

Devon and Cornwall Police Authority

MINUTES

A meeting of the **Strategic Planning and Co-ordination Committee** was held on Friday 25 March 2011 in the Conference Room, Endeavour House, Woodwater Park, Exeter starting at 15:00 hrs.

Present:

Chairman: Mr M Bull

Members: Mr B Greenslade, Mr D Money, Mrs J Owen, Mr B Preston, Mrs L Price, Mrs L Williams.

Police Authority

Ms S Howl (Chief Executive), Mr D Walton (Treasurer), Ms J Hall-Williams (HR Advisor to the Authority) Mrs G Clifton (Committee and Meetings Services Officer).

Constabulary

Deputy Chief Constable S Sawyer, Group Commander C Bridgeman (seconded from Devon & Somerset Fire Service).

34. Apologies for Absence

No apologies for absence had been received.

35. Declarations of Interests

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

36. a) Items Requiring Urgent Attention

There were no items requiring urgent attention.

36. b) Items to be taken under Urgency Procedures that require a decision but cannot wait until the next meeting of the relevant committee.

There were no items submitted under urgency procedures

37. Minutes and Actions of the Last Meeting

RESOLVED that the minutes of the meeting held on 11th March 2011 be considered at the meeting on 11th April 2011.

38. Local Policing Plan 2011-12

This report presented the final draft of the forthcoming year's Policing Plan for members' consideration. Issues discussed included:

- The plan was considerably improved from the version seen at the last meeting. Although still too long, the layout, format and text were much clearer. An index had been included and the whole tone modified to reflect the safe area that Devon and Cornwall is.
- Appreciation was forwarded to the Force team that had worked so hard on the plan.
- The plan was to be signed off on 31st March. As the document had been tabled, members could send comments up to 5.00 p.m. on 28th March 2011.
- Some members had invested considerable time on the exercise. Members would welcome being involved at an earlier stage next year.

RESOLVED that the plan could be signed off subject to the consideration of comments from members received before 5 p.m. on 28th March 2011.

39. Police Reform and Social Responsibility Bill

This issue had been covered at length in the seminar earlier that day. There was nothing further to add.

40. Consideration to Exclude the Press and Public

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

Agenda Item	Report Title	Relevant Act	Relevant Section
8	Update on Formal Consultation	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	Update regarding Redundancy Procedures	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.

41. Update on Formal Consultation

The purpose of this report is to update the Authority in respect of active consultation by the Force in respect of workforce reviews. Issues discussed during consideration of this item included:

- Up to 500 police staff posts would be lost, weighted to the first two years of a four year period.
- The formal 90-day consultation period would be adhered to after which redundancies might be sought.
- A flowchart and comprehensive guidance note had been produced to help managers. A copy of the guidance note would be provided for the HR Advisor to the Authority.
- Staff had been informed when their roles were due for review. It was hoped to stick to the timetable because of the numbers of staff involved.
- PCSOs had been included on the list to ensure all staff are treated the same. Moreover, it was not known at this stage how long the ring-fenced funding for PCSOs would remain.
- It was anticipated that a reduction of 235 posts would be achieved by the end of September 2011 and 385 by 31st March 2012. These posts would be dis-established and would achieve the necessary reductions. There was an emergency Programme Board meeting arranged to identify further posts.
- It was not impossible that some of these staff could be redeployed; the redeployment register was monitored weekly.

- Voluntary redundancy was being considered for discrete groups; when used for the SEO review it had gone well. The Committee was generally supportive of the principle of offering Voluntary Redundancy.

RESOLVED (i) that the current and ongoing financial imperative contained within this report, necessitating the reduction in police staff costs be noted;
(ii) that the update in respect of Force processes for redundancy consultation and completion be noted;
(iii) that the force wide review timetable for Police Staff posts be noted;
(iv) to note that formal consultation has already commenced in respect of the initial police staff redundancies proposed, to include the offer of voluntary redundancy for those individuals/posts identified within Appendix C.

42. Update regarding Redundancy Procedures

This report provides members with an update on the progress made in establishing arrangements in the event of redundancy of police staff.

Delegation was sought from the Force to consider and use voluntary redundancy to speed up the process. A number of matters were discussed by members who expressed a concern that disestablished posts should remain so and that the financial costs are controlled in order to maximise the resources available to support operational policing.

RESOLVED

- i. That should the ongoing negotiations agree new arrangements for compulsory and voluntary redundancies packages, the delegation to the Force of being able to offer voluntary redundancy to appropriate groups of police staff who are the subject of staff reductions will be revisited by the Committee;
- ii. That the Committee agrees delegating to the Force the permission to offer voluntary redundancy to appropriate groups of police staff, in consultation with the group already established under the provisions of the Scheme of Delegation to consider redundancies. Under this Scheme – Delegations to Treasurer it states:

To decide in consultation with Chair of Human Resources Committee and the Police Authority's Human Resources Adviser any redundancy of Police Staff and any consequential redundancy payments

Or his duties under Financial Regulations which state:

Redundancy of police staff where the consequential redundancy payments exceed the limits set out in section G (i.e. In excess of £50,000 for one person, or in excess of £100,000 where it relates to one staff reduction exercise involving more than one retirement) will be subject to approval of the Police Authority Treasurer in consultation with the chair of the Human Resources Committee on advice from the Police Authority Human Resources Advisor.

There being no other business the meeting closed at 16.15hrs.