and disciplines and suspensions of police staff and PCSOs.

RESOLVED:

That the report be noted.

68. POLICE APPEALS TRIBUNALS

The Chief Executive reported on the process for Police Appeals Tribunals (PATs), the number being managed at the present time and the associated financial implications for the Authority.

RESOLVED:

That the report be noted.

69. MANAGEMENT OF ATTENDANCE: QUARTERLY REPORT

The Director of Human Resources presented the performance data for April to December 2007 in relation to the management of attendance, which included causal factors for absence, departmental breakdown and outlined initiatives to improve the level of attendance. The average number of working days lost for the period for police staff and officers was 6.78 and 4.94 respectively which represented decreases on the previous year.

Members welcomed the reductions in sickness and asked if the reduction targets would be met by 31 March 2008. The Director of Human Resources confirmed that the reductions were on target.

RESOLVED:

That the report be noted.

70. HUMAN RESOURCES PLAN: QUARTERLY REPORT

The Director of Human Resources presented the quarterly report on the Human Resources Plan which included staffing statistics with a detailed breakdown by age, race and gender, together with details relating to the number of officers on secondment. The report also detailed the number of grievances recorded; employment tribunals; and performance against the four statutory performance indicators and targets relating to human resources for the period April to December 2007.

In considering the report, Members enquired about the current number of chief superintendents and the female officers above Inspector rank within the force to which the Director of Human Resources responded.

RESOLVED:

That the report be received.

71. MEDICAL RETIREMENTS: QUARTERLY REPORT

The Chief Executive submitted a report on a medical retirement (the granting of ill health and injury pensions) that had been approved since the last meeting.

RESOLVED:

That the report be received.

72. POLICE AUTHORITY COMMENDATION

The Chief Executive submitted a report which invited the Committee to consider the award of a Police Authority Commendation. Members were reminded that the Commendation was the highest internal award and was awarded for meritorious acts which fell short of the requirements of Royal recognition.

The Committee considered details of two separate incidents where the Chief Constable considered that the actions of the officers concerned were worthy of consideration for a Police Authority commendation.

RESOLVED:

That Police Authority Commendations be awarded to DC Gary Massey and PC Michael Robinson.

Duration of Meeting: The meeting commenced at 9.30am and finished at 12 noon.

[Post Meeting Note: On the rise of the meeting M A Ollerenshaw and T Savage undertook a dip sample of completed complaints files]