



PRESENT:

Members: Mr J Cooke (Chairman), Mr B Fippard (Vice Chairman), Mrs A Crowe JP, Mr J Walker, Mr B Young

Officers: Ms D McGovern (Chief Executive), Ms J Flint (Treasurer), Mr P Steed (Director of Finance and Administration), Mr S McGowan (Head of Human Resources Operations), Mrs C Horton (Support Services Officer)

Also present: Mr J Atter, Mr F Mann JP, Mr D Forbes (Assistant Director of Resources, Lincolnshire County Council), Mrs J Ray (Financial Advisor, Pensions and Investments, Lincolnshire County Council)

Apologies: Dr B Wookey

68/08. ANNOUNCEMENTS

The Chairman welcomed Mr Forbes and Mrs Ray and thanked them for attending the meeting and providing a presentation on the Pension Fund.

69/08. DECLARATIONS OF PERSONAL AND/OR PREJUDICIAL INTERESTS

Mr J Walker declared a personal interest in items 70/08 and 81/08.

70/08. PRESENTATION – PENSION FUND

The Committee received a detailed presentation from Mr Forbes on the pension fund for police staff. Lincolnshire County Council administers the pension fund on behalf of a number of public bodies including the Police Authority. Each public body had their own share of the assets and liabilities of the Lincolnshire fund. Mr Forbes explained that liabilities, assets and the demographics of the area all had an affect on the performance of the fund.

Resolved: 1. That the presentation be noted.	Responsible Officer: -
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[Mr Forbes, Mrs Ray, the Treasurer and the Director of Finance and Administration left the meeting at 11.22 am]

71/08. MINUTES – 9TH DECEMBER 2008

Resolved: 1. That the minutes of the meeting held on the 9 th December 2008 be taken as read and signed by the Chairman as a correct record.	Responsible Officer: -
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72/08. MINUTES – 23RD JANUARY 2009

Resolved: 1. That the minutes of the meeting held on the 23 rd January 2009 be taken as read and signed by the Chairman as a correct record.	Responsible Officer: -
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73/08. ACTION SUMMARY

Resolved: 1. That the action summary be noted.	Responsible Officer: -
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74/08 POLICE AUTHORITY RISK REGISTER

Resolved: 1. That the risk register be noted.	Responsible Officer: -
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75/08. HR PERFORMANCE UPDATE

The Head of HR (Operations) updated the Committee on the performance of the HR department against the HR Plan during the period October to December 2008. The Committee noted that in all areas performance was either on target or exceeding the target.

Members noted the low pass rate for new Police Officer recruits on the NPIA Police SEARCH Assessment Centre courses held recently. The Head of HR (Operations) explained that the drop in the number of Police Officers passing the course had

coincided with changes made to course questions and scenarios. This issue was being taken up with the NPIA.

Resolved: That <ol style="list-style-type: none">1. progress on HR performance during October to December 2008 be noted;2. the Head of HR (Operations) keep the Chief Executive informed of discussions with the NPIA over the low pass rate on the Police SEARCH Assessment Centre courses.	Responsible Officer: - HoHR (Operations)
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76/08. HR PLANNING PROCESS 2009/10

Resolved: That <ol style="list-style-type: none">1. the report be noted;2. the March 2010 meeting be set in conjunction with the Human Resources department to ensure that the HR Plan for 2010/11 can be considered at that meeting.	Responsible Officer: - CAO/HoHR (Operations)
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77/08. PDR REVIEW

Resolved: <ol style="list-style-type: none">1. That the report be noted.	Responsible Officer: -
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78/08. PDR AUDIT – CLOSURE REPORT

Resolved: <ol style="list-style-type: none">1. That the report be noted.	Responsible Officer: -
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79/08. EQUALITIES WORKING GROUP – UPDATE

Resolved: 1. That the report be noted.	Responsible Officer: -
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80/08. EXCLUSION OF PRESS AND PUBLIC

Resolved: 1. That the press and public be excluded from the meeting on the grounds that the following items involved the disclosure or likely disclosure of exempt information as detailed in paragraph 1 of schedule 12A of the Local Government Act 1972 (as amended).	Responsible Officer: -
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81/08. EMPLOYMENT TRIBUNAL (ET) CASES – UPDATE

Resolved: 1. That the report be noted.	Responsible Officer: -
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[The Head of HR (Operations) left the meeting at 12.25pm]

82/08. SENIOR OFFICER COMPLAINT – NO. 2/2008

Resolved: That: 1. the report be noted; 2. point 24 of Appendix A remain unchanged; 3. point 6 on appendix A be recorded as a complaint and referred to the IPCC for investigation.	Responsible Officer: - CE CE
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83/08. SENIOR OFFICER COMPLAINT – NO. 3/2008

Resolved: That: <ol style="list-style-type: none">1. the report be noted;2. the complaint not be upheld and the complainant informed of their right to appeal to the IPCC.	Responsible Officer: - CE
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URGENT ITEM

[The Chairman adjourned the meeting at 12.50pm and reconvened at 12.55pm. The Chairman reminded Members that the meeting was still being held in the exempt part of the agenda. There were no representatives of the Force or Secretariat in attendance during consideration of item 84/08. However, at the request of the Committee, Ms Annette Wood (Andrew and Co Solicitors) representing the Authority's legal advisors, was present]

84/08. LETTER FROM CHIEF EXECUTIVE DATED 4 MARCH 2009

Resolved: <ol style="list-style-type: none">1. That a response be sent by the Chairman of the Authority reflecting the Committee's discussion.	Responsible Officer: Chairman of the Police Authority
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CHAIRMAN