

Devon and Cornwall Police Authority

MINUTES

A meeting of the **Strategic Planning and Co-ordination Committee** was held on Tuesday 28th June 2011 at the Police Authority, Endeavour House, Woodwater Park, Exeter starting at 14:00 hrs.

Present:

Chairman: Mr M Bull

Members of the Committee: Mr B Greenslade, Mr D Money, Mrs J Owen, Mrs L Williams.

Other Members present at

the meeting: Mrs L Dunn, Ms J Norton, Lady Stanhope.

Officers in attendance:

Deputy Chief Constable S Sawyer, Mr C Haselden (Director of Human Resources), Mr M Stamp (Director of Legal Services), Mr R Middleton (Head of Crime).

Police Authority

Mr D Walton (Treasurer), Ms J Hall-Williams (HR Advisor to the Authority), Mr R Martin (Strategic Planning Officer), Mr D Eaton (Meetings Administrator).

63. Apologies for Absence

Apologies for absence were received from Mrs L Price and Mr B Preston.

64. Declarations of Interests

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

65. Chairman's Announcements

The Chairman proposed that as the three items on the agenda were all closed items that the meeting should move into Part II.

66. Consideration To Exclude The Press And Public

Closed Items (Items which may be considered by the Authority with only members of the Police Authority, appropriate Officers and expert advisors present, on the grounds that exempt/confidential information may be disclosed)

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

| Agenda Item No | Minute No | Report Title | Relevant Act | Relevant Section |
|-----------------------|------------------|--------------------------------------------------------|-----------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 5 | 67 | New Roles within the Crime Investigation Function | 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. |
| 6 | 68 | Disestablishment of Switchboard Operators. | 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. |
| 7 | 69 | Overview on Force Police Staff Reviews/ 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. |
| Urgent Item | 70 | Forcewide Voluntary Redundancy and Redundancy Payments | 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. |

67. New Roles within the Crime Investigation Function:

The Chairman drew attention to some of the contextual background to this matter and the discussions that had taken place at the full Police Authority meeting on 24 June 2011. Attention was also drawn to the extensive papers and the representations that had been submitted both by and on behalf of staff affected by the issues and proposals. Various possible alternatives (three specific, one that had been asked for) to the Force's preferred outcome were considered carefully and individually. Specific legal advice was given and members also considered in detail and discussed the details and impact of the Equality Impact Assessment and the Health and Safety Assessment. Consideration was given to the potential impact on those with protected characteristics. The Director of Legal Services referred to a briefing paper that was circulated setting out the requirements that were placed upon decision makers when considering the Public Section Equality Duties and this was also discussed in full. The issues and service needs in the context of the fundamental organisational re-design (the Blueprint) were also considered carefully. This all led to extensive debate which also embraced the financial position of the budget, the medium term financial plan and the absolute necessity to achieve major cost reductions in the first year of the impact of the Comprehensive Spending Review government grant reductions. In the course of the debate the high quality service which the Civilian Crime Investigators (CCIs) had brought to the positive outcomes of crime investigation were recognised and lauded. However, the crucial need for cost reductions were recognised as a major driver.

At the conclusion of the debate it was:

- RESOLVED**
- (i) to note the whole range of matters and reports that impacted on the issues relating to the crime investigation function and the civilian crime investigators;
 - (ii) to note all the issues to which the Force had drawn attention together with the matters raised by the CCIs and the Trade Unions through the formal consultation processes;
 - (iii) reluctantly, but having regard to all the relevant matters, to endorse and approve the Force proposals in relation to the reductions of staff in respect of the crime investigation function as set out in the reports.

68. Disestablishment of Switchboard Operators

The Director of Human Resources outlined the respective roles and functions of call handlers and switchboard operators, and the opportunity which had been offered to switchboard operators to undertake additional training in order to upgrade to the call handling role. In accordance with the Blueprint Design principles, the requirements of the Medium Term Financial Strategy, and as a result of the absolute necessity to achieve major cost reductions in the current financial year, it was now proposed that the switchboard operator role should be discontinued.

During a very thorough discussion of this proposal specific legal advice was given and members also studied the details and impact of the Equality Impact Assessment and the Health and Safety procedures.

- RESOLVED**
- i) to note the matters and reports that impacted on the issues relating to the role of the Switchboard Operators
 - ii) to note all the issues to which the Force had drawn attention together with the matters raised at the outset of the formal consultation

- processes.
- iii) reluctantly, but having regard to all the relevant matters, to endorse and approve the Force proposals in relation to the reductions of staff in respect of the role of the Switchboard Operators as set out in the reports.

69. Overview on Force Police Staff Reviews/Consultation

The Deputy Chief Constable outlined the background to this item which had previously been considered at the Police Authority meeting of 24 June 2011.

RESOLVED to note the update in respect of Force processes for redundancy consultation and completion.

70. Urgent Item: Forcewide Voluntary Redundancy (VR) and Redundancy Payments

Members were provided with an update on the deliberations of the Redundancy Payment Sub-committee which had met following the Police Authority meeting on 24 June 2011: The Director of Human Resources emphasised the importance of reaching agreement on reduced redundancy payments before entering into a commitment to Forcewide VR.

RESOLVED to endorse the position reached by the Redundancy Payment Subcommittee to suspend the negotiations on redundancy payments for the current round of redundancies, ending on 31 March 2012, and to re-commence negotiations to bring about a reduction in the level of redundancy payments coupled to the introduction of a forcewide voluntary redundancy scheme subject to the achievement of significant cost reductions.