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Our reference: jh

13 July 2010

## **AGENDA**

**TO: THE MEMBERS OF THE CUMBRIA POLICE AUTHORITY  
PERSONNEL COMMITTEE**

### **CUMBRIA POLICE AUTHORITY PERSONNEL COMMITTEE**

A Meeting of the Personnel Committee will take place on **Wednesday 21 July 2010**, in **Conference Room 2, Police Headquarters, Carleton Hall, Penrith**, commencing at **10.00 am**.

#### **S EDWARDS**

Acting Chief Executive

**Note:** *Members are advised that allocated car parking for the meeting is available in the Car Park immediately in front of the main Headquarters building.*

**At 9.30am, there will be an opportunity for Members to meet informally with the representatives of the staff associations.**

#### **MEMBERSHIP**

##### **County Council Members (3)**

Mr Jim Bland  
Mr Ray Cole (Chairman)  
Mr John Woolley

##### **Independent Members (2)**

Mrs Margaret Johnson  
Mrs Lynda Shaw

*Maintaining an efficient and effective police service*



## Vision and values

***Cumbria Police Authority's vision is to guide Cumbria Constabulary to be a leading police force – inspiring trust and confidence so that Cumbria is policed to the highest possible standards of public satisfaction, safety and reassurance***

*Our values are based on our being:*

**Accountable** – To the people of Cumbria and to Government for how our police service is delivered.

**Ambassadorial** – Our members respect and represent wider community interests, as well as those of the police services itself.

**Collaborative** – Working jointly with the Constabulary, our partner agencies, police authorities and police forces so that together we can make sure Cumbria remains a safe place.

**Committed** – Our Members are committed to their role of ensuring that there is an effective police service for Cumbria.

**Independent** – Both of the Constabulary and other public bodies.

**Innovative** – Our Members are always willing to explore and embrace new ideas.

**Realistic** – Working within legal frameworks and available resources.

**Supportive** – A constructive partner that supports the Constabulary, whilst being an advocate for the public and all who have a legitimate interest in policing.

## **Terms of Reference**

- To exercise the powers and duties of the Authority relating to appointment, dismissal and contractual issues in respect of the Chief Constable, Deputy Chief Constable, Assistant Chief Constable, Clerk/Chief Executive, Treasurer and the Monitoring Officer.
- To consider reports from the Chief Constable on any grievances and employment tribunal cases against the constabulary.
- To recommend for approval by the Police Authority a Human Resources Strategy and a costed Human Resources Plan.
- To meet from time to time with representatives of police officers and support staff.
- To receive reports from the Chief Constable on:
  - Sickness management including medical retirements
  - Police Officer Special Constabulary and support staff strength
  - Equal opportunities issues in a personnel context.
- To support the convening of Police Appeals Tribunals under Section 85 of the Police Act 1996.
- To convene as the Authority's Remuneration Panel under the Performance Development Review (PDR) Scheme and in connection with bonus payments to chief officers.
- To oversee the recruitment, retention and dismissal of Independent Custody Visitors and Independent Members of Police Misconduct Panels.
- To deal with and determine any Police Authority staffing matters not delegated to the Clerk/Chief Executive, within the parameters of the approved budget.

- To monitor and review those strategic risks falling within the purview of the Committee.
- To monitor and review the Authority's responsibility for Health and Safety at Work.
- To receive Members Report Back on activity and issues arising from member attendance at partnership meetings relevant to the committee.

## **AGENDA**

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

#### **1. APOLOGIES FOR ABSENCE**

#### **2. URGENT BUSINESS AND EXCLUSION OF THE PRESS AND PUBLIC**

To consider (i) any urgent items of business and (ii) whether the press and public should be excluded from the Meeting during consideration of any Agenda item where there is likely disclosure of information exempt under s.100A(4) and Part I Schedule A of the Local Government Act 1972 and the public interest in not disclosing outweighs any public interest in disclosure.

#### **3. DISCLOSURE OF PERSONAL INTERESTS**

Members are invited to disclose any personal/prejudicial interest which they may have in any of the items on the Agenda. If the personal interest is a prejudicial interest, then the individual member should not participate in a discussion of the matter and must withdraw from the meeting room unless a dispensation has previously been obtained.

#### **4. MINUTES**

To confirm the Minutes of the meetings of the Committee held on 21 April 2010 and discuss any matters arising which do not appear on the agenda (copy enclosed)

#### **5. PEOPLE INFORMATION REPORT – 1<sup>st</sup> QUARTER**

To receive a report by the Chief Constable (copy enclosed)

#### **6. SICKNESS ABSENCE REPORT – 1<sup>st</sup> QUARTER**

To receive a report by the Chief Constable (copy enclosed)

#### **7. POLICE AUTHORITY MEMBER DEVELOPMENT**

To consider a report by the Acting Chief Executive (copy enclosed)

#### **8. POLICE AUTHORITY INDEPENDENT MEMBER RECRUITMENT**

To consider a report by the Acting Chief Executive (copy enclosed)

#### **9. POLICE AUTHORITY INDEPENDENT CUSTODY VISITORS RECRUITMENT**

To consider a report by the Acting Chief Executive (copy enclosed)

#### **10. SPECIAL CONSTABULARY ACTIVITY REPORT**

To note the activity undertaken by Cumbria Special Constabulary 2009-10 (copy enclosed)

#### **11. CONSTABULARY TRAINING FUNCTION AND BUSINESS PLAN**

To note a report by the Chief Constable (copy enclosed)

#### **12. MEMBERS REPORT BACK**

To receive verbal reports from Members following their attendance at partnership meetings and Constabulary Boards –

Health & Safety Lead Member  
Constabulary Health & Safety Board  
Force Learning Panel  
Alternative Learning Project Board  
Cumbria Pensions Forum  
Attendance Management Champion

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

### **13. POLICE STAFF DISCIPLINE**

To consider a report in relation to Police Staff Disciplinary and Capability activity between 1 April 2010 and 30 June 2010 (for Members only, copy enclosed)

### **14. PENSION AUGUMENTATION**

To consider a report by the Chief Constable (for Members only, copy enclosed)

### **15. MANAGEMENT OF CHANGE**

To consider a report by the Chief Constable (for Members only, copy enclosed)

### **16. VOLUNTARY WORK REPORT**

To consider a report by the Acting Chief Executive (for Members only, copy enclosed)

### **17. POLICE AUTHORITY STAFFING**

To consider a report by the Acting Chief Executive (copy enclosed)