



LINCOLNSHIRE POLICE AUTHORITY
26 MARCH 2010
10.45AM – 1.45PM

PRESENT

MEMBERS: Mr B Young (Chairman), Mr J Cooke (Vice-Chairman), Mr J Atter, Mr N Cooper, Mrs A Crowe JP, Mr G Dark, Mr R Davies, Mr R Must, Mr R Palmer, Mr R Sellars, Mr K Smith, Mr C Underwood-Frost, Mr J Walker, Dr B Wookey

SECRETARIAT: Ms J Flint (Treasurer), Mr H Hunt (Deputy Chief Executive), Ms A Wood (Legal Advisor), Mr J King (Committee and Administration Officer)

FORCE OFFICERS: Mr R Crompton (Chief Constable), Mr N Rhodes (Deputy Chief Constable), Mr K Smy (Assistant Chief Constable – Safer Neighbourhoods), Mr P Steed (Director of Finance and Administration), Mrs J Morris (Public Service and Community Engagement Manager)

ALSO IN ATTENDANCE: Mr D Lomas (Independent Remuneration Panel)

APOLOGIES: Mr F Mann JP, Mr P Przyszlak

134/09. DECLARATIONS OF PERSONAL AND / OR PREJUDICIAL INTERESTS

None.

135/09. ANNOUNCEMENT

The Chairman welcomed Mr Malcolm Burch to the meeting as an observer following his recent appointment as Chief Executive to the Authority.

136/09. MINUTES – 23 FEBRUARY 2010

Resolved: 1. That the minutes of the meeting held on the 23 February 2010 be taken as read and signed by the Chairman as a correct record.	Responsible Officer: -
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137/09. ACTION SUMMARY

Item C1 (23 February 2010) The Treasurer advised that a business case for the provision of ICT support had not yet been drafted and that the ICT solution presented to the Authority in February 2010 was unlikely to be ready before June/July due to technical issues. Members agreed that a Task and Finish Group should be appointed to give momentum to the delivery of a business solution working alongside the Head of ICT and officers of the Secretariat.

Item E4 (23 February 2010) The Deputy Chief Executive advised that outcomes from the Away Day Task and Finish Groups would be taken to the Annual Meeting on 28 May 2010.

Resolved: That 1. the Decision and Action Summary be noted; 2. Mr R Davies, Mr K Smith and Mrs A Crowe JP be appointed to the ICT Task and Finish Group.	Responsible Officer: - Treasurer/DCE
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138/09. STRATEGIC PLANNING COMMITTEE – 16 FEBRUARY 2010

Resolved: 1. That the minutes of the Strategic Planning Committee meeting held on the 16 February 2010 be received for information.	Responsible Officer: -
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139/09. HUMAN RESOURCES COMMITTEE – 17 FEBRUARY 2010

Resolved: 1. That the minutes of the Human Resources Committee meeting held on the 17 February 2010 be received for information.	Responsible Officer: -
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140/09. AUDIT, RISK AND GOVERNANCE COMMITTEE – 26 FEBRUARY 2010

The Chairman of Audit, Risk and Governance Committee advised of a proposed amendment to the draft minutes.

Resolved: 1. That the minutes of the Audit, Risk and Governance Committee meeting held on the 26 February 2010 be received for information.	Responsible Officer: -
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141/09. HUMAN RESOURCES COMMITTEE – 17 FEBRUARY 2010

Resolved: 1. That the minutes of the Human Resources Committee meeting held on the 17 February 2010 be received for information.	Responsible Officer: -
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142/09. ETHICAL STANDARDS COMMITTEE – 4 MARCH 2010

Resolved: 1. That the minutes of the Ethical Standards Committee meeting held on the 4 March 2010 be received for information.	Responsible Officer: -
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143/09. STRATEGIC PLANNING COMMITTEE – 11 MARCH 2010

Resolved: 1. That the minutes of the Strategic Planning Committee meeting held on the 11 March 2010 be received for information.	Responsible Officer: -
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144/09. PUBLIC QUESTIONS

None.

145/09. PUBLIC SERVICE AND CONFIDENCE UPDATE

The Public Service and Community Engagement Manager (PSCEM) provided a detailed overview of the Public Service and Confidence Programme (PSCP) and updated Members on the Policing Pledge and outcome of the HMIC re-inspection. Members were thanked for their constructive challenge and support during the re-inspection process.

It was noted that the Force was currently exceeding the 80% target set within the Policing Pledge for time spent by Beat Managers and Police Community Support Officers (PCSOs) “on the beat”. However, at a recent meeting of the Authority’s Community and Partnership Committee it was reported that officers were actually spending 20 – 30% of their time on patrol. The Chief Constable explained that the wording of the Policing Pledge target was “percentage presence in own area” which meant that as long as officers were working on their “patch” they were meeting the target. This could include time spent visiting a local school to give a talk as well as time spent patrolling the streets. He was pleased to report that the Force enjoyed one of the lowest abstraction rates in the Country.

Members thanked the Chief Constable for his explanation and also thanked the Deputy Chief Constable for his recent clarification of the Police Report Card scores received by the Force. Members were advised that Her Majesty’s Inspector of Constabulary (HMIC) had assessed Lincolnshire against a small group of Most Similar Forces (MSFs) and not against all 42 police forces in England and Wales, as had been widely reported in the press. Members suggested that the way in which HMIC had disclosed the results of the Report Card was likely to hinder rather than improve public trust and confidence. The Chief Constable advised that whilst this issue had been picked up with HMIC, it was the role of the PSCEM and others to keep the momentum going through the PSCP. The Chairman suggested that whilst it was “unfortunate” Lincolnshire was placed within one of the strongest performing MSFs in the Country he also acknowledged that there were improvements to be made over the next year.

Resolved: 1. That the report be noted.	Responsible Officer: -
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146/09. COLLABORATION BOARD UPDATE

The Chairman advised that copies of the East Midlands Collaboration Board and Joint Committee meeting papers were readily available within the Secretariat. He referred to a meeting of the Chairs and Chief Executives of East Midland's police authorities which had been held earlier in the week. The meeting had primarily focused on areas where police authorities could collaborate more closely such as training, in order to avoid duplication and to make efficiencies. Copies of the minutes of the meeting would be circulated in due course.

Resolved: 1. That the oral update be noted.	Responsible Officer: -
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147/09. CHIEF CONSTABLE'S OPERATIONAL UPDATE – MARCH 2010

Resolved: 1. That the oral update be noted.	Responsible Officer: -
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148/09. POLICING PLAN 2010 - 2013

The Deputy Chief Executive presented the content of the 2010 – 2013 Policing Plan for consideration and approval. Copies of the Chairman's Foreword and draft Value for Money (VfM) Statement were tabled at the meeting, whilst performance data was due to be included at the year-end.

The Chief Constable referred to a number of revisions made to the Plan following a recent meeting of the Authority's Strategic Planning Committee. He intended to make some further minor amendments to his own Foreword and the way sanctioned detection targets were presented. The Plan would stretch and challenge the Force but he firmly believed that the delivery of policing services would be much improved in 2 years time.

The Treasurer apologised for the late circulation of the VfM Statement explaining that guidance had only recently been received. Members were concerned that the Statement might come across as being too vague and aspirational when it needed to show serious intent with a clear sense of direction. The Treasurer accepted that there was still some further work to be done, but suggested that the Statement would make a useful programme plan for the joint Authority/Force VfM Board going forward.

Resolved:	Responsible Officer:
1. That, subject to any final amendments, the 2010 - 2013 Policing Plan be approved.	-

149/09. PROTOCOL FOR MANAGING REQUESTS FOR FINANCIAL ASSISTANCE

The Deputy Chief Executive presented a proposed protocol for managing requests for financial assistance submitted by police officers, PCSOs and civil custodians involved in legal proceedings. The Authority’s Legal Advisor stated that the protocol was based on a template developed by a number of other police authorities incorporating Home Office guidance published in circular 43/2001. However, whereas the circular was limited to the provision of financial assistance to police officers, the draft protocol encompassed PCSOs and civil custodians. It was recommended that the protocol be referred to the Authority’s HR Committee for further consideration and debate before a decision was made.

The Director of Finance and Administration suggested that the protocol should be widened to include all employees of the Force, with each case judged on its merits. The Chief Constable concurred stating that there had been numerous new roles created within the “police family” that had operational significance since the circular had been published back in 2001. He considered that it would be unfair not to extend the provision of financial assistance to encompass those new roles.

Resolved:	Responsible Officer:
1. That the HR Committee be delegated powers to consider and approve a protocol for managing requests for financial assistance.	DCE

150/09. SCHEME OF MEMBERS’ ALLOWANCES 2010/11

The Treasurer presented the findings of the Authority’s Independent Remuneration Panel (IRP) following its review of Special Responsibility allowances (SRA) paid to Committee Chairmen and Vice Chairmen. Members were advised that the IRP had declined to differentiate between the relative levels of responsibility until more specific role descriptions had been developed. In addition, the Panel felt that it was too early to know precisely how workloads would impact on individual committees as the Authority’s committee structure (introduced in July 2009) was still being embedded. The Panel had also identified the need for appropriate performance monitoring and review arrangements to be put in place for Members and

recommended the development of a Lead Member Scheme to define the nature and scope of responsibilities so assigned.

The Treasurer also presented the 2010/11 Scheme of Members' Allowances for approval. Members were advised that the Basic allowance and SRAs had been up-rated in line with the Police Staff Council pay award of 2.6%, which had come into effect on 1 September 2009.

Whilst the Authority generally welcomed the findings of the IRP and the proposed Scheme of Members' Allowances for 2010/11, a minority of Members were concerned that to increase the Basic allowance and SRA would send out the wrong signal given the precarious state of the public finances. The Chairman reminded Members that they could elect to forego all or any part of their entitlement to a Basic or Special Responsibility allowance if they so wished.

The Chairman thanked the members of the IRP for their deliberations. Mr David Lomas representing the IRP in turn thanked the Treasurer and officers of the Secretariat for their support.

Resolved:	Responsible Officer:
<p>That</p> <ol style="list-style-type: none"> 1. the findings of the IRP attached at Appendix A to the report be endorsed; (vote: 12 for, 2 against) 2. the Scheme of members' Allowances attached at Appendix B to the report be adopted for 2010/11; 3. Paragraph 5.2 of Appendix B to the Scheme of Allowances be amended to read "...but will only receive one such allowance". 	<p>-</p> <p>Treasurer/CAO</p> <p>-</p>

151/09. POLICE AUTHORITY INSPECTIONS – TASK AND FINISH GROUP UPDATE

The Deputy Chief Executive reminded Members that HMIC/Audit Commission were committed to inspecting all police authorities by March 2011. The Authority's Inspections Task and Finish Group (ITFG) was undertaking preparatory work including an initial self-assessment against the Inspection assessment themes, criteria and performance characteristics.

The Chairman of the ITFG referred to a number of initial recommendations made by the Group, listed at paragraph 1.3 to the report, and emphasised the importance of engaging with key partners as they would be included within the inspection process.

The Deputy Chief Executive referred to the planned “Away Day” scheduled for 30 April, which would focus on the forthcoming inspection. Initial discussions had been held with the Deputy Chief Constable about Force support for the event whilst the Chairman was in contact with police authorities that had already been inspected.

Members noted that the one of the initial recommendations from the ITFG was for the formation of a separate Group to prepare for the forthcoming Working for the Public inspections. It was agreed that expressions of interest would be invited from all Members and from Force colleagues.

Resolved:	Responsible Officer:
<p>That</p> <ol style="list-style-type: none"> 1. the report and attached documents be noted; 2. a Task and Finish Group be created in respect of the Working for the Public (WftP) inspections; 3. expressions of interest be relayed to the Deputy Chief Executive in respect of the WftP Task and Finish Group; 4. all Authority committees consider as part of their workplans what preparations they need to make in their areas of responsibility prior to inspection; 5. the member training day on 30 April 2010 focus on police authority inspections; 6. Force Chief Officers be asked to assess the Authority against the inspection framework; 7. all Authority meetings and briefings which demonstrate governance and oversight be formally recorded; 8. all new work instigated by the Authority and its committees have clearly defined aims and outcomes, evaluation methodologies and completion dates. 	<p>-</p> <p>DCE</p> <p>All</p> <p>-</p> <p>-</p> <p>-</p> <p>-</p> <p>-</p> <p>-</p>

152/09. REGISTER OF MEMBERS’ INTERESTS

Resolved:	Responsible Officer:
<p>That</p> <ol style="list-style-type: none"> 1. option (c) as set out at paragraph 2.5 of the report be approved; 2. all Members be circulated with their respective entries in the Register of Members’ Interests for checking prior to being published on the Authority’s web site; 3. Secretariat act as point of contact for public enquiries. 	<p>-</p> <p>CAO</p> <p>-</p>

153/09. APPOINTMENT OF INDEPENDENT MEMBER

Resolved: That <ol style="list-style-type: none">1. the appointment of Councillor Paul Przyszlak to the Independent Member Selection Committee in place of Councillor Christopher Underwood-Frost be retrospectively approved;2. Mr Andre Dezonie be appointed as an Independent Member of Lincolnshire Police Authority for a 4 year term commencing on 1st April 2010, subject to the receipt of satisfactory references and completion of security checks.3. details of relevant Induction Training events be circulated to other members of the Authority;4. a Task and Finish Group be appointed to consider the selection process for the next round of Independent Member appointments, including an analysis of skills gaps within the Authority.	Responsible Officer: - - CAO DCE/CE
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URGENT ITEM

154/09. CHIEF EXECUTIVE RECRUITMENT

The Legal Advisor updated Members on the recruitment of a new Chief Executive and sought authorisation for the Chairman to sign the contract of employment on behalf of the Authority. The Chairman questioned whether any future provision was necessary within the Authority's existing Scheme of Delegations. Members were advised that the Strategic Planning Committee was due to receive a briefing from the Monitoring Officer after being tasked by the Treasurer with reviewing the Scheme.

Resolved: <ol style="list-style-type: none">1. That the Chairman of the Authority be authorised to sign the Chief Executive's contract on the Authority's behalf on this occasion.	Responsible Officer: -
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155/09. 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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156/09. REGIONAL COLLABORATION

The Legal Advisor advised Members of amendments to the Police Act 1996 and proposals for a Police Force Collaboration Agreement (PFCA) and Police Authority Collaboration Agreement (PACA) following the appointment to the post of Deputy Chief Constable for the East Midlands Region (EMR).

The Chief Constable suggested that Peter Goodman, Deputy Chief Constable (EMR) be invited to attend meetings of the Authority on a periodic basis to provide briefings on collaborative activity within the East Midlands region.

Resolved: That: 1. the amendments to S23 of the Police Act 1996 be noted; 2. the relevant agreements both PFCA and PACA be entered into and that the Chief Executive and the Chairman be delegated to sign the PACA on behalf of the Authority; 3. Deputy Chief Constable Goodman be invited to attend meetings of the Authority on a periodic basis to provide briefings on collaborative activity within the East Midlands region.	Responsible Officer: - CE/Chair of PA CC
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[Officers of the Secretariat left the meeting at 1.07pm prior to discussion on the following urgent item of business.]

URGENT ITEM

157/09. DEPUTY CHIEF EXECUTIVE

Resolved: 1. That there be no amendments to the current arrangements proposed.	Responsible Officer: -
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Chairman