

DEVON AND CORNWALL POLICE AUTHORITY

MINUTES of a special meeting of the **Devon and Cornwall Police Authority** held at Larkbeare House, Topsham Road, Exeter on **Tuesday 25 July 2006**.

Present:

Mr M I R Bull, , 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 M Malloni, Mr D Money, Mr B Preston, Mr J Smith, Mrs A Talbot, Mr W D Thomas, and Mr C L Wallin.

P/1177 APOLOGIES FOR ABSENCE

Apologies were received from Mr C Bulley.

P/1178 DECLARATIONS OF INTEREST

There were no declarations of interest received.

P/1179 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/1180	Job Evaluation	Local Government Act 1972 as amended by the Local Government (access to information) Act 1985	Schedule 12A, paragraph 1. Information relating to any individual. Schedule 12A, paragraph 2. Information likely to reveal the identity of an individual. Schedule 12A, paragraph 3. Information relating to the financial or business affairs of any particular person. Schedule 12A, paragraph 5. Legal professional privilege.
P/1181	Management and Leadership	Local Government Act 1972 as amended by the Local Government (access to information) Act 1985	Schedule 12A, paragraph 1. Information relating to any individual. Schedule 12A, paragraph 2. Information likely to reveal the identity of an individual.

P/1180 JOB EVALUATION

Members had all received a copy of the report prepared by Richard Penn and Chris Schofield in relation to the Job Evaluation exercise undertaken by the Force. Members were provided with a presentation giving them an understanding of the critical lessons learnt as identified within the report.

On the basis that a further JE process would be undertaken members sought assurances that the report would provide a positive course of action.

Members discussed the recommendations in the report.

RESOLVED

- (i) that the Police Authority deplors the situation that has arisen as a result of the job evaluation project, recognises the distress caused and seeks to ensure that such a situation should not arise again;
- (ii) that the Police Authority thanks the authors of the report on Job Evaluation for their thorough and detailed work, which has enabled the Authority to understand better the issues and to identify courses of action for the future;
- (iii) That the Police Authority accepts the recommendations in the report;
- (iv) That the Chief Executive prepares a report to the Authority on the measures that should be taken to effect those recommendations that relate directly to:
 - a) The structure, terms of reference and modus operandi of the Authority and its Committees; and
 - b) The role and responsibilities of both Members and Officers in supporting and monitoring the work of the Constabulary;
- (v) That the Chief Constable (or the Head of Human Resources on her behalf) be asked to report to the Police Authority's Human Resources Committee, as soon as reasonably practicable, on her proposals to develop an effective approach to pay and remuneration for Police Staff taking into account the recommendations both of this report and that commissioned separately by the Constabulary from ACAS;
- (vi) That the Chief Executive, in consultation with the Police Authority Chairman and Chairman of the Human Resources Committee, establishes a Working Group of the Authority with the following Terms of Reference:
 - a) To work with the Chief Constable to identify those recommendations in the report that require action jointly by the Authority and the Constabulary and those which require action by the Constabulary;
 - b) To work jointly with the Chief Constable to agree solutions to those recommendations that require joint action and to ensure that action is taken to implement those solutions;
 - c) To support the Chief Constable in implementing those recommendations that require action by the Constabulary and to monitor their implementation and effectiveness;
 - d) To report progress on all the above to the Authority.
- (vii) That the Police Authority instructs the Chairman, or in his absence the Vice-Chairman, and appropriate Officers, to communicate the above resolutions to staff, other stakeholders and the media.

P/1181 MANAGEMENT AND LEADERSHIP

The Chairman advised members that having regard to the special circumstances pertaining in this matter – namely the need to ensure that Devon and Cornwall Force was effective and efficient he was of the opinion that, despite its non-inclusion on the Agenda, the matter of management and leadership should be considered at this meeting as a matter of urgency.

The Chairman advised members of a number of concerns in relation to both the leadership and management of the Force, which had the potential to impact on its effectiveness and efficiency. It was

recommended that a detailed report should be prepared so that members could consider what, if any, future action should be taken.

RESOLVED

- (i) The Police Authority, having considered concerns in relation to the efficiency and effectiveness, including the management and leadership, of the Force, instructs the Chief Executive to initiate steps under Section 11 (2) of the Police Act 1996 (as amended) in relation to the Chief Constable;
- (ii) That in the event that concerns are raised by Members in relation to public confidence in the Force, a special meeting of the full Police Authority be convened to discuss subsequent actions.
- (iii) That the Police Authority instructs the Chairman, or in his absence the Vice-Chairman, and appropriate Officers, to communicate the above resolutions to staff, other stakeholders and the media.