

Leicestershire Police Authority

**Minutes of a Meeting of the Remuneration Committee held at
Police Headquarters on Monday 24 May 2010**

Present

Members

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).

Mr B Rhodes – in the Chair

09/10. Apologies

Apologies were received from Mr D Bill.

10/10. Items of Urgent Business

There were no items of urgent business.

11/10. 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.

12/10. Minutes of the Meeting held on 14 January 2010

The minutes of the meeting held on 14 January 2010, were confirmed as a correct record and duly signed.

The Chairman stated that the new Chief Constable would be ordering a new car from the car lease scheme and that the Jaguar would be utilised by the new ACC when in post.

The Chief Executive stated that a more flexible benefits package for the new Chief Constable had not been put into place due to timing however he added that some amendments had been made which were beneficial to applicants.

13/10. 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.

**14/10. Performance Against 2009/10 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 considered a report of the Chief Executive for consideration of performance against ACPO officers' objectives for 2009/10 and to decide if a

bonus or accelerated pay progression should be awarded. A copy of the report marked 'A' is filed with the minutes.

The Chief Executive stated that the current T/Chief Constable had not as yet had his Performance Development Review with the HMI and therefore it would not be possible at this stage to adjudicate in relation to the awarding of any bonus. He added that this would need to be considered at a future meeting.

The Committee RESOLVED:-

- (a) to consider a bonus payment for the T/Chief Constable at a future meeting after his performance development review had taken place; and
- (b) on written confirmation from the T/Chief Constable that all the competencies had been achieved in respect of the T/Deputy Chief Constable, to award that individual a double increment on the ACC payscale from 1 June 2010.

15/10. Objectives for ACPO Officers 2010/11

(Exempt by virtue of para 1 of Part 1 of Schedule 12A 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.

Members discussed what objectives they would like set for the new Chief Constable.

Members agreed that the objectives set for the T/Chief Constable for 2009/10 would continue until his departure on 14 June 2010.

The Committee RESOLVED that:-

- (a) draft objectives be compiled for the new Chief Constable to be presented to him on 14 June 2010;
- (b) the new Chief Constable be asked to provide a copy of the objectives he will set for the T/Deputy Chief Constable; and
- (c) objectives for the new Assistant Chief Constable be discussed by the Chairman with the Chief Constable later in the year when the appointment had been made.

CHAIRMAN

2.00 p.m. – 2.33 p.m.
24 May 2010