

POLICY & RESOURCES / CORPORATE DEVELOPMENT

A meeting of the Policy & Resources / Corporate Development Panel was held on Thursday 7 May 2009 commencing at 10.00 am in the Members Conference Room at Police Headquarters.

PRESENT	Miss Pam Andrews-Mawer, Councillor Barry Coppinger (Chair), Mr Peter Hadfield, Mr Alf Illingworth TD JP, Councillor Hazel Pearson OBE, Mr Aslam Hanif, Councillor Steve Wallace (Vice Chair), Mr Peter Race MBE (ex officio), and Mr Chris Coombs
OFFICIALS	Ms Clare Hunter, Mr Norman Wright and Mr John Bage (CE) Mr Sean Price, Mr Derek Bonnard, Mrs Ann Hall, and Miss Kate Rowntree (CC).
ADDITIONAL ATTENDEES	Councillor Ron Lowes, Councillor Victor Tumilty, Mr Mike McGrory JP, and Ms Cath Andrew (AC)

APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillor Dave McLuckie (ex officio), Mr Ted Cox JP, and Mr Joe McCarthy.

DECLARATIONS OF INTERESTS

There were no declarations of interests.

Action

MINUTES OF THE POLICY & RESOURCES / CORPORATE DEVELOPMENT PANEL HELD ON 9 April 2009

The minutes were agreed as a true and accurate record.

The Chair brought the Use of Resources Report forward.

USE OF RESOURCES ASSESSMENT

The Audit Commission informed Members that the use of resources (UoR) assessment considers how well organisations are managing and using their resources to deliver value for money and better and sustainable outcomes for local people. Value for money runs throughout the streams.

The assessment is structured into three themes that focus on the importance of sound and strategic financial management, strategic commissioning and good governance, and the effective management of natural resources, assets and people.

ORDERED that:

1. the report be noted.

OUTSTANDING RECOMMENDATIONS

ORDERED that:-

1. the Outstanding Recommendations be noted.

UPDATE ON CLEVELAND POLICE AUTHORITY SERVICE IMPROVEMENT PLAN

The Strategy and Performance Manager informed Members that they approved the first Cleveland Police Authority Service Improvement Plan in 2006. Since then the Plan had undergone 6-monthly updates.

Members were informed that the Plan was reviewed in the light of recommendations for service improvements emanating from strategic assessments, inspections, audits and reviews of the police authority and force. The latest revision took account of significant matters identified in several pieces of work including, the Audit & Internal Control Panel self assessment action Plan (Nov 2008) ; the Annual Governance Statement preparation; and the initial gap analysis following the scoping exercise for the HMIC/Audit Commission inspection of the Police Authority, which is to take place during 2009/10.

The service improvement planning process provides Members with assurance that the recommendations of audits, inspections and reviews are being progressed in a systematic and timely manner.

ORDERED that:

1. the 8 service improvement areas and key deliverables included within section 3 of the revised Service Improvement Plan 2009-12 be agreed.
2. the strategic objectives that are appended to the Service Improvement Plan be agreed.
3. the equal pay audit item (old PA8) had been removed and the matter consolidated within the Single Equality Scheme action plan be noted.
4. the obsolete detail had been removed, completed tasks had been highlighted in blue text, and some new tasks had been included be noted.

FIRE AND HEALTH & SAFETY UPDATE

The Deputy Chief Constable provided Members with an annual report with regard to health and safety and fire safety within Cleveland Police for the period 1st April 2008 to 31st March 2009 respectively.

Members were informed that the prevention of injury and damage/loss to property and equipment is an essential element of proactive corporate governance and a reflection of safe working and risk management.

The Deputy Chief Constable informed Members that they will continue to receive updates at subsequent Policy & Resources / Corporate Development Panel meetings.

ORDERED that:

1. the report be noted

FLEXIBLE RETIREMENTS – POLICE STAFF

The Deputy Chief Constable informed Members that the Force has received a request for flexible retirement from a member of staff who wishes to commence flexible retirement as soon as possible.

Members were informed that Flexible Retirement was introduced into the Local Government Pension Scheme in April 2006 as a discretionary provision which allows employees, with the employer's consent, to reduce their hours or move to a lower graded position and withdraw the pension benefits already accrued. Employees can also continue to pay into the LGPS under flexible retirement in order to accrue further benefits.

The Deputy Chief Constable informed Members that Cleveland Police's statement of policy in relation to Flexible Retirement is as follows: *Applications will be approved only where there are operational and financial grounds for doing so. Cleveland Police will only agree to waive any reduction to benefits if there is a clear operational and/or financial advantage to Cleveland Police. Cleveland Police must also have the ability to fund costs.*

It is recommended that the Police Authority consider this application for flexible retirement. However, due to the cost and the lack of efficiency savings the application is not supported by the Force.

ORDERED that:

1. the request be considered.
2. the request be not approved.

STRUCTURAL CHANGES IN PROFESSIONAL STANDARDS, CORPORATE PLANNING & PERFORMANCE, CRIME AND PROJECT I

The Deputy Chief Constable informed Members of proposals to make a number of structural changes to the establishment, across a number of Service Units.

Members were informed that the changes were needed to avoid delays in the delivery of key activities and that the subsequent reputational risks to both the Police Authority and the Force could not be mitigated. The proposals would provide immediate resilience to the Force.

ORDERED that:

1. the items para's 1.1 – 1.6 to the report be agreed.

