

## Devon and Cornwall Police Authority Minutes

A meeting of the **Chairs' Committee** was held on 23<sup>rd</sup> October 2009 in the Conference Room, Endeavour House, Woodwater Park, Exeter starting at 10:00am.

### Present:

Chairman.... Mr M Bull

Mr M Hicks, Mr D Money, Mrs L Dunn and Mr B Preston

### Officers in Attendance: -

**Police Authority** Mr R Martin (Acting Chief Executive) Mrs N Martin (Personal Assistant to the Chief Executive)

**Constabulary** Mr T Melville (Deputy Chief Constable) and Mr S Vry (Programme Director)

### C/124 Apologies for Absence

Mr C Schofield (HR Consultant), Mr J Glasby (Treasurer) and Mr B Greenslade

### C/125 Declarations of interest

No declarations of interest were given.

### C/126 Items Requiring Urgent Attention

There were no items requiring urgent attention.

### C/127 Minutes

The Acting Chief Executive gave Members and update of an item which was raised at the last meeting surrounding the Joint Committee Agreement.

Items discussed during the consideration of this item included:

- The debate that took place at the Police Authority Meeting on 18<sup>th</sup> September 2009 and the amendments that were asked to be made to the document on behalf of the Authority
- That a revised draft of the Joint Committee Agreement had been sent to the Acting Chief Executive but not all of the amendments had been made
- The opportunities that collaboration will bring
- Time pressures for the Joint Committee Agreement to be signed off and if there would be anyway for the process to be slowed down due to recent staff changes in the Authority
- The drivers and the pressures nationally for collaboration
- The need for good and appropriate governance to take collaboration forward
- The next step of action with the Joint Committee Agreement
- Whether or not the Authority will continue with the agreement if another Authority pulls out

### RESOLVED

- i. That the Acting Chief Executive in consultation with the Treasurer and the Force's Director of Legal Services, consider the second draft of the South West Regional Collaboration Agreement and determine its acceptability given the earlier representations made by the Police Authority.

- ii. That, if necessary, the Acting Chief Executive make further representations on behalf of the Police Authority to reflect any further clarification or amendment.
- iii. That subject to the satisfactory outcome of i and ii, the revised draft be presented to the Corporate Governance Committee in November for its consideration of the governance arrangements
- iv. That subject to the satisfactory outcome of i, ii and iii, the revised draft be presented to the full Police Authority on 11 December 2009 with recommendation from the Chairs Committee that the Authority sign up to the agreement

### **C/128 Grievance and Disciplinary and Incapability Procedures**

A report was circulated prior to the meeting recommending amendments to the Police Authority Grievance and Disciplinary and Incapability procedure. This is due to changes of legislative governing and how employers and employees deal with discipline, dismissal and grievance issues at work.

Items discussed during the consideration of this item included:

- That all Members had read the report and procedures prior to the meeting
- That the document had been drafted in consultation with the Authority's HR Advisor

**RESOLVED** that the revised Police Authority Grievance and Disciplinary and Incapability procedures are approved for adoption.

### **C/129 Consideration to Exclude the Press and Public**

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

<b>Minute Number</b>	<b>Report Title</b>	<b>Relevant Act</b>	<b>Relevant section</b>
C/130	<b>Update in respect of Devon and Cornwall Core Delivery Programme</b>	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/131	<b>Police Authority Office Space</b>	Local Government Act 1972 as amended by the Local Government (access to information Act 1985)	Schedule 12A, Paragraph 3. Information relating to the financial or business affairs of any particular person (including the authority holding that information).
C/132	<b>Proposed Appointment Process for a new Deputy Chief Constable</b>	Local Government Act 1972 as amended by the Local Government (access to information Act 1985)	Schedule 12A, Paragraph 3. Information relating to the financial or business affairs of any particular person (including the authority holding that information).

C/133	<b>Chief Officer Contractual Arrangements</b>	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/134	<b>Treasurer Update</b>	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/135	<b>Chief Executive Update</b>	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/130 Update in respect of Devon and Cornwall Core Delivery Programme**

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

Items discussed during the consideration of this item included:

- That the Desktop Management Infrastructure pilot at Heavitree Road had been a success and will be rolled out to more members of staff in the near future.
- The Force successfully delivered the agreed 101 post saving from Corporate Services Transformation (CST) within the target time-scales. In total, 18 staff have been issued with notices of redundancy. The remaining post savings were achieved through vacancy management, redeployment of staff in disestablished posts and the release of temporary agency staff.
- The set-up of the 'People Services Centre' based at Middlemoor successfully went live as planned on 1<sup>st</sup> October 2009.
- That a joint Force/KPMG assignment to determine a future operating model has been concluded. The report is currently being reviewed and a summary of findings, recommendations and Force response will be issued soon. The Programme Director informed Members that a plan of action would be looked at by the Project Board and then subject to being approved developed approximately within the next month.
- That to date a high number of non-cashable benefits (all relating to a saving of officer time) have been accumulated due to the work of Operation Quest. The time has been used to train front line officers on Restorative Justice and a noticeable improvement has been made in overall performance.
- Update on the Competitive Dialogue (phase) 2 which has been planned based on a number of suppliers being short listed from the outline proposal stage.
- The Chairman was proud of the process that the force had been following and felt that it was definitely going in the right direction and congratulated the Programme Director and his team on their efforts.

**RESOLVED** that the update in respect of activities within the Core Delivery Programme be noted.

### **C/131 Police Authority Office Space**

A brief debate took place around the current amount of Police Authority space.

**RESOLVED** that a further discussion around this item will take place at the Police Authority Seminar in January.

### **C/132 Proposed Appointment Process for a new Deputy Chief Constable**

A report had been prepared by the Acting Chief Executive and had been circulated prior to the meeting. The report recommended the process for the selection of a new Deputy Chief Constable and a proposed composition for all future selection panels for Chief Officer appointments.

Items discussed during the consideration of this item included:

- That the current HMIC guidance will be reviewed in the near future
- The proposed composition of future panels
- Suggested rewording to a number of sentences
- Suggested names of Members to be on the appointment panel for a new Deputy Chief Constable

#### **RESOLVED**

- i. that the process for selecting Members to constitute a Chief Officer Appointments Panel is revised in line with the proposals at Annex A
- ii. That the membership put forward to sit on the Chief Officer Appointments Panel for the forthcoming Deputy Chief Constable appointment process be agreed

### **C/133 Chief Officer Contractual Arrangements**

Members discussed the contractual arrangements for the Chief Constable given that his contract ends in January 2011.

**RESOLVED** that the Chairs Committee recommend to the Authority that the Chief Constable's contract should be extended for 1 additional year.

### **C/134 Treasurer Update**

Members were informed that interviews had taken place for the position of Interim Treasurer and the position was offered to a Mr Stephen Barrett.

**RESOLVED** That the Chairs Committee accept the recommendation of the Treasurer Appointment Panel to appoint Mr Stephen Barrett as interim Treasurer, incorporating Section 151 officer, with effect from 1 November 2009

### **C/135 Chief Executive Update**

The Chairman informed Members that interviews took place for the position of Chief Executive for the Authority and one of the candidates had been appointed. A press release giving details will be released in the near future.

The meeting closed at 12:15