

DEVON AND CORNWALL POLICE AUTHORITY

MINUTES of a meeting of the **Devon and Cornwall Police Authority** held at Police Headquarters, Middlemoor, Exeter on **Friday 16 February 2007**.

Present:

Mr D Money.....Chairman

Mr John Smith..... Vice-Chairman

Mr M I R Bull, Mr C Bulley, Mr J Currie, Sir Simon Day, Mr I P A Doggett, Mr T Evans, Mr G Hicks, Mr M Hicks, Mr B C Greenslade , Mr S Hughes, Mrs A Malcolm, Mr S Malloni, Mr M Nevitt, Mr B Preston, Mr W D Thomas and Mr C L Wallin.

Officers in attendance

Police Authority

Mr G Davey (Chief Executive), Mr J Glasby (Treasurer), Mrs E Tanner (Meeting Administrator)

Police Force

Assistant Chief Constable A Hollingshead, Mr N Holt (Director of Human Resources), Deputy Chief Constable T Melville, Chief Constable S Otter, Mr C Papworth (Interim Director of Finance and Resources), Assistant Chief Constable B Spencer.

P/2119 APOLOGIES FOR ABSENCE

There were no apologies received.

P/2120 CHAIRMAN'S ANNOUNCEMENT

The Chairman introduced and welcomed Chief Constable Stephen Otter to this his first full Police Authority Meeting

P/2121 DECLARATIONS OF INTEREST

The following declarations of interest were received:

Name	Agenda Item	Type of Interest	Nature of Interest	Action
Mr B Preston	11. The National Police Staff Council Handbook and Weekend enhancements for Devon and Cornwall Police Staff.	Personal	Lifelong member of GMB.	Spoke and voted.
Mr W Thomas	16. Insurance renewals.	Personal	Has worked for AAIG.	Spoke and voted.

P/2121 DECLARATIONS OF INTEREST (Cont'd..)

Name	Agenda Item	Type of Interest	Nature of Interest	Action
Mr J Smith Mr B Greenslade Sir Simon Day Mr S Hughes	All items	Personal	Member of Devon County Council	Spoke and voted.
Mr B Greenslade	All items	Personal	Executive member of the Association of Police Authorities	Spoke and voted.
Mr B Greenslade	All items	Personal	Non-Executive Member of Exeter Airport	Spoke and voted.

P/2122 ITEMS REQUIRING URGENT ATTENTION

The Chairman certified that having regard to the special circumstances pertaining to the matter of the National Police Staff Council Handbook and Weekend Enhancement for Devon and Cornwall Police Staff, (being that required information was not available to Members prior to the meeting), he intended that it should be considered in Part II of the meeting.

P/2123 MINUTES

The minutes of the meetings held on 8 December 2006 were signed as a correct record.

P/2124 REVENUE AND CAPITAL BUDGET REPORT 2007-08

Members considered a report setting out the key issues relating to the budget for 2007-08. Members were required to determine the revenue budget requirement, capital programme and council tax levels for 2007-08, along with the associated financing issues. A detailed analysis was provided of the Medium Term Financial Strategy.

As always, there had been considerable Member involvement in both working up budget proposals prior to this meeting.

The Treasurer highlighted several key issues as follows:

- The Medium Term Financial Statement was a detailed document providing financial information initially for a period of 3 years. The document was intended to be a living document that would grow and be amended over time.
- The Government had confirmed the Provisional Finance Settlement for 2007/08.
- The difficult balance between setting a budget that provided for the maintenance of the existing numbers of police officers but was not at risk of being capped by the Government.
- The difficult balance of providing neighbourhood policing and protective services.
- The phased reduction of funding for PCSOs by the Government and the need to provide funds in the budget.
- Uniformed officer numbers had increased by 1000 since 1999/2000.

P/2124 REVENUE AND CAPITAL BUDGET REPORT 2007-08 (Cont'd)

- The impact of inflation on costs relating to pay, fuel and energy.
- Savings of £5.1M had been identified.
- The proposed budget would result in an increase of 11p per week per council tax band C household.
- The capital programme was recommended at £15.8m. This included an allowance of £2m for slippage.
- The Authority had very low borrowing.
- Risk
- Issues expected to impact on the 2008/09 budget, which was expected to be very challenging.

There was considerable debate on this item and issues discussed by Members and Officers included:

- Funding for PCSOs and the likely impact on future budgets of the phased reduction in central government grant.
- Efficiency savings, which had been made without impact to front line policing.
- Green issues and invest to save initiatives were considered very important.
- The Comprehensive spending review.
- Community responsive policing.
- It was felt that the Major Investigation budget had been well managed throughout the year.
- Collaboration and shared services.
- The difficulties faced by the police in patrolling the significant road network in Devon and Cornwall.
- Traffic wardens and parking enforcement.
- The focus of police services in Devon and Cornwall and the sustainability of Police Headquarters in Exeter.

RESOLVED

- i. The continued funding of the Authority's target of 3500 police officers be welcomed;
- ii. The recruitment and resourcing of 356 Police Community Support Officers be welcomed;
- iii. Thanks be extended to the Force and key finance staff for their efforts to deliver yet more significant savings which have helped reduce the impact on council tax, to moderate operational requirements and to demonstrate restraint in the use of resources – all in the context of challenging performance targets;
- iv. The budget and budget requirement for 2007/08 be £256,803,556;
- v. The budget amounts, provisions, reserves, balances, financial adjustments, savings and the Efficiency Plan for 2007/08 be approved as in the Medium Term Financial Strategy;
- vi. The council tax for each of the eight property bands and the precepts on the billing authorities for 2007/08 be approved as below;
- vii. The Treasurer's comments on the robustness of the budget estimates, the adequacy of balances and reserves and issues of risk be noted;
- viii. The capital programme and funding for buildings, vehicles and equipment (including limits on borrowing) be approved as in the Medium Term Financial Strategy and the

Force decision to review capital programming be welcomed;

P/2124 REVENUE AND CAPITAL BUDGET REPORT 2007-08 (Cont'd)

- ix. The prudential indicators, including borrowing limits be approved as in the Medium Term Financial Strategy;
- x. The potential outcomes of the Medium Term Financial Strategy be supported, including the number of officers, the treatment of provisions, balances and reserves and the future revenue spending commitments and the implications for subsequent years be noted with concern;
- xi. The need for significant future savings be acknowledged and work begin immediately as a partnership between Force and Authority to monitor the savings currently identified and to identify new savings for 2008/09 and beyond;
- xii. It be accepted that continuing Force development will involve significant changes during the year requiring robust and dynamic resource management.

Mr J Currie requested that he be recorded as abstaining from voting on this decision.

Council Tax Information and Precept

	2007-08 £	2006-07 £
Police Budget to be met from Council Tax	79,275,886	74,915,081
Less net surplus on council tax collection from previous years	(638,177)	(731,912)

Total precept payable by Billing Authorities 78,637,709 74,183,169

	Tax Base declared by Councils	Total Precept payable by Councils £	Surplus (Deficit) on collection £	Amount due from Councils £
East Devon	56,085.00	£7,388,077.05	£0.00	£7,388,077.05
Exeter	36,927.00	£4,864,393.71	£19,750.00	£4,884,143.71
Mid Devon	27,046.14	£3,562,788.02	£93,797.00	£3,656,585.02
North Devon	34,070.25	£4,488,074.03	£5,575.00	£4,493,649.03
Plymouth	75,826.00	£9,988,558.98	£136,477.00	£10,125,035.98
South Hams	37,125.93	£4,890,598.76	£57,000.00	£4,947,598.76
Teignbridge	48,256.00	£6,356,762.88	£47,467.00	£6,404,229.88
Torbay	48,275.08	£6,359,276.29	£54,000.00	£6,413,276.29
Torrige	22,629.12	£2,980,933.98	£47,483.00	£3,028,416.98
West Devon	19,739.75	£2,600,317.27	£48,744.00	£2,649,061.27
Caradon	30,898.19	£4,070,218.57	£7,698.00	£4,077,916.57
Carrick	34,953.45	£4,604,417.97	£21,445.00	£4,625,862.97
Kerrier	32,280.80	£4,252,349.78	£39,712.00	£4,292,061.78
North Cornwall	32,402.01	£4,268,316.78	£28,844.00	£4,297,160.78
Penwith	24,941.62	£3,285,559.60	-£33,586.00	£3,251,973.60
Restormel	34,332.94	£4,522,678.19	£46,771.00	£4,569,449.19
Isles of Scilly	1,172.00	£154,387.56	£17,000.00	£171,387.56

<u>596,961.28</u>	<u>£78,637,709.42</u>	<u>£638,177.00</u>	<u>£79,275,886.42</u>
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P/2124 REVENUE AND CAPITAL BUDGET REPORT 2007-08 (Cont'd)

Valuation band	Government multiplier		Council Tax by band	2006-07	Increase per week	%
	Ratio		2007-08			
A	6 / 9	0.667	£87.82	£83.69	+ 7.9 p	
B	7 / 9	0.778	£102.46	£97.63	+ 9.3 p	
C	8 / 9	0.889	£117.09	£111.58	+ 10.6 p	
D	1	1.000	£131.73	£125.53	+ 11.9 p	4.94%
E	11 / 9	1.222	£161.00	£153.43	+ 14.6 p	
F	13 / 9	1.444	£190.28	£181.32	+ 17.2 p	
G	15 / 9	1.667	£219.55	£209.22	+ 19.9 p	
H	18 / 9	2.000	£263.46	£251.06	+ 23.8 p	

P/2124 TREASURY MANAGEMENT STRATEGY

The Treasurer is required to present a Treasury Management Strategy to Members each year, setting out how investments, borrowing, cashflows and banking arrangements will operate during the coming year. The Authority was also required to approve an Annual Investment Strategy before the start of the financial year.

Issues discussed during consideration of this item included:

- The difficulties experienced throughout the year by the markets in predicting interest rate changes.
- Members had met with the fund managers during 2006.
- Investments were not equity based; ethical investment was not easily enforced.

RESOLVED

- i. That the Treasury Management / Investment Strategy be approved, specifically in relation to :
 - (a) retaining the services of Investec and Morley to invest surplus funds on behalf of the Police Authority, subject to satisfactory performance;
 - (b) retaining the services of Devon County Council to provide day to day cash management on behalf of the Police Authority;
 - (c) continuing to allow the Treasurer the flexibility to invest funds directly and to vary amounts with different managers, in consultation with the Chair of the Police Authority and Chair of Resources, if this is to the advantage of the Police Authority;
 - (d) dealing in specified and non-specified investments, within the parameters defined in the strategy;
 - (e) undertaking long term borrowing in line with the approved capital programme and associated funding;
 - (f) noting the use of Barclays as the Authority's bankers.

P/2125 2007/08 PERFORMANCE PLAN TARGETS

Members considered the draft Annual Policing Plan 2007-08 and Strategic Plan 2007-10, and associated policing targets.

The Chief Executive highlighted the following key issues:

- 2007-08 was the last year that an annual plan would be produced. From 2008-09 the plan would be a perpetual one, updated year on year.
- The plan as presented was bulky however the majority of the content was required legally.
- There was a need to submit the completed plan to the Home Office by 28 February.

Issues discussed during consideration of this item included:

- The plan would be published on the Police Authority and Constabulary websites. This was welcomed as a valuable contribution to the 'green agenda'. Hard copies of the plan could be made available by request to the Police Authority's office.
- Partnerships and the need to ensure that reference to support local partnerships, such as Crime and Disorder Reduction Partnerships, Local Area Agreements and Local Strategic Partnerships, should be made in the plan. Reference to the emerging partnerships as a result of the Children's Act 2004 was also requested.
- It was requested that copies of the plan be sent to local libraries, and that a summary of the plan be produced for distribution at Police Authority Liaison Meetings.
- Members wished to place on record their thanks to Lucy Barczok's for her involvement in preparing the draft plan.
- The Local Policing Summary was a separate document and work towards its preparation was underway.
- There had been significant Member involvement in preparing the proposed Force targets for 2007-08. Targets had been set in the context of feedback from the public and from partner agencies.

RESOLVED

- i. for members to note the report,
- ii. for members to review the attached draft plans dated 5 February 2007 and approve, subject to the outstanding items identified,
- iii. for members to give delegated powers to the Chief Executive, in consultation with the Chairman of the Planning and Consultation Committee to approve the final plans before submission to the Home Secretary on 28th February,
- iv. to accept the proposed targets for 2007/8

P/2126 CHIEF CONSTABLE'S REPORT

Chief Constable Stephen Otter raised the following issues:

- The Napoli incident and recovery of costs.
- Confirmation that ACC Richard Stowe had accepted a position as the National Lead for CBRN.
- ACC Bob Spencer was leading a review of front line services and a new way of working

P/2126 CHIEF CONSTABLE'S REPORT (Cont'd)

would be agreed within weeks.

- HMIC Baseline Assessment and subsequent improvement programmes – Neighbourhood Policing and HR issues were continuing major challenges.
- An award ceremony had been held in North & East Devon BCU which the Chief Constable had attended.
- Members were shown a presentation of a variety of press clippings which related to the incidents included in the report.

Issues discussed during consideration of this item included:

- At 1.20 in the report, - firearm incident in Newton Poppleford. No injuries were sustained as a result of this incident and the operation had been handled impressively.
- At 1.42 in the report - the officers who had assisted with the rescue of a woman who fell into the River Torridge were commended for their bravery.
- The format of the Chief Constable's report was discussed and suggestions for the next issue included increased reporting on performance management issues, more focus on areas where improvements were required and proposals for achieving this, comparisons of sanction detections between forces within the 'family of forces'.
- Internal and external communication. Work was underway to improve feedback to members of the public who reported crimes.
- The Napoli incident - legal issues, public relations, HM Customs, police abstractions and impact on performance. A report on the associated costs and impact on the Force in relation to the Napoli incident was requested.
- The impact on crime as a result of the changes to the Licensing Act. Generally, there was little evidence to indicate whether or not this Act had resulted in an increase or decrease in crime levels, however the police had the power to influence how licensed businesses operated and a strict regime in Barnstaple had seen a reduction in violent crime.
- At 1.26 in the report – fire at Woodwater Lane, the police were commended for their handling of this incident.
- At 7.1 in the report – Corporate Manslaughter / Corporate Homicide Bill and implications for the Police Authority in relation to corporate and personal liability. Further research into potential implications for the Police Authority and its Members would be undertaken and a report presented to Members in due course.
- Business benefits of Airwave. A report on the business benefits already realised, and of those further benefits to be aimed for, as a result of the implementation of the Airwave system was requested.

P/2126 CHIEF CONSTABLE'S REPORT (Cont'd)

RESOLVED

- i. to note the report.
- ii. that a report detailing the impact on policing and resources as a result of the Napoli incident be presented to Members.

P/2127 REPORTS OF THE COMMITTEES

The Authority received reports of the Committee meetings that had taken place since the last meeting of the Authority.

1. A meeting of the Human Resources Committee was held on the 24 January 2007.

The following recommendation arose.

[HR235] Job and Grading Review

The pilot was still ongoing and it was not possible to report at this meeting which scheme would be used.

RESOLVED that delegated powers be given to the Chief Executive in consultation with the Chairman and Vice-Chairman of the Police Authority to select the scheme that would be used for the Job and Grading Review.

Members noted the items discussed by the Committee.

Issues discussed during consideration of this item included:

- [HR 245] , [HR246] and [HR247] (Changes to LGPS Regulations – Flexible Retirement, Revised compulsory redundancy terms for police staff, and Proposed voluntary severance terms for police staff) Members were informed that all these issues were to be consulted on with the Trades Unions and as a consequence would be re-presented to the Authority for final agreement.
- [HR233] HMIC Baseline Report – a substantial number of issues raised in the report related to Human Resources. It was confirmed that the HR Committee would receive regular monitoring reports about progress made towards improving performance in this area.

2. A meeting of the Performance Management Committee was held on 30 January 2007.

Members noted the items discussed by the Committee.

Issues discussed during consideration of this item included:

- The new meeting format was working very well.

3. A meeting of the Planning and Consultation Committee was held on the 8 February 2007.

P/2127 REPORTS OF THE COMMITTEES (Cont'd)

Members noted the items discussed by the Committee.

Issues discussed during consideration of this item included:

- Whether or not there was sufficient number of meetings planned to cover the quantity of work to be undertaken by this committee.
4. A meeting of the Professional Standards and Complaints Monitoring Group was held on the 20 July 2006.

Members noted the items discussed by the Committee.

Issues discussed during consideration of this item included:

- An internal and external advertisement for the position of Head of Professional Standards within the Force had been placed..
5. A meeting of the Resources Committee was held on the 1 February 2007.

The following recommendations arose:

[R/601] Property Sub Committee Minutes

[PS/295] Training College Accessibility Review

RESOLVED that approval is given to spend the sum provisionally allocated in the training college refurbishment budget for a second lift for that purpose.

[PS/299] Devon and Cornwall Constabulary Site Security

RESOLVED that the Force Security Officer produces an action plan to address the identified required improvements which is reported and monitored by the appropriate committees.

[PS/301] Tiverton Police Station

RESOLVED to agree the leasehold acquisition as outlined in the recommendations contained in the report.

[R/607] Indicative cost model for adoption of server and storage consolidation strategy

Members had previously approved the server and storage consolidation strategy in 2004. Members were now presented with an executive summary of an indicative cost model for its implementation and this highlighted significant cost savings during the term of the ICT facilities management contract.

P/2127 REPORTS OF THE COMMITTEES (Cont'd)

RESOLVED

- i. to approve to re-direct the maximum amount of planned spend into the new strategy to improve resilience, assist in Business Continuity and Disaster Recovery provision and produce revenue savings.
- ii. to approve for commercial and technical discussions to commence with Sunguard Vivista to create a detailed plan for the implementation of the Strategy.
- iii. Subject to detailed agreement with Sunguard Vivista, the delivery of the new architecture will be managed as a fixed price implementation, with a pre-determined contractually binding date for the FM price reductions to commence.
- iv. That a further report be brought before the Police Authority or through urgency procedures detailing the proposed contract of work with the supplier prior to its commencement.

[R/610] Sale of DCPA owned radio masts

Members had approved to commission specialist consultants to compile a report into the marketable value of legacy Force-owned radio masts. Following this, masts had been identified as either not suitable for leasehold or freehold sale, or as having no encumbrances detrimental to their sale. Members were advised that there was a window of opportunity over the next 6 – 9 months when it was expected the highest benefits would be realised.

Issues discussed during consideration of this item included:

- Members felt that it was important that if masts attached to Authority property were sold or leased then this should only be done if there was no risk of a negative impact on any future resale of the building.

RESOLVED

- i. to approve in principle the Force can go to market with those masts identified as having no encumbrances detrimental to the sale. A revised market valuation of the reduced portfolio will be informed by an additional report of Valuation Consultants, expected at the end of February 2007. This will be made available with investment appraisal and Heads of Terms for final approval.
- ii. to approve that certain masts, (see “2” at introduction) including Middlemoor & Charles Cross will not transfer to a new owner as freehold or leasehold, but may, subject to agreed conditions be given over as part of the portfolio for rental rights management only.

[R/611] Airwave compensation

The Treasurer updated Members on the current position. Approval was sought to create a new Airwave Reserve into which any receipts would be credited.

RESOLVED

- i. to create Airwave Reserve for credit receipts;
- ii. to place on record thanks to those officers instrumental in bringing this situation to a satisfactory conclusion.

P/2127 REPORTS OF THE COMMITTEES (Cont'd)

[R/612] Provision of services to Devon Air Ambulance Trust

Members were asked to approve pilotage and maintenance services to Devon Air Ambulance Trust subject to final legal advice and a subsequent binding service contract and indemnity agreement.

Issues discussed during consideration of this item included:

- The time limit of the contract on offer. It was considered that a 5 year contract was appropriate.
- Cornwall Air Ambulance.
- The existing DAAT contract.

RESOLVED that subject to final legal advice, a subsequent binding service contract and indemnity agreement, and a financial statement, pilotage and maintenance services are offered to Devon Air Ambulance Trust.

Mr J Currie requested that he be recorded as voting against this recommendation.

P/2128 JOB AND GRADING REVIEW – AN UPDATE

Members considered the report. The Human Resources Committee had already considered this report at their meeting on 24 January 2007 and a summary of that discussion had been provided to the Authority in the briefing considered earlier on this agenda. A resolution to give delegated powers to the Chief Executive in consultation with the Chairman and Vice-Chairman of the Police Authority to select the scheme that would be used for the Job and Grading Review had been passed at P/2127.

RESOLVED to note the report.

P/2129 PROPOSED HANDBOOK IMPLEMENTATION PLAN FOLLOWING ACCEPTANCE OF POLICE STAFF COUNCIL HANDBOOK

This item was considered in Part II of the meeting.

P/2130 ASSOCIATION OF POLICE AUTHORITY MEETINGS

Members noted the meetings held by the Association of Police Authorities since the last meeting of the Police Authority. Those Members who attended the meetings were invited to share issues of interest that had been raised at them, and to comment on the format of this report for future meetings.

Issues discussed during consideration of the format of the report included:

- It was suggested that the report should include a summary of the key issues on the agenda of each meeting.

P/2130 ASSOCIATION OF POLICE AUTHORITY MEETINGS (Cont'd)

- It was questioned whether reporting back from APA meetings should be through Committees rather than through the full Authority meeting.
- It was suggested that Members could provide details of each subject raised at the meeting they attended and this could be circulated to other Members.
- A link from the Police Authority website to the agendas and papers for each meeting on the Association of Police Authority's website was suggested.

Issues discussed during consideration of this item included:

- Counter terrorism and the role of the APA.
- The review of the APA.
- Self-assessment learning and development packages. It was suggested that the Police Authority may wish to use themed self-assessment learning and development packages in its review.
- The role of the NPIA and PITO's role and responsibilities in it .
- Formal inspections of Police Authorities.

RESOLVED to note the report.

P/2131 POLICE AUTHORITY LIAISON MEETINGS

Members noted the meetings held since the last meeting of the Police Authority.

Issues discussed during consideration of this item included:

- Policing in Woolwell was now provided by the South & West Basic Command Unit.

RESOLVED to note the report.

P/2132 INDEPENDENT CUSTODY VISITING REPORT

Issues discussed during consideration of this item included:

- Acknowledgement of the dedicated and valued work of the volunteers involved in this scheme.
- The implementation of the force-wide smoking ban.
- Operation Safeguard – Home Office detainees in police cells.
- Further information in relation to the drinking water issue was requested.

RESOLVED

- i. to note the report.
- ii. to acknowledge the dedication and support of all the volunteers involved in the scheme, with especial thanks going to those visitors who are celebrating their 20th year as independent custody visitors.

P/2133 INTERVIEW PANEL FOR INDEPENDENT MEMBERS

Interviews for Independent Members to the Police Authority would be held at the end of March 2007. Members were invited to declare their interest in sitting on the interviewing panel.

RESOLVED

- i. that the Chief Executive, in consultation with the Vice-Chairman, be given delegated powers to appoint a panel to undertake the interviews for appointment of independent members.

P/2134 CLOSED ITEMS - EXCLUSION OF THE PRESS AND PUBLIC

RESOLVED that the items detailed in the table below be considered as closed items:

Minute number	Report title	Relevant Act	Relevant section
P/2135	The National Police Staff Council Handbook and Weekend Enhancements for Devon & Cornwall Police Staff.	Local Government Act 1972 as amended by the Local Government (access to information) Act 1985	Schedule 12A Paragraph 4 Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the authority or a Minister of the Crown and employees of, or office holders under, the authority.
P/2136	Chairman meeting with Association of Police Authority's Diversity Group	Local Government Act 1972 as amended by the Local Government (access to information) Act 1985.	Schedule 12A, paragraph 1. Information relating to any individual.
P/2137	Insurance Renewals	Local Government Act 1972 as amended by the Local Government (access to information) Act 1985	Schedule 12A, paragraph 3. Information relating to the financial or business affairs of any particular person (including the authority holding that information)

P/2134 CLOSED ITEMS - EXCLUSION OF THE PRESS AND PUBLIC (Cont'd)

P/2138	Operation Helios	Local Government Act 1972 as amended by the Local Government (access to information) Act 1985	Schedule 12A, paragraph 1. Information relating to any individual.
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P/2135 THE NATIONAL POLICE STAFF COUNCIL HANDBOOK AND WEEKEND ENHANCEMENTS FOR DEVON & CORNWALL POLICE STAFF.

It had not been possible to provide sufficient information prior to the meeting to enable Members to fully consider this item.

Issues discussed included:

- Communication with stakeholders.
- Inclusion of all Members in the decision making.
- Circulation of information on potential gainers and losers.

RESOLVED

- i. the Human Resources Committee be given delegated powers to agree the implementation plan for the Staff Handbook subject to receiving all of the required information;
- ii. during consideration of the Staff Handbook implementation plan report, the Human Resources Committee will comprise all of those Members present at the meeting and all Members will be entitled to vote.

Mr Bryan Preston requested that he be recorded as abstaining from voting on this item.

P/2136 CHAIRMAN MEETING WITH ASSOCIATION OF POLICE AUTHORITY'S DIVERSITY POLICY GROUP

The Chairman and the Assistant Chief Executive had recently met with the APA's Diversity Policy Group to discuss the content of a letter originating from a previous member of the Authority. The meeting, although a difficult one, ended very positively.

P/2137 INSURANCE RENEWALS

Members considered the report. The proposals incorporated significant savings without increased excesses.

RESOLVED

- i. The Authority's Liability and Motor insurance cover be renewed with Risk Management Partners for an initial period of 3 years (2009-10) with the same excess of £100,000 on each class of cover. (Table 1, Column C).

P/2137 INSURANCE RENEWALS (Cont'd)

- ii. Contractual ability be included to extend for a further 2 years if the Authority so decides.
- iii. Property and related insurance be renewed with Zurich Municipal under the current long-term agreement on the terms shown.
- iv. Helicopter and other policies be renewed on the terms shown.

P/2138 OPERATION HELIOS

The Chief Constable briefed Members on Operation Helios.

The meeting closed at 13.30hrs.

Signed.....
Date.....