

POLICY & RESOURCES

A meeting of the Policy & Resources Panel was held on Thursday 28 April 2011, commencing at 10.00 am in the Members Conference Room at Police Headquarters.

PRESENT Mr Aslam Hanif (Chair), Miss Pam Andrews-Mawer, Councillor Ron Lowes, Councillor Paul Kirton, Mr Peter Race MBE (ex officio), and Mr Ted Cox JP, Councillor Hazel Pearson OBE (Vice Chair).

OFFICIALS Mr Michael Porter, Dr Neville Cameron, Mrs Clare Hunter and Mr John Bage (CE).
Mr Derek Bonnard, Mrs Ann Hall and Miss Kate Rowntree (CC).

APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillor Dave McLuckie (ex officio), Councillor Barry Coppinger, Councillor Carl Richardson and Mr Sean Price.

DECLARATIONS OF INTERESTS

There were no declarations of interests.

Action

MINUTES OF THE POLICY & RESOURCES PANEL HELD ON 31 March 2011

The minutes were agreed as a true and accurate record.

OUTSTANDING RECOMENDATIONS

ORDERED that:-

1. the Outstanding Recommendations be noted.

SICKNESS ABSENCE REPORTING

The Deputy Chief Constable informed Members that the purpose of the report was to update Members on sickness absence levels up to 31st December 2010.

As reported previously sickness figures in recent years had seen a significant reduction for both Officers and Staff. If the 2010/11 financial year rates continued for the last three months then the improvements which were recorded last year will have been maintained.

Members were informed that absence management had been robustly managed throughout the Force and was reported on through Service Unit Monthly Performance Reviews (MPRs). At the same time a range of services are provided through the occupational health unit and various initiatives in health promotion are carried out throughout the year.

Attendance management continued to be given a high priority by service unit management teams and is managed through MPRs with their line managers.

Members enquired as to whether the figures reported included Steria staff.

The Deputy Chief Constable informed Members that the figures did not include Steria staff.

ORDERED that;

1. the contents of the report be noted.

EQUALITY UPDATE

The Deputy Chief Constable informed Members that the report provided Members with an overview of the diversity profile of Cleveland Police relating to recruitment, staff profile and turnover by age, sex, ethnic minority, and disability. The report also provided an update on Black & Minority Ethnic (BME) and female representation targets.

Members were informed that the continued development of diversity initiatives both internally and externally is vitally important to the organisation. The introduction of the Equalities Act 2010 placed legal and statutory responsibilities on employers. The Public Sector Equality Duty came into force on 6th April 2011. Its aim is to embed equality considerations into the day to day work of public bodies, so that they tackle discrimination and inequality and contribute to making society fairer.

The Deputy Chief Constable further informed that as recruitment was on hold the diversity profile is unlikely to change. Members attention was drawn to para. 3.4 to the report and that the non recruitment of officers into the Force in the current financial year had meant that there had not been the opportunity to improve upon making progress towards achieving the Force BME target. The Deputy Chief Constable assured Members that the Force was working closely with the Black Police Association (BPA) on this matter.

The Chair queried whether or not any consideration had been given that the BME target was to be amended or would it remain.

The Deputy Chief Constable responded that no considerations had been made but Members could consequently consider such matters.

The Chair stated that the present target would remain.

The Vice Chair of the Police Authority queried how the additional costs being incurred due to Officers identified to retire under Regulation A19, not leaving the organisation on the proposed dates.

The Deputy Chief Constable assured Members that the additional burden incurred would only be for the first tranche of retirees.

The Assistant Chief Officer Finance & Commissioning (ACO F+C) informed Members that she would provide the requisite information and ensure that this was provided for the production of the Long Term Financial Plan (LTFP).

ACO F+C

Members queried the subject of Time Off In Lieu (TOIL) and why there had not been any reporting on this matter.

The Deputy Chief Constable informed Members that for those Officers retiring under regulation A19 any TOIL element would be low and queried whether Members would require a report on this matter.

The Chair asked whether or not TOIL could be costed and Members agreed a report on TOIL should be brought to the next meeting of the Operational Policing Panel.

ACC Crime

ORDERED that;

1. the content of the report be noted.

ENVIRONMENTAL MONITORING GROUP

Members were informed that at the Leadership Panel on 15 March 2011, it was agreed that the Police Authority would create an Environmental Monitoring Group to facilitate the scrutiny of the Force's environmental performance on a regular and formal basis.

The Service Improvement Manager informed that the paper that was presented at the above meeting outlined the necessity to measure, monitor and control the carbon emitted by the Force especially in light of annual payments which had been introduced through the Carbon Reduction Commitment Energy Efficiency Scheme (CRC) for energy usage.

The Environmental Monitoring Group is key to enabling the delivery of reduced carbon emissions year on year for both Force and Authority. The scope of the group business will ensure that holistic scrutiny is applied to the effects that the day to day business of Cleveland Police and the Authority have on the environment.

Members queried whether our Private Finance Initiatives (PFIs) were included in this initiatives.

The Service Improvement Manager confirmed that there would be representatives from our Strategic Partners at the meetings.

ORDERED that;

1. the creation of a Environmental Monitoring Group be noted.
2. the terms of reference of the Environmental Monitoring Group be noted.
3. the membership of the Environmental Monitoring Group be noted.
4. the method by which the Environmental Monitoring Group will report to the Police Authority be noted.

ASSET MANAGEMENT PLAN UPDATE

The Service Improvement Manager informed Members that the

purpose of the report was to update Members of the development of the Force and Authority's Asset Management Plan, in light of changes to service delivery through strategic partners.

Members were reminded that at the Policy & Resources Panel on 27th January 2010, the Police Authority agreed the Asset Management Strategy 2010/13 which acted as a guidance to the Force in its preparation of associated plans and strategies relating to asset management. The Strategy document provided assurance of the further development of an integrated business planning process that focuses on the delivery of improved services and value for money.

Members were informed that business sustainability in part depends upon the effective and efficient management of assets, with an Assets Strategy aligned to the Business Plan, an Asset Management Plan, the Policing Plan, the Long Term Capital and Financial Plans and local strategies.

ORDERED that;

1. the content of the report be noted.

EXCLUSION OF PRESS AND PUBLIC

ORDERED that pursuant to the Local Government Act 1972 the press and public be excluded from the meeting under Paragraphs 4 of Part 1 of Schedule 12A to the Act.

JOB EVALUATION AND NEW PAY MODEL

The Deputy Chief Constable informed Members that the report had been produced following a decision by Members in 2010 to investigate the options with costs and benefits, in relation to introducing an analytical job evaluation process and a new pay model for Police Staff.

Members were informed that the introduction of a job evaluation process and new pay model will support the delivery of the long term financial plan and ensure Cleveland Police is adopting best practice in respect of reward and recognition of staff.

ORDERED that;

1. the cost benefit report attached at Appendix 1 to the report be agreed.
2. the implementation of an analytical job evaluation scheme for all Police Staff be agreed.
3. the implementation of a new pay model for Police Staff which is compliant with both age and sex discrimination legislation be agreed.
4. both the pay model and the costs of introducing an analytical job evaluation scheme are cost neutral be agreed.