

Devon and Cornwall Police Authority

MINUTES

A meeting of the **Chairs' Committee** was held on Tuesday 6th July 2010 in the Conference Room, Endeavour House, Woodwater Park, Exeter starting at 10.00 hrs.

Present:

Chairman: Mr M Bull

Members: Mrs L Dunn, Mr M Hicks, Mr D Money.

Police Authority

Mrs G Clifton (Administrator), Ms J Hall-Williams (HR Advisor to the Authority).

Constabulary

Chief Constable Stephen Otter, Deputy Chief Constable S Sawyer, Mr M Stamp (Director of Legal Services) – item C/197 only, Mr S Vry (Strategy Delivery Director).

C/187 Apologies for Absence

Apologies had been received from Mr B Greenslade and Mr B Preston.

C/188 Declarations of Interests

There were no declarations of interest in respect of any agenda item.

C/189 Minutes

RESOLVED that the minutes of the meeting held on 28th May 2010 be confirmed as a correct record subject to amending the last sentence of C/180 to read – “This may require staff to be more flexible in their future working arrangements.”

Matters arising:

C/175 – due to the recent budget cuts the decision on appointing a Senior Responsible Officer for the Regional Collaboration Programme was being revisited. A meeting of the five Police Authority Chairs was planned to discuss the issue; the final decision would rest with the five Chief Constables.

C/190 Items Requiring Urgent Attention

The Director of Legal Services would attend later in the meeting to give an update on some contentious legal matters.

C/191 Risk Register

The Chairman introduced the item that considered the risks allocated to the Chairs' Committee to make recommendations to the Risk Review Group of any suggested changes. Issues discussed during consideration of this item included:

- Due to the sensitive nature of some of the content of the register there was a need to establish for all committees whether this item should be discussed in the closed session of their meetings.

RESOLVED that the risk Register would be considered as a closed item.

C/192 Consideration to Exclude the Press and Public

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

Agenda Item no	Report Title	Relevant Act	Relevant Section
5	Risk Register	Local Government Act 1972 as amended by the Local Government (access to information Act)1985	
7	Job Evaluation Project Update on Progress and Governance Arrangements	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.
8	Update in Respect of the Devon and Cornwall Police 2012 Change 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.
9	2012 Change Programme Position Report	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.
10	Employment Tribunal Reporting	Local Government Act 1972 as amended by the Local Government (access to information Act)1985	Schedule 12A, Paragraph 1. Information relating to any individual.
11	Police Authority Support Arrangements	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/193 Risk Register

Issues discussed during consideration of this item included:

- The document should identify that it is the Police Authority Risk Register
- The Corporate Governance Committee had overall responsibility for the register and scrutinised it in conjunction with the Force Register.
- Some of the dates needed amending.
- Risk number 4 (Member resilience) – the Chief Executive was to write to Cornwall Council with details of the competencies and skills required for the replacement appointee from the Council.

C/194 Job Evaluation Project Update on Progress and Governance Arrangements

The report provided an update on the progress of the Job Evaluation / Job and Grading Governance arrangements. Issues discussed during consideration of this item included:

- The Police Authority representative on the Project Board was to absent himself from discussions about procurement whilst there was any potential conflict of interest. The Lead Member for the project would replace him on behalf of the Authority during those discussions.
- Decisions made by the Board would be brought to the Chairs' Committee following discussions with the Lead Member.
- A series of road shows were to be held to communicate the key messages of the project to staff. These would go ahead even if the Tay report is not published. It would be desirable for the Authority to be represented at a senior level. The Lead Member would recommend which Police Authority members would attend the nine events. All members attending would be fully briefed.

C/195 Update in Respect of the Devon and Cornwall Police 2012 Change Programme

The Strategy Delivery Director introduced the item that provided a summary report covering the updated Programme Business Case and a Programme milestone plan. Issues discussed during consideration of this item included:

- The Gateway Review had found that the decision to reject the final two bids in the competitive dialogue process was a sound one.
- Negotiations are nevertheless continuing with both bidders but with the change in the financial environment a more incremental approach is being considered. The current systems for Crime & Intelligence and Command & Control are nearly obsolete and need to be replaced. This will take about two years to complete. Decisions on the implementation will be taken following the Blueprint report to COG on 19 July.
- The NPJA wants to use some of the elements developed by Devon and Cornwall Police for its ISIS strategy. The Force could request some reimbursement of the costs of developing the requirements from NPJA.
- An ICT road map had been developed to monitor systems over seven years for upgrade and replacement.
The future focus of the whole programme would now be upon leadership and cultural change. This would be far-reaching and challenging.

C/196 2012 Change Programme Position Report

The Chairman introduced the report from the Police Authority Independent Assessor updating the Committee on the position of the 2012 Programme. Issues discussed during consideration of this item included:

- The report gave reassurance that the processes followed had been professional and sound. The bidders had knowingly broken the rules of the Competitive Dialogue process. However, both bidders remained enthusiastic to work with the Force.
- The focus must now be on business change. Over the next three months a new way of working is being considered, which will focus more on leadership than the delivery of the task. This was a long term project but a recent staff survey had already shown significant improvements in staff perceptions of the organisation.

(Mr M Stamp joined the meeting.)

C/197 Items Requiring Urgent Attention

The Director of Legal Services gave a full and detailed update on a number of contentious claims. Members expressed satisfaction with the outcome.

C/198 Employment Tribunal Reporting

There was discussion about how reporting arrangements from the Force to the Authority should operate in future to ensure that the Authority was kept fully advised on current matters. This was the consequence of some dissatisfaction with earlier arrangements. J Hall-Williams had been involved in discussions about how these would be put in place and this was being developed with the Force Legal Advisor and would result in future quarterly reports to the Authority.

C/199 Police Authority Support Arrangements

The Chief Executive presented a paper relating to future staff support matters and specifically around capacity. Guidance was given to her about how to proceed and appropriate steps would be put in hand. The Chief Constable and Members raised related matters which were then addressed and answered..

RESOLVED that the Chief Executive be authorised to proceed as discussed.

There being no other business the meeting closed at 12.20hours.