

## LEADERSHIP PANEL

A meeting of the Leadership Panel was held on Tuesday 18<sup>th</sup> May 2010 in the Chair's office at Police Headquarters.

PRESENT: Miss Pam Andrews-Mawer, Mr. Chris Coombs, Mr. Ted Cox JP, Mr. P Hadfield, Mr. Aslam Hanif, Cllr Dave McLuckie (Chair). and Mr. Peter Race MBE  
Mrs. J Leng – Deputy Chief Executive (for part of the meeting),  
Mr. P Kirkham - Treasurer

### **APOLOGIES FOR ABSENCE**

Cllr Barry Coppinger, Mr. Mike McGrory JP,

### **DECLARATIONS OF INTERESTS**

There were no declarations of interests.

### **Risk Management Report**

The Treasurer outlined the new arrangements agreed by the Audit and Internal Control Panel relating to the CPA Risk Policy and Strategy. This represented a step change in that Chairs, all Members of Panels and support officers were asked to engage in the risk management processes. Initially it is suggested that Risk be an item for discussion at each pre-agenda.

### **ORDERED that:-**

1. Risk is discussed by each Panel within the context of its remit and its contribution to the CPA Business Plan. See para 2.75 of the Policy and Strategy

### **Risk Register**

The Treasurer presented the CPA Risk Register and explained the process which will include the regular reporting to the Leadership Panel for its review. He advised that if a decision is made to implement Project I, then this would need to be added to the CPA Risk Register.

### **ORDERED that:-**

1. The Risk Register (Appendix A) and Action Plan (Appendix B) be received.

### **Cleveland Police Authority Business Plan Monitoring**

On behalf of the Chief Executive, the Treasurer explained that as the Business Plan contained areas for development which fall under defined remits of Panels, it was suggested that those Panels should monitor implementation.

### **ORDERED that:-**

1. At each pre-agenda meeting for each Panel that the relevant parts of the CPA Business Plan are reviewed and any significant issues or impediments identified for resolution.
2. The synopsis of progress is reported to the Leadership Panel, rather than the P&R Panel.

## **EXCLUSION OF THE PRESS AND PUBLIC**

**ORDERED** that pursuant to the Local Government Act 1972 the press and public be excluded from the meeting under paragraph 1 and 3 Part 1 of Schedule 12A to the Act.

## **CHIEF EXECUTIVE**

The Chair presented a verbal report to Members of the Leadership Panel and in doing so reflected on the discussion that took place at the Panel's February meeting. Since then he had been in dialogue with the Chief Executive and had come to the conclusion that it would forward the objectives of the Police Authority faster if the arrangements discussed in February were modified. The revised proposals received unanimous support of those Members present.

**ORDERED** that:-

1. The report presented to the Leadership Panel on 23 February 2010 be amended to reflect the change of date to the 30<sup>th</sup> June 2010.

## **PROPOSAL FOR PROJECT ADVICE AND SUPPORT SERVICES**

The Treasurer explained that there were a number of significant matters which faced the Police Authority and the Force over the short to medium term. This included but are not limited to

- The implementation of Project I, if this was the route chosen by the Authority, to achieve the project benefits.
- Significant developmental work to achieve savings and service improvements if Project I did not go ahead.
- Service improvement, including civilianization outside of the scope of Project I.
- HQ option appraisal as a result of the decisions concerning the above.

The precise scale and nature of the advice and support has yet to be mapped out including the availability of finance.

The Chairman referred to the Proposal for Project Advice and Support Services. He stressed the need for the Police Authority to maintain an overview of what was happening in order to ensure that savings and service improvements were actually delivered. To achieve this it is critical to have available proper advice to the Authority and to the Force.

The proposal received unanimous support of those Members present

**ORDERED** that:-

1. Contract Standing Orders is set aside to permit an arrangement with Enterprise Consulting in order to deliver Project Advice and Support Services, subject to definition of requirements and funding.

#### **POLICE AUTHORITY BUDGET 2010/11**

The Treasurer introduced the initial Police Authority Budget and the current support officer structure includes names and grades of officers. It was proposed that regular budgetary control reports are brought to the Panel.

**ORDERED** that:-

1. The Budget monitoring report is received at least quarterly.

#### **MEMBERS AND STAFF SKILLS AUDIT, APPRAISALS AND TRAINING PROGRAMMES**

The Panel considered the report by the Deputy Chief Executive on the outcomes, objectives and draft 2010/11 training programme. These were the result of the 2009/10 skills audit, appraisals and training programme.

**ORDERED** that:-

1. The training programmes for 2010/11 are agreed.
2. The development of panel induction packages is agreed.
3. The objectives from the Members appraisals are developed through action plans, monitored three times a year.
4. Action is taken to increase attendance of those members identified in Appendix 'D'.