

NOT PROTECTIVELY MARKED

**CUMBRIA POLICE AUTHORITY**

**PERSONNEL COMMITTEE**

Minutes of a Meeting of the Personnel Committee held on Thursday 5 October 2006 in Conference Room 2, Police Headquarters, Carleton Hall, Penrith commencing at 10.00am.

**PRESENT**

Mr R Watson (Chairman)

Mr J Bland  
Mrs M Johnson

Mrs L Slavin

**Also present:**

Clerk/Chief Executive (Mr C R Alcock)  
Detective Chief Superintendent (Mr P Kirkbride)  
Deputy Clerk (Mr S Edwards)  
Police Federation Representative (Sergeant A Mason)

**PART 1 – ITEMS CONSIDERED IN THE PRESENCE OF THE PRESS AND PUBLIC**

**16. APOLOGIES FOR ABSENCE**

Apologies for absence were received from Mr J Woolley.

**17. URGENT BUSINESS AND EXCLUSION OF THE PRESS AND PUBLIC**

**(a) Urgent Business**

The Chairman indicated that he intended to take, as an item of Urgent Business, a report by the Clerk/Chief Executive entitled "Police Appeals Tribunal" as a decision on the subject matter of the report, which was only notified to the Authority on 28 September, was required by 6 October 2006.

**(b) Exclusion of the Press and Public**

**RESOLVED,** that, under Section 100A(4) of the Local Government Act 1972 (as amended) the press and public be excluded from the meeting for the following items on the grounds that they involve the likely disclosure of exempt information as defined in the paragraphs indicated of Part 1 of Schedule 12A of the Act –

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Item No	Item	Paragraph
13	Police Staff Discipline	2
14	Grievances	2
15	Course Fees	1
16	Business Interest Policy	1
17	Police Appeals Tribunal	1

## **18. DISCLOSURE OF PERSONAL INTERESTS**

There were no disclosures of personal interests on any item on the Agenda.

## **19. MINUTES**

**RESOLVED,** that the Minutes of the meeting of the Committee held on 11 July 2006 be confirmed as a correct record and signed by the Chairman.

## **20. PERSONNEL DATA REPORT – SECOND QUARTER 2006/07**

Detective Chief Superintendent Kirkbride presented a report composed of statistics compiled from HMIC and Personnel Department data. The report covered various measurable aspects of the personnel function. The figures covered the period to 31 August 2006.

Highlighted in the report were the facts that during the quarter covered by the report there was an intake of 15 new officers, 5 of whom were male and 10 of whom were female. In addition, following a successful recruitment campaign, the first intake of new Police Community Support Officers for 2006/07 had taken place on 11 September 2006. Fifteen new PCSOs were recruited, 6 of whom were male and 9 of whom were female. This represented the first step towards the new Constabulary target of 105 PCSOs by 30 April 2007.

Following the introduction of the new promotion process, there had been a number of promotions to Sergeant during the period.

The Detective Chief Superintendent also advised Members that the Constabulary was on target for the recruitment of BME Officers during the year and that Chief Superintendent Collins had been successful in an application for a place on the Senior Command Course to take place in the autumn of 2006.

**RESOLVED,** that the report be received.

## **21. TRAINING FUNCTION SERVICE IMPROVEMENT PLAN UPDATE**

Detective Chief Superintendent Kirkbride presented a report by the Chief Constable which outlined the progress made against the Training Function Service Improvement Plan and detailed new areas for development identified in the Baseline Assessment of Training undertaken in February 2006.

He informed Members that the Deputy Chief Constable had commissioned a review of the training function, as it was considered appropriate to take stock and regroup following the abandonment of the amalgamation process. In addition, he had spoken to the Force Training Manager asking how it would be possible to reprioritise and focus on achievable targets to take the function forward and improve services. The Authority's Lead Members for training would be involved in the review of the training function, the outcome of which would be reported to Committee in due course.

Members referred to the recent Baseline Assessment and queried the statement included within it that staff had little confidence in the Constabulary's PDR system, thinking that it was not worthwhile. They felt this to be a worrying statement and asked whether the Constabulary were challenging it with the HMIC. The Detective Chief Superintendent advised that he was not aware of the basis on which the statement had been made but indicated that he, personally, considered the PDR system to be both worthwhile and beneficial and that it represented an acceptable way for the Constabulary to ensure that Force priorities and those of individuals were aligned. He undertook to ensure that the issue was brought back to the Committee in due course.

Members also referred to the view of the HMIC that the Authority had to adopt a more challenging role in relation to the Constabulary's training function and that it was important for the Authority to respond to that comment. It was noted that the Authority now had two Lead Members for training and that they were having regular meetings with the Force Training Manager. The importance of documenting the Authority's involvement to ensure that it was recorded for future Baseline Assessments was stressed.

Finally, Members suggested that it might be appropriate for the Constabulary to contact those smaller Forces which had received a "good" assessment for their training function and ascertain what they were doing to achieve such an award. Separately, the Authority could then approach their police authorities to see what role they were undertaking in the process.

**RESOLVED,** that the report be noted.

## **22. HEALTH AND SAFETY**

Detective Chief Superintendent Kirkbride presented a report by the Chief Constable that provided an update on the position and progress of health and safety matters within the Constabulary.

Members were pleased to note that the Constabulary had appointed a new Health and Safety Adviser with effect from 29 August 2006.

The Clerk/Chief Executive reminded Members that the Authority had an oversight duty with regard to health and safety matters. This meant that the Authority had a role in ensuring that appropriate health and safety measures were in place within the Constabulary and it was important that the Authority could satisfy itself that this was so. It was important to note, however, that there was no legal duty of care on the Police Authority for Constabulary staff.

The Detective Chief Superintendent advised Members that health and safety was an area that had a high priority within the Constabulary, and the priority afforded it was always increasing. Chief Officers were fully aware of the need to have appropriate resources and processes in place. The Constabulary's relationship with the Health and Safety Executive was good.

Members suggested that it would be appropriate for the Committee to receive an annual overview report on health and safety matters within the Constabulary. The Detective Chief Superintendent advised that he would arrange for such a report to be submitted to the Committee on an annual basis.

Members also noted that there was to be an HSE inspection of the West BCU commencing in early November and they suggested that it would be helpful for the outcome to be reported to the Committee in due course.

**RESOLVED,** that

- (1) the report be noted; and
- (2) an overview report of health and safety within the Constabulary be submitted to the Committee on an annual basis.

### **23. EQUALITY LEGISLATION UPDATE: THE CONSTABULARY RESPONSE**

The Detective Chief Superintendent presented a report by the Chief Constable which outlined the recent and future changes to equality legislation and the actions the Constabulary were taking in the light of those changes. The report also provided an update on the development of Independent Advisory Groups (IAGs) across the Constabulary's area.

Members welcomed the report and asked for details of the membership of the IAGs. The Detective Chief Superintendent undertook to circulate IAG membership details to Members.

The Clerk/Chief Executive reminded Members that the legislation referred to in the report had implications for the Police Authority as an independent body in its own right. He updated Members on work being undertaken by the Authority to meet its responsibilities, including some joint working by the five police authorities in the

North West. Complying with the requirements represented a significant challenge and a considerable amount of additional work for the Authority's restricted staffing.

**RESOLVED,** that the report be noted.

**24. PROMOTION PROCESS – CONSTABLE TO SERGEANT AND SERGEANT TO INSPECTOR**

Detective Chief Superintendent Kirkbride presented a report which provided Members with an update on the outcome from the Constable to Sergeant promotion process conducted in South Cumbria in July 2006, when of the 12 officers who attended the process 6 were successful. The report also detailed the need to identify appropriate Sergeants suitable to undertake the substantive Inspector roles that would be identified in the coming 12 months. Members were asked to note that the Wakefield process was no longer available to the Constabulary.

**RESOLVED,** that the report be noted.

**25. RECRUITMENT OF POLICE COMMUNITY SUPPORT OFFICERS (PCSOs)**

Detective Chief Superintendent Kirkbride presented a report by the Chief Constable which provided Members with an update in relation to the recruitment of Police Community Support Officers (PCSOs) and the current targets for the Constabulary.

Members referred to the recent Baseline Assessment, which had highlighted the issue of managing and supervising PCSOs. Members also referred to the question of sickness levels amongst PCSOs, which had been the subject of a report to a previous meeting of the Committee. In noting that the Constabulary was intending to recruit an additional 93 PCSOs by the end of April 2007, Members raised the issue of the Constabulary's capacity to both train and supervise these new recruits.

The Detective Chief Superintendent acknowledged that the recruitment programme for PCSOs was more ambitious than that embarked upon for LPTs in 2003. He assured Members that appropriate processes would be in place within the Constabulary but undertook to take this matter to the LPT Board with a request that a paper on resource allocation be submitted to the Committee.

Members then referred to the issues of longer term funding for PCSOs and how their role would contribute to addressing the protective services gap recently identified by the Home Office. Members asked that in the report the Detective Chief Superintendent had indicated would be submitted to the next meeting, it would be appropriate to include information on the way in which BCUs would undertake the management and supervision of the new PCSOs it was anticipated would be appointed by April 2007, including how practical issues such as accommodation would be handled.

**RESOLVED,** that

(1) the report be noted; and

- (2) a further detailed report be submitted to the next meeting of the Committee.

## **26. DRAFT MISCONDUCT AND UNSATISFACTORY PERFORMANCE PROCEDURES**

The Clerk/Chief Executive presented a report, the purpose of which was to enable Members to comment on draft procedures for misconduct and unsatisfactory performance developed by the Police Advisory Board of England and Wales.

Detective Chief Superintendent Kirkbride advised that he did not anticipate that the drafts which were now before Members would be changed significantly before the anticipated implementation date of July 2007. He advised that that key issues in the introduction of these procedures would be achieving consistency, both locally and nationally; ensuring parity for all those covered by the procedures; and training managers on managing performance, capability and other such issues. In addition, whilst efforts were being made to ensure that the system was less bureaucratic than at present, this was still something which had to be achieved in practice.

Members indicated their support for the proposed procedures, noting that they were broadly in line with those in place for both local government and the civil service.

**RESOLVED,** that the comments made by Members be noted.

## **27. PNB UPDATE**

Detective Chief Superintendent Kirkbride reported that negotiations at the PNB had broken down and the matter had now been referred to arbitration. The outcome would be reported in due course.

**RESOLVED,** that the report be noted.

## **PART 2 – ITEMS CONSIDERED IN THE ABSENCE OF THE PRESS AND PUBLIC**

### **28. POLICE STAFF DISCIPLINE**

The Detective Chief Superintendent presented a report that informed Members of police staff disciplinary activity between 21 June and 20 September 2006.

**RESOLVED,** that the report be noted.

### **29. GRIEVANCES**

Detective Chief Superintendent Kirkbride presented a report by the Chief Constable. The report detailed the number of grievances lodged in the current financial year and compared this information with those lodged in the previous two financial years. He advised Members that incidents of bullying were now dealt with

under the Constabulary's Bullying Policy, rather than the Grievance Procedure, and details were therefore no longer included within the report.

Members noted that, whilst the numbers were small, there were more reported grievances in West Cumbria than in the other two BCUs. The Detective Chief Superintendent advised that this matter had been addressed by the Professional Standards Department.

**RESOLVED,** that the report be noted.

(NOTE: Detective Chief Superintendent Kirkbride and Sergeant Mason left the meeting at this point)

### **30. COURSE FEES**

The Clerk/Chief Executive presented a report which asked the Committee to consider and come to a view on whether or not to recover course fees paid to a former member of Police Authority staff.

After due consideration of the issues set out in the report and reported by the Clerk/Chief Executive, it was –

**RESOLVED,** that, in line with authority policy, the officer in question be required to repay 100% of the course fees paid to date by the Authority.

### **31. BUSINESS INTEREST POLICY**

The Clerk/Chief Executive presented a report which asked Members to consider an application made under the Authority's Business Interest Policy.

**RESOLVED,** that the application be approved.

### **32. POLICE APPEALS TRIBUNAL**

The Clerk/Chief Executive reported to Members on a request received from a former Police Sergeant, who had been required to resign from the Constabulary in July 2006. The request was for an extension of the 21 day period for the submission of an appeal to a Police Appeals Tribunal. The letter of request from the former Sergeant's solicitors had been received by the Authority on 28 September 2006. A decision had to be taken at the meeting on whether to grant an extension to the 21 day period for submission of an appeal, as the 21 day period expired on 6 October 2006.

Members gave careful consideration to the report submitted by the Clerk/Chief Executive and the advice given by the officer at the meeting.

**RESOLVED,** that an extension to the 21 day period for the submission of an appeal to a Police Appeals Tribunal be not granted.

**The Meeting ended at 12.12pm**

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**CUMBRIA POLICE AUTHORITY**

**PERSONNEL COMMITTEE**

Minutes of a Meeting of the Personnel Committee held on Monday 4 December 2006 in Conference Room 1, Police Headquarters, Carleton Hall, Penrith commencing at 2.00am.

**PRESENT**

Mr R Watson (Chairman)

Mr J Bland  
Mrs M Johnson

Mrs L Slavin  
Mr J Woolley

**Also present:**

Chief Executive (Mr C R Alcock)  
Acting Assistant Chief Constable (Mr P Kirkbride)  
Acting Director of Personnel and Development (Ms J Bancroft)  
Deputy Clerk (Mr S Edwards)

**PART 1 – ITEMS CONSIDERED IN THE PRESENCE OF THE PRESS AND PUBLIC**

**33. APOLOGIES FOR ABSENCE**

There were no apologies for absence, all Members being present.

**34. EXCLUSION OF THE PRESS AND PUBLIC**

**RESOLVED,** that under Section 100A(4) of The Local Government Act 1972, as amended, the press and public be excluded from the meeting for Agenda Item No 14, Employment Tribunals, on the grounds that it involves the likely disclosure of exempt information as defined in Paragraph 1 of Schedule 12A to the Act.

**35. DISCLOSURE OF PERSONAL INTERESTS**

There were no disclosures of personal interest in relation to any item on the Agenda.

Whilst not a personal interest as defined by the Code of Conduct, Mr Woolley informed the Committee that he sat on Industrial Tribunals, though he was not allowed to do so in relation to any policing matters.

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### **36. MINUTES**

The Minutes of the meeting of the Committee held on 5 October 2006 had been circulated with the Agenda.

The Chief Executive referred to Minute No 32, Police Appeals Tribunal, and advised that he had that day received a further fax in relation to this matter which required a response by the following day. Consideration of this matter arising would be taken in Part 2.

**RESOLVED,** that the Minutes of the meeting of the Committee held on 5 October 2006 be confirmed as a correct record and signed by the Chairman.

### **37. SICKNESS ABSENCE REPORT**

The Acting Director of Personnel and Development presented sickness absence reports for the first two quarters of 2006/07, covering the period 1 April 2006 to 30 September 2006.

The position with regard to absence for both police officers and police staff was currently satisfactory, with both under the national average. Police staff absence was projected to be within the target set by the Force, whilst police officers were just outside that target. The Constabulary was optimistic that at the year end it would meet the local targets, and the Acting Director advised Members of some of the initiatives currently in place to assist towards achieving the target.

Specific consideration was given to the position with regard to sickness in the West Cumbria BCU and a Member referred to a meeting she had recently attended, at which she had been very impressed with the approach being taken by the BCU Commander.

Consideration was then given to sickness levels amongst Police Community Support Officers (PCSOs). It was noted that the figures before Members related to a period when only a small number of PCSOs were in post. This meant that the figures could be adversely affected by relatively few absences. Members asked that, as the number of PCSOs had now increased, the matter be monitored and a report specifically dealing with PCSO sickness be submitted to the next meeting of the Committee.

Those Members of the Committee who also sat as Members of the Audit and Performance Committee referred to the charts for demonstrating absence trends over time submitted to that Committee and suggested that it might be helpful to present similar charts to the Personnel Committee.

**RESOLVED,** that

- (1) the report be noted; and
- (2) a report specifically dealing with PCSO attendance be submitted to the next meeting of the Committee.

### **38. TRAINING FUNCTION SERVICE IMPROVEMENT PLAN**

The Acting Assistant Chief Constable reminded Members that at the last meeting of the Committee they had requested information on the baseline assessment of training, the results of work undertaken by external consultants in relation to the Training function and a revised version of the Service Improvement Plan. Appended to the report now before Members were a summary of the areas for improvement from the HMIC Baseline Inspection Report and the Service Improvement Plan, which summarised the actions to be taken to address the areas for improvement.

The Assistant Chief Constable advised Members that the Constabulary had challenged the “poor” grading given to the Training function by HMIC and was currently looking to identify resources to help address the issues detailed in the Service Improvement Plan. He advised Members that HMIC would be inspecting the Training Function again, early in 2007, to assess progress.

Members expressed disappointment at the grading issued by the HMIC, and noted the work undertaken by the Training function in particular, and the Constabulary in general, to address concerns previously identified by HMIC. Members expressed the view that the quality of the training provided by the Training function was of an excellent standard and that the concerns expressed by HMIC continued to focus on policy and quality assurance. Training appeared to be one further area of activity where the inspection focus was on process and procedure rather than outcomes and delivery.

**RESOLVED,** that the areas for improvement from the HMIC Baseline Inspection Report and the Service Improvement Plan developed in response to those areas for improvement and a recent review of training be noted.

### **39. APPROACH TO POLICE AUTHORITY MONITORING OF THE TRAINING FUNCTION**

Members considered a paper by the Chief Constable which described a possible approach to Police Authority involvement in relation to the Training function which would both demonstrate the active involvement of the Authority in oversight of the function and help manage the function’s continuous improvement. The approach described in the report would help to address recommendations made in the latest HMIC Baseline Assessment of the Training function related to Police Authority involvement and oversight and more active community involvement. The paper envisaged Authority Members acting as “critical friends” conducting quarterly monitoring visits to the training section to audit progress against the EFQM framework used by HMIC to inspect the function.

Members gave consideration to the proposal within the report and discussed with the officers present the mechanics of implementing the proposal. It was noted that the Authority’s two Lead Members already met regularly with the Head of Training.

With specific reference to the suggestion that Police Authority Members contact the Training function at any time to arrange either formal or informal visits to look at any aspect of the function's operation, Members suggested that it would be helpful if the Training function could take a proactive approach in arranging a programme of such visits.

**RESOLVED,** that

- (1) the principle of implementing formal quarterly monitoring visits to the Training function by the Authority's two Lead Members using the HMIC EFQM inspection framework be approved;
- (2) the two Lead Members for training discuss with the Training Manager the development of a programme of formal/informal visits to the Training function to look at various aspects of the function's operation; and
- (3) the two Lead Members for training, in consultation with the Training Manager, develop the protocol for inspection set out within the Chief Constable's report.

#### **40. POLICE COMMUNITY SUPPORT OFFICERS (PCSOs) DEPLOYMENT STRATEGY**

The Acting Head of Personnel and Development presented a report by the Chief Constable which set out details of the management and deployment issues in relation to the PCSOs currently being recruited.

Members noted that the Constabulary was currently recruiting and deploying approximately 15 PCSOs a month towards a final target of 35 PCSOs in each BCU by 30 April 2007. Details of their most effective deployment was still to be agreed through the PCSO Development Group, Chief Officers and BCU Commanders.

New PCSOs received their initial training at Police Headquarters before being attached to the Professional Development Units in BCUs. They were line managed by LPT Sergeants, with a strong tutorial link in the early stages.

The PCSO Development Group referred to above had been established to ensure that all emerging issues with regard to the deployment of PCSOs were dealt with as a matter of priority. The Group had representation from BCU Senior Management Teams, Recruiting, Training, Neighbourhood Policing, Estates and Facilities, Radio Services, Procurement and Finance. In addition, a PCSO Consultation Group was currently being convened to ensure full representation and a member of this group would attend the Development Group.

Members welcomed the report.

**RESOLVED,** that the report be noted.

#### **41. DISABILITY DISCRIMINATION ACT – UPDATE**

The Acting Assistant Chief Constable presented a report which provided Members with an update on the work the Constabulary was undertaking to ensure compliance with the Disability Discrimination Act.

The Chief Executive advised Members that the Police Authority also had a legal duty to comply with the Act, including the publication of a Disability Equality Scheme and supporting Action Plan. As a matter of priority work was ongoing on the development of such a scheme and he thanked the Constabulary's Diversity Team, and in particular the Constabulary's Diversity Adviser, for their assistance in taking this matter forward. He assured Members that, once the Scheme was in place, the Authority would continue to consult and to develop the Scheme to ensure that it was a living document fully embedded in the work of the Authority.

He asked that the Committee delegate to him, in consultation with the Chair, authority to finalise the scheme. Progress against the Scheme's Action Plan would, in future, be considered by the Communities, Equality and Diversity Committee.

**RESOLVED,** that

- (1) the report submitted by the Chief Constable be noted; and
- (2) authority be delegated to the Chief Executive, in consultation with the Chairman of the Committee, to finalise and publish the Authority's Disability Equality Scheme.

#### **42. APPOINTMENT OF INDEPENDENT AND LAY JUSTICE MEMBERS TO THE AUTHORITY**

The Deputy Clerk presented a report by the Chief Executive, the purpose of which was to inform the Committee of progress to date with the appointment of Independent Members and to advise of actions required over the coming months with regard to the further stages of the appointment process for Independent Members and the appointment of a Lay Justice to the vacancy on the Authority.

Members were advised that, by the closing date for submission of applications for the Independent Member posts, 109 had been received. These had been considered by the Independent Selection Panel for Cumbria at a meeting on 8 November and a long list of 20 applicants had been submitted to the Home Secretary by the required date of 1 December. It was anticipated that the Home Secretary would return his shortlist of 10 applicants to the Authority by 26 January 2007.

Members were advised that it would be necessary to arrange a meeting of the Personnel Committee to interview the 10 shortlisted applicants. The Committee's

recommendation with regard to the 5 Independent Member appointments would then be submitted to the Police Authority on 31 March 2007 for approval.

With regard to the Lay Justice vacancy, an advert had been circulated to all Lay Justices within Cumbria and the closing date for applications had been set at 10 January 2007. A meeting of the Independent Selection Panel had been arranged for the morning of 16 January to undertake a shortlisting exercise of the applications received. The Committee was asked to agree a date in February to interview the shortlisted applicants to enable the necessary recommendation for appointment to be made to the Police Authority on 21 March.

Finally, Members were advised that the Police and Justice Act removed Lay Justices as a separate category of membership on the Police Authority with effect from 31 March 2008. In these circumstances, it would be necessary for the Authority to undertake a recruitment process for three Independent Members during the autumn of 2007.

**RESOLVED,** that

- (1) the report be noted; and
- (2) the Committee meet on 6 and 7 February 2007 to interview shortlisted applicants for the Independent Member and Lay Justice position on the Police Authority.

#### **43. PNB UPDATE**

The Acting Director of Personnel and Development advised Members that the police federated ranks pay claim had been agreed at 3%. The police staff pay claim had not yet been agreed, but it was anticipated that agreement would be reached by the end of the year.

**RESOLVED,** that the position be noted.

#### **44. PROMOTION PROCESSES 2006-07**

The Acting Director of Personnel and Development presented a report by the Chief Constable which detailed promotion processes currently being undertaken by the Constabulary. All the processes listed within the report had been advertised both internally and externally.

Members thanked the Acting Director for the report. A Member referred to previous requests to the Constabulary that the Authority be invited to attend Chief Superintendent interview panels as observers. It was considered that it would be beneficial for the Authority to observe this stage of the appointment process for these senior positions within the Constabulary.

**RESOLVED,** that the report be noted.

#### **45. HEALTH AND SAFETY INSPECTIONS**

In line with the request received from the Committee at its last meeting, the Acting Assistant Chief Constable provided Members with a verbal update on the recent Health and Safety Executive inspections of the West Cumbria BCU and of Crime Scene Investigators. He highlighted to Members the issues raised by the HSE and provided information on the way the Constabulary would be responding.

In answer to a request from a Member that it would be appropriate for the Committee to see the action plans developed by the Constabulary in response to the inspections, he advised that the HSE formal report had not yet been received but that the legal responsibility for responding and acting on the recommendation lay with the Chief Constable. In these circumstances, he agreed to submit the HSE report to the Committee once it had been received, for Members' information only.

**RESOLVED,** that the position be noted.

### **PART 2 – ITEMS CONSIDERED IN THE ABSENCE OF THE PRESS AND PUBLIC**

#### **46. EMPLOYMENT TRIBUNALS**

The Acting Assistant Chief Constable provided Members with verbal reports on two pending employment tribunals.

**RESOLVED,** that the report be received.

#### **47. MINUTES, 5 OCTOBER 2006 – MATTERS ARISING**

The Chief Executive referred Members to Minute No 32, Police Appeals Tribunal, of the meeting held on 5 October 2006. He had now received a further faxed letter in relation to this appeal, requesting a seven day extension to the twenty one days allowed within the Regulations to formally lodge the full particulars of the appeal.

In considering the request, Members noted that the appellant's solicitors had received and/or requested extensions at most stages within the process. They also noted that the Constabulary had been generous in its interpretation of timescales throughout the process and that there was no requirement under the Regulations to grant an extension. The solicitors in question were a large national firm with considerable resources. The committee had previously (5th October) refused a similar request from them for an extension on the basis set out above and it noted the reason proffered for granting their client an extension was again thin, this time appearing to be based on a change in the individual solicitor acting sometime around 6th November and his successor's suggestion that the period laid down in regulation was of itself inadequate.

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**RESOLVED**, that the application for an extension by seven days for the period in which to lodge particulars of the appeal be not approved.

The Meeting ended at 3.25pm.

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