



Devon and Cornwall Police Authority Minutes

A meeting of the **Chairs' Committee** was held on 18th December 2008 in the Conference Room, Endeavour House, Woodwater Park, Exeter starting at 14:00pm.

Present:

Chairman.... J Smith

Mr M Bull, Mr D Money, Mr B Preston and Mr M Hicks

Officers in Attendance: -

Police Authority Mr G Davey (Chief Executive), Mr J Glasby (Treasurer), Mr C Schofield (HR Consultant) and Miss N Walters (Personal Assistant to the Chief Executive)

Constabulary Mr S Otter (Chief Constable) and Mr S Vry (Programme Director)

C/46 Apologies for Absence

Mr B Greenslade

C/47 Declarations of Interests

There were no declarations of interests.

C/48 Items Requiring Urgent Attention

Members discussed items requiring urgent attention.

Items discussed during consideration of this item included:

- The Chief Executive raised an item under Part 2 of the agenda in relation to Operation Tay
- Members agreed to continue with the meeting with the MP's in January – The Chief Constable will send a representative in his place
- The Chairman raised an item under Part 2 of the agenda in relation to a proposal to conduct one to one interviews for the Police Authority

C/49 Minutes

RESOLVED: that the minutes were an accurate record of the meeting held on 20th October 2008.

❖ C/50 Members' Complaints Procedure

Members discussed a draft process for dealing with Member complaints/grievances.

Items discussed during consideration of this item included:

- That if the procedure is agreed at this meeting it will be taken to a full Authority Meeting for adoption

- Suggested grammatical changes

RESOLVED: that the Chief Executive makes the suggested amendments to the procedure and submit to the Police Authority for adoption.

C/51 Dates of Future Meetings

The Chief Executive presented a report of future dates to Members.

Issues discussed during consideration of this item included:

- The possibility of changing the 5th June 2009 date due to elections and the uncertainty of the Police Authority Membership.

RESOLVED: for the Chief Executive to consider a new date for the 5th June 2009 meeting and send the revised dates to Members of the Committee.

C/52 Fair Trade Products

The Chief Executive explained to Members that Torbay Council has adopted a Fair Trade Policy to 'actively promote fair trade in the Borough'. A Member has asked that the Authority considers adopting a Fair Trade Policy and serving fair trade products at meetings and in the canteen.

Issues discussed during consideration of this item included:

- That the Authority currently does not have a formal policy on fair trade products
- The issue around contracts
- The cost implications

RESOLVED: for the Chief Executive to do further background work on the subject.

❖ C/53 Members Allowances

The Chief Executive presented a Members Allowances Scheme for Members to discuss and consider for recommendation to the Police Authority.

Issues discussed during consideration of this item included:

- A table of the current and proposed new allowances
- An appropriate level of pitching for basic allowances
- The possible use of an Independent Assessor to view and comment on the scheme
- Clarification around paragraph two within the scheme
- Clarification that the Members Allowances Scheme is linked to the Police Staff pay award
- The need to pay an additional allowance to a Vice Chairman when he/she is a member of the Chairs' Committee in accordance with the Authority's Constitution
- That calculations are in line with the APA
- That Corporate Governance is a Committee in its own right and the Chair should receive the same allowance as the other Committee Chair's

- The need to look at the different weight of work of Members and the possibility of linking this into the appraisal scheme
- The need to address inconsistency within the appraisal scheme
- That Members will not receive any additional allowances
- That the basic allowance for the Chairman, Vice Chairman and Committee Chair to be £9,250

RESOLVED that a revised scheme be presented to a future Committee for recommendation to the Authority.

C/54 Closed Items (Items considered by the Committee with only members of the Police Authority, appropriate Officers and expert advisors present, on the grounds that exempt/confidential information may have been discussed)

RESOLVED: That the items detailed in the table below be considered as closed items.

Minute number	Report title	Relevant Act	Relevant section
C/55	Draft Core Programme Business Case v0.8 and Summary PowerPoint Presentation	Local Government Act 1972 as amended by the Local Government (access to information) Act 1985	Schedule 12A, Paragraph 4. Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employed of, or office holder under, the authority.
C/56	Update on Devon and Cornwall Constabulary Change Programme	Local Government Act 1972 as amended by the Local Government (access to information) Act 1985	Schedule 12A, Paragraph 1. Information relating to any individual.
C/57	Workforce Modernisation Update	Local Government Act 1972 as amended by the Local Government (access to information) Act 1985	Schedule 12A, Paragraph 1. Information relating to any individual.
C/58	Corporate Services Transformation	Local Government Act 1972 as amended by the Local Government	Schedule 12A, Paragraph 1. Information relating to any individual.

		(access to information) Act 1985	
C/59	Service Reviews	Local Government Act 1972 as amended by the Local Government (access to information) Act 1985	Schedule 12A, Paragraph 1. Information relating to any individual.

❖ **C/55 Draft Core Programme Business Case v0.8 and Summary PowerPoint Presentation**

The Programme Director presented the Hitachi Consulting Core Programme Business Case to Members which included the scope of the programme, costs, benefits, governance and key assumptions and procurement approach.

Issues discussed during consideration of this item included:

- The key discussion points and the decision required
- The recommendations for the Chairs' Committee
- Concerns around the net cost of the programme
- Clarification around the naming of the programme – it was suggested that all documents are aligned with the same programme name
- Key assumptions (within time horizon of 2012)
- The scope of the core programme and the core elements
- The added elements to back office enablers to able us to work more efficient
- Awareness raised regarding the failings of the implementation of Ip2 – procurement failings
- Concerns whether the consultancy work has taken the Constabulary any further
- The procurement and integration approach – the benefits and drawbacks, limited risk transfer and the tolerances on costings
- Awareness raised that this is a high risk programme
- The cost of the programme over the next 10 years
- Concerns around whether the programme will be too big to deliver
- Members lack of understanding of the programme
- Whether or not the Constabulary have the necessary level of expertise to deliver the programme
- The recognition that this is a major change programme
- The need of engagement between the Constabulary and Authority
- Dates of when the business case will need to be finalised
- The need for the business case to go to a Police Authority Meeting
- The need for Members to be able to go through the programme in more detail
- The benefits the programme will bring
- The confidence that Hitachi have brought within the business case

- The importance for the Authority to have an outside resource to work alongside the programme to give the Authority reassurance on the programme
- Discussion around other forces that have implemented a similar programme
- The importance for Members of the Chairs' Committee to have a high level of understanding of the programme
- The need for an executive summary to include the recommendations for Members
- For the Chief Executive to liaise with the Deputy Chief Constable on the programme
- The Chief Executive to identify which items of the programme have been previously agreed by Committees
- The Programme Director to advise the Chief Executive of the requirements needed from an outside resource

RESOLVED:

- (i) that arrangements be made for a presentation on the programme to the full Authority and that a meeting of the Chairs' Committee be held on 16th January 2009 to give initial consideration to the presentation
- (ii) A report be submitted on the options for independent Police Authority oversight and scrutiny of the programme

C/56 Update on Devon and Cornwall Constabulary Change Programme

The Programme Director presented an update report to Members on the overview of the current content, milestones and schedule of the change programme.

Issues discussed during consideration of this item included:

- The key milestones of the programme and their status
- Concerns raised around Corporate Services Transformation Project
- The steps that will be taken around the Corporate Services Transformation Project
- Concerns raised around HR

RESOLVED: that the report be noted.

C/57 Workforce Modernisation Update

The Chief Constable presented an update report to Members with regard to the progress of the Workforce Modernisation Project.

Issues discussed during consideration of this item included:

- That the Constabulary are on target to put 200 Officers back onto the frontline
- Expansion on item 15 of the report

RESOLVED: that the report be noted.

C/58 Corporate Services Transformation

The Programme Director gave a brief verbal update to Members on this item.

RESOLVED: that the update be noted.

C/59 Service Reviews

The Programme Director gave a brief verbal update to Members on this item.

Issues discussed during consideration of this item included:

- The Consultants reports
- The quality of the reports

RESOLVED: that the update be noted.

❖ C/60 Operation Tay

The Chief Executive informed Members of the estimated cost for Operation Tay.

RESOLVED: that Members agree on the estimated cost of £25,000 for Operation Tay.

C/ 61Member Interviews

The Chairman presented a report to Members regarding the proposal to conduct one to one interviews for the Police Authority.

Issues discussed during consideration of this item included:

- The cost to the Authority
- The need to keep the Treasurer informed

RESOLVED: that the proposal to conduct one to one interviews for the Police Authority be agreed and will link into the appraisal process.

The meeting finished at 16.20hrs