

**Leicestershire Police Authority**

**Minutes of a Meeting of the Remuneration Committee held at  
Police Headquarters on Thursday 14 January 2010**

**Present**

**Members**

Mrs D Newton, Mr J Orson, Mr T Render and Mr B Roper.

**Officers**

Mr R Swinfield (Chief Executive) and Mrs L Salmon (Members' Services Officer).

**Constabulary**

Mr C Eyre (Temporary Chief Constable)

**01/10. Election of Chairman for the Meeting**

The Chief Executive stated that as Mr Rhodes has given his apologies a Chairman would need to be elected for this meeting.

Mrs Newton nominated Mr Roper; this was seconded by Mr Render. There being no further nominations Mr Roper was duly elected to Chair the meeting.

**Mr B Roper – in the Chair**

**02/10. Apologies**

Apologies were received from Mr D Bill and Mr B Rhodes.

**03/10. Items of Urgent Business**

There were no items of urgent business.

**04/10. Declarations of Interest**

The Chairman invited members who wished to do so to make any declarations of Code of Conduct interests in respect of items on the agenda for the meeting.

No such declarations were made.

**05/10. Minutes of the Meeting held on 11 November 2009**

The minutes of the meeting held on 11 November 2009, tabled at the meeting, were confirmed as a correct record and duly signed.

**06/10. ACPO Benefits and Conditions – Review**

The Committee considered a report of the Chief Executive providing an opportunity for members to consider whether to review the benefits currently provided to ACPO rank officers. A copy of the report marked 'A' is filed with the minutes.

The Chief Executive asked members to consider how benefits should be applied to ACPO officers in temporary roles. Members commented that whilst undertaking the role in a temporary capacity, full benefits should apply.

The Chief Executive stated that due to the departure of the Chief Constable and the Assistant Chief Constable (Operations), two vehicles which were part of the car scheme, were currently surplus to requirements. Members commented that these vehicles should be disposed of in the most cost effective way to the Authority.

Regarding the forthcoming Chief Constable recruitment process, the T/Chief Constable suggested that the Authority consider providing a benefits package which was tailored to individual circumstances in order to attract high quality candidates. Members requested that the Chief Executive explore the legalities of offering a longer fixed term contract than five years and the packages offered by other authorities recruiting chief constables.

Members suggested including information in the application pack to reassure candidates that there would be no internal applicant for the role.

The Committee AGREED that the:

- (i) Finance Director dispose of the two surplus ACPO car scheme vehicles in the most cost effective manner to the Authority;
- (ii) Chief Executive explore the possibility of a more flexible benefits package for the forthcoming Chief Constable recruitment process.

#### **07/10. Exclusion of the Public and Press**

It was RESOLVED that under Section 100A of the Local Government Act 1972 the public, including the press, be excluded from the meeting during consideration of the following items on the grounds specified on the agenda.

#### **08/10. Objectives for ACPO Officers**

*(Exempt by virtue of para 1 of Part 1 of Schedule 12 A to the Act – information relating to an individual)*

The Committee received a report of the Chief Executive seeking to establish a scheme and consider the objectives for the current financial year. A copy of the report marked 'B' is filed with the minutes.

An email from the T/Chief Constable providing comments on the proposed ACPO Bonus Scheme was tabled.

*At this point, the T/Chief Constable left the meeting.*

Members provided comments on the proposed ACPO Bonus Scheme.

The Committee RESOLVED to:-

- (a) agree the bonus scheme subject to the amendments indicated by the members; and
- (b) agree the objectives for the T/Chief Constable and T/Deputy Chief Constable outlined in the report for the purposes of the bonus scheme.

**CHAIRMAN**

14 January 2010

2.00 p.m. – 3.25 p.m.