

**Leicestershire Police Authority**

**Minutes of a Meeting of the Remuneration Committee held at  
Police Headquarters on Thursday 15 October 2009**

**Present**

**Members**

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

**Officers**

Mr R Swinfield (Chief Executive) and Mrs A Perry, (Deputy Chief Executive).

**07/09. Election of Chairman**

It was unanimously agreed by all those present that Mr Rhodes be the Chairman of this Committee for the forthcoming year. There being no further nominations Mr Rhodes was duly elected.

**Mr J B Rhodes – in the Chair**

**08/09. Apologies**

There were no apologies.

**09/09. Items of Urgent Business**

There were no items of urgent business.

**10/09. 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.

**11/09. Minutes of the Meeting held on 20 January 2009**

The minutes of the meeting held on 20 January 2009 were confirmed as a correct record and duly signed.

**12/09. 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.

**12/09. National ACPO Bonus Scheme**

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

The Committee considered a report of the Chief Executive to establish an ACPO bonus scheme and consider the objectives for the current financial year. A copy of the report marked 'A' is filed with the minutes.

The Chief Executive stated that the operation of bonus schemes by other police authorities had not been explored. The Chief Executive emphasised that members of the ACPO team had not as yet had opportunity to comment on the draft Scheme.

Members commented that the objectives needed to be set before the end of March to be aligned with the Policing Plan and that members needed involvement in the Professional Development Reviews of ACPO officers, Members anticipated that 6 to 10 SMARTER objectives would be expected per officer.

The Committee RESOLVED:-

- (a) to approve the Bonus Scheme with the following amendments:-
  - Paragraph 5 of the Scheme to include the involvement of the Chairman of the Authority prior to the objectives being set.
  - Paragraph 9 of the Scheme to include 'the Chairman will report back to the Remuneration Committee'.
- (b) the draft Scheme as amended be forwarded to ACPO officers for comment.
- (c) the Remuneration Committee meet four times a year, being January to review the Scheme, March to agree the objectives for the forthcoming year, mid-year to review progress and in late May/early June to consider achievements and bonuses.
- (d) the Chairman and Chief Executive meet with the Temporary Chief Constable to discuss his objectives and those of the team, during the time a new Chief Constable is being appointed; and
- (e) to meet again on 11 November 2009 to consider the objectives for the ACPO team and an outstanding matter in relation to the current Temporary Deputy Chief Constable.

**CHAIRMAN**

15 October 2009

2.00 p.m. – 2.44 p.m.