

Devon and Cornwall Police Authority

MINUTES

A meeting of the **Strategic Planning and Co-ordination Committee** was held on Wednesday 29 August 2012 in the Conference Room, Devon and Cornwall Police Authority, Endeavour House, Woodwater Park, Exeter, starting at 10:00hrs.

Present:

Chairman: Mr M Bull

Members: Sir Simon Day, Mr P Diviani, Mr B Greenslade, Mr D Money, Mrs L Dunn, Ms J Norton, Mr D Percival, Lady Stanhope, Mrs L Williams

Police Authority

Ms S Howl (Chief Executive), Mr D Walton (Treasurer), Mrs J Hall-Williams (HR Advisor to the Authority), Mr D Eaton (Meeting Administrator),

Constabulary

Chief Constable S Sawyer, Mr C Haselden (Director of Human Resources), Mr M Stamp (Director of Legal Services), Mr N Grech-Cini.

190. Apologies for Absence

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

191. Declarations of Interests

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

192 a) Items Requiring Urgent Attention

Having regard to the special circumstances pertaining the next item was taken as a matter requiring urgent attention, there being no meeting of the Police Authority until 28 September 2012.

- **Police Staff Two Year Pay Award**

RESOLVED

To note the details of the two year pay award agreed with the Police Staff Council and Trades Unions.

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

The Chairman informed Members that an additional item in relation to the Estates Programme This item had been accepted due to the urgent need to make decisions in relation to voluntary redundancy before the next scheduled meeting of the Resources Committee.

- **Item 7 Rationalisation – Perranporth Police Station (to be taken in Part 2)**

194. Minutes and Actions of the Last Meeting

- Paragraph 185 (third bullet point) To be amended to read “bringing”.

RESOLVED

to accept the minutes as a correct record of the last meeting.

195. Chairman's Announcements

The Chairman declared that there were no announcements.

196. 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 experts advisors present, on the grounds that exempt/confidential information may be disclosed)

Agenda Item No	Minute No	Report Title	Relevant Act	Relevant Section
7	197	Rationalisation – Perranporth Police Station	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).
8	198	Update on Operation Horseman	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	199	Report on the inclusion of the Directors, and of the Chief Executive and Treasurer of the Police Authority within Job Evaluation	Local Government Act 1972 as amended by the Local Government (access to information Act 1985).	Schedule 12A, paragraph 4. Information relating to 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	200	A19 Employment Tribunal update	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.

197. Rationalisation – Perranporth Police Station

Issues discussed during consideration of this item included:

- Clarification was provided in relation to the costs arising from the rationalisation of the Estates Programme as it affects Perranporth Police Station
- Attention was drawn to the benefits of the new facility in Perranporth..

- RESOLVED**
- i) To approve the disposal of Perranporth Police Station at the value detailed within this report.
 - ii) To approve a lease acquisition for office accommodation with a Public Sector Partner to operate as a Local Policing Base at the cost indicated within this report

198. Update on Operation Horseman

- The Director of Legal Services provided an update on the current position with regard to this issue, including the discussions which had taken place with UNISON.
- Members gave detailed consideration to the options presented in the report, including the timescales involved.
- Members discussed a proposal from UNISON that a high level meeting be arranged to give further consideration to the proposed course of action outlined in Operation Horseman.

- RESOLVED**
- i) To note the current position.
 - ii) To agree to the proposed meeting with UNISON, at a date to be arranged.
 - iii) To provide an update to Members on the outcome of this committee meeting.

199. A19 Employment Tribunal update

The director of Legal Services provided an update on the outcome of the first part of the Employment tribunal claim against the Authority.

- The first part of the claim, which related to the consultation process, had failed.
- The second part of the claim relating to age discrimination was scheduled for consideration in February/March 2013. This would be an important test case in relation to tribunal law.
- Members were informed that as the tribunal outcome would be of major significance to other forces shared costs were being actively pursued.

200. Report on the inclusion of the Directors, and of the Chief Executive and Treasurer of the Police Authority within Job Evaluation

The Committee considered a Report from the Chairman of the Authority and the Lead Member for Job Evaluation (Linda Williams) which had been circulated in advance. The Report included advice from the Authority's Advisor on Job Evaluation, Martin Denny. The various options in the report were carefully discussed and questions answered. In the course of the debate the Chairman reported that although she had been unable to attend this meeting, Lynda Price supported the recommendations.

The following resolution was approved unanimously:

RESOLVED

- i) That Option 3 in the report be pursued and that a separate JE scheme for the Directors (as identified in the Report) be undertaken;
- ii) That arrangements be made through the Authority's Advisor on JE for Hay to be retained to undertake this separate exercise;
- iii) That this separate JE exercise for Directors be pursued forthwith with the objective of completing it before the JE project for all other Police staff starts in November 2012
- iv) That appropriate communications processes be established to advise all affected parties (which will include all Police staff) of this decision and the reasons for it.

In relation to decision (iv) above it was noted that the Chairman would communicate these decisions to the Authority's Chief Executive and Treasurer and the Chief Constable would do likewise for the Directors under his direct line management.

The Lead Member then helpfully sought clarification about the governance arrangements relating to the pursuit of these decisions. Accordingly it was clarified that authority to take this matter forward had been delegated to the Chairman of the Authority and the Lead Member for the period up to the abolition of the Authority on 22 November 2012. This was NOTED and endorsed by the Committee which also wanted this specifically recorded in these Minutes.

Meeting ended at 11.30hrs.