



Devon and Cornwall Police Authority Minutes

A meeting of the **Chairs' Committee** was held on 9 April 2009 in the Conference Room, Endeavour House, Woodwater Park, Exeter starting at 9.00am.

Present:

Chairman.... J Smith

Mr M Bull, Sir S Day, Mr B Greenslade, Mr M Hicks, Mr D Money and Mr B Preston.

Officers in Attendance: -

Police Authority Mr J Glasby (Treasurer), Mr R Martin (Acting Chief Executive) and Mr C Schofield (HR Consultant)

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

C/77 Apologies for Absence

Ms J Norton

C/78 Declarations of interest

Mr Hicks declared a personal interest in item 5 in that he is a member of the Independent Member Selection Panel.

C/79 Items Requiring Urgent Attention

There were no items requiring urgent attention.

C/80 Minutes of the meeting 16 January 2009

C/69 – Mr Money confirmed the Job Evaluation Task & Finish Group would hold its first meeting on 17 April 2009.

RESOLVED - Subject to a minor spelling correction, the minutes of the meeting held on 16 January 2009 were agreed as a correct record.

C/81 Independent Member Process

The Chairman provided some background detail to the Independent Member Selection Process. He reminded Members that there had been concerns raised about the process following earlier appointment processes.

Issues discussed during consideration of this item included:

- There was criticism that the Police Authority's officers had not grasped this issue earlier.
- In the past, a panel of Members had reviewed the joint Home Office/ APA document for Independent Member Selection and advised that it should be seen as guidance and not compulsory.
- A judicial review has been commenced by an elected Member against Kent Police Authority, challenging some of the aspects of their Independent Member Appointment process.
- Members expressed concern with the process adopted by the Authority. Concerns were specifically raised about the application stage with a feeling that it did not allow sufficient notice to be taken of the contribution made by existing members when re-applying.
- Members of the Appointment Panel found the process onerous.

- A review of the process was needed but that this should not commence until the conclusion of the current round.
- The Home Office/ APA guidance seems to suggest that a police authority appraisal process could be taken into consideration as part of the application process.

Mr Schofield advised that there was only limited local discretion available to the Police Authority as it was somewhat constrained by the guidance. Despite this, the guidance remained unclear in some aspects and it would be beneficial to lobby the APA and Home Office for a revision.

The Chairman suggested that a small group of Members be asked to look into the Scheme and recommend changes as necessary. This proposal would be taken to the Police Authority meeting on 24 April 2009 for approval.

RESOLVED TO RECOMMEND TO THE POLICE AUTHORITY that

- A small group of Members be tasked with reviewing the approach the Authority takes to the Independent Member Selection Process.
- That this group is not chaired by an Independent Member.
- That this group starts work once the current Independent Member Selection Process and judicial review of Kent PA's scheme has concluded.

C/82 Payment of Selection Panel Members

The Acting Chief Executive presented a paper which proposed that Members of the Independent Member Selection Panel be paid an allowance of £25 per hour for the work they undertake in this capacity.

Issues discussed during consideration of this item included:

- The current Members' Allowance Scheme required revision.
- A precedent should not be set for this Panel as other areas of Police Authority work were equally important and challenging and may justify an additional allowance.
- Independent Member Selection Panel should be considered a part of the core role that any Member of the Authority could be asked to perform and should not attract additional payment.
- There is a general move away from paying allowances by the hour to one of paying a flat rate.

RESOLVED TO RECOMMEND TO THE POLICE AUTHORITY that

- External Independent Members of the Member Selection Panel be paid an allowance of £100 per half day and/or £200 per full day for the work they undertake in this capacity.
- That this allowance increase only applies to the Home Office representative and external independent member of the Panel only.
- That normal travel and subsistence allowances may be claimed by all Members on the Independent Member Selection Panel.

C/83 Consideration to Exclude the Press and Public

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

Recommended that the Agenda items detailed in the table below be considered as closed items

Minute Number	Report Title	Relevant Act	Relevant section
C/84	Minutes of the meeting 17 March 2009	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/85	Update in respect of D&CC Core Delivery Programme	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 employees of, or office holders under, the authority.
C/86	External Resourcing for Corporate Services Transformation Steps 2 & 3	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/85 Minutes of the meeting 17 March 2009**

C/75 – Resolution should read *‘that the Chief Constable will keep the Chairs’ Committee informed of the current staff continuity issues within the Core Delivery Programme.’*

Arising from minute C/76, the Chair tabled details of the payments that had been arranged for certain Police Authority staff in the light of performance and the current temporary arrangements. These were endorsed by the Chairs' Committee subject to a minor amendment to one.

RESOLVED –

- i. Subject to amendment above, the minutes of the meeting held on 17 March 2009 were agreed as a correct record.
- ii. That payments are made as tabled for certain Police Authority staff in the light of performance and the current temporary arrangements.

C/84 Update in respect of the Devon & Cornwall Constabulary Core Delivery Programme

The Chief Constable and the Programme Director provided Members with an update on progress of key elements within the Core Delivery Programme.

Issues discussed during consideration of this item included:

- Information regarding the objective to move 200 officers into frontline roles.
- An update on the procurement activity agreed by the last meeting of the Chairs' Committee.

- The positive reaction by Members to Op QUEST briefings.
- Staffing arrangements associated with the Corporate Services Transformation project.
- The need to identify points of possible tension in the future and communicate messages clearly.
- The constructive role the Police Authority has played in the Core Delivery Programme to date.

RESOLVED – That the update in respect of activities within the Core Delivery Programme be noted.

❖ **C/86 External Resourcing for Corporate Services Transformation Steps 2 & 3**

The Chief Constable presented a paper putting the case for authorisation in respect of the next phase of resourcing for the Corporate Services Transformation project

Issues discussed during consideration of this item included:

- These requested services have already been budgeted for within the existing funding envelope.
- Contractual arrangements were currently being clarified.

RESOLVED

- i. The proposal to use external advice to facilitate the Corporate Services Transformation project and support the remaining staff to deliver corporate services, be agreed up to a limit of £250,000.
- ii. That the Police Authority authorise the Deputy Chief Constable, in consultation with the Corporate Services Transformation Project Board, to agree terms of reference with KPMG, ahead of appointing them to support CST Steps 2 and 3 on the best commercial terms and subject to the Chief Executive receiving final details of the Home Office framework agreement with KPMG.

The meeting closed at 12 noon.