

Error! No property name supplied.

**MINUTES OF AN EXTRAORDINARY MEETING OF THE ESSEX POLICE
AUTHORITY HELD AT THE POLICE AUTHORITY OFFICES, HOFFMANN'S WAY,
CHELMSFORD ON THURSDAY 27 JANUARY 2011.**

The meeting commenced at 2pm

Membership

- | | |
|---------------------------|-----------------|
| * R P Chambers (Chairman) | * Mrs S Hughes |
| * J Aldridge | * A J Jackson |
| * Mrs L Belgrove | * N S Macdonald |
| * P Bishop | * S Nicholas |
| * R G Boyce | * C Obukofe |
| * C R Cochrane | I Robertson |
| * Mrs M D Fisher | * J Schofield |
| Mrs W Herd | * S Walsh |
| | * A Williams |

* present

1. APOLOGIES FOR ABSENCE

There were two apologies for absence from I Robertson and W Herd.

2. DECLARATIONS OF INTEREST

There were no declarations of interest made by Members in respect of items included on the agenda for the meeting. The Chairman reminded Members that they may declare an interest at any time during the meeting.

3. MINUTES

The minutes of the meeting of the Authority held on 6 December 2010 were agreed subject to three amendments.

- Item 96 – Essex Police Liaison Committee
Substitute the last sentence on page 34 to read, “It was confirmed that Essex Police Authority had made a submission to the Winsor Review and that a copy would be given to the Federation for consideration”.
- Item 99 – Treasury Management – Change to Investment Policy
A final sentence should be included. “It was agreed not to invest in Money Market Funds without the authority of the Finance and Audit Committee.”
- Item 100 – Chief Constables Quarterly Report
With regard to Neighbourhood Action Plans referred to on page 37 at the end of the item, Mrs Belgrove had asked whether ordinary members of the public had been consulted.

The Chairman signed the minutes.

4. STRATEGIC FINANCIAL OVERVIEW

The Authority considered a report (EPA/16/11) by the Chief Constable and Treasurer to the Authority. The Treasurer highlighted the key points at paragraphs 4.1 and 4.2 of the report. It was pointed out that the shortfall for the third year was subject to a Government formula change and since no other information was available at this point it could not be predicted.

RESOLVED:

That the report be noted.

5. NEXT MEETING OF THE AUTHORITY

The next meeting of the Authority is scheduled to be held on Monday 14 February 2011 at 2pm in Committee Room 1, County Hall.

6. ANY OTHER URGENT PART I BUSINESS

There was none.

7. EXCLUSION OF THE PUBLIC**RESOLVED:**

That the public (including the press) should be excluded from the meeting during consideration of an agenda item on the grounds that it involves the likely disclosure of exempt or confidential information as specified in Part 1 of Schedule 12A of the Local Government Act 1972 (exclusion is recommended for the items set out in Part 2 below.)

PART 2

(Business to be taken in private)

8. REFORM PROGRAMME UPDATE

(Paragraph 4 – information relating to any consultations or negotiations).

The Authority considered a report (EPA/17/11 – Limited Circulation to Members Only) setting out progress on all five strands of the Reform Programme and in particular providing an update on the operational “Blueprint” options being developed under Strand One – Operational Policing.

The Chief Constable amplified the report and answered Members questions. He said that it was his intention to buy in the expertise of KPMG Consultants to look at police productivity and value for money in a focused and constructive way. He said that the operational “Blueprint” continued to be developed and incorporated staff numbers, risks, costs etc together with shop window issues regarding service delivery not visible to the public. He said it was right at this stage to engage, communicate and consult with others but reassured Members that the “Blueprint”, once seen by Chief Officers, would come to the Police Authority before publication. The Chief Constable noted the Members comments and responded to their questions.

Error! No property name supplied.

Having considered the proposed structure models relating to Strand 1, Members indicated to the Chief Constable a preference towards Option A(i).

RESOLVED:

That progress outlined in the report in relation to the operational "Blueprint" and the overall Reform Programme be noted.

9. REFORM PROGRAMME – PEOPLE STRATEGY

(Paragraph 1 – information relating to any individual and paragraph 4 – information relating to consultations and negotiations)

The Authority considered a report (EPA/18/11 – Limited Circulation to Members only) by the Chief Constable which updated Members on Strand Two - Back and Middle Office of the Reform Programme specifically relating to potential staffing changes and outstanding issues and to seek agreement where appropriate on the way forward.

In respect of reducing officer establishment through the use of Regulation A19 of the Police Pension Regulations 1987 the Chief Constable said that he was not opposed to invoking A19 but wished to do so at the right time and in the right circumstances and supported by an appropriate business case to protect the Police Authority against any legal challenge.

Members were advised of the distinction between Adecco Agency staff and Essex Police temporary staff. It was agreed that the continued use of Adecco Agency staff would be monitored by the HR and Diversity Panel on behalf of the Authority.

Reference was made to the decision previously made by the Authority that those staff applying for voluntary redundancy before 31 December 2010 and supported by an appropriate business case would be entitled to a higher rate multiplier than those applying after that date. Following discussion it was agreed that a properly detailed proposal setting out an option to extend the Scheme should be brought back to the Police Authority before a decision could be made.

Following a declaration of interest by Mr Cochrane (family member recently recruited to Essex Police) he suggested that Members of the HR and Diversity Panel would like to participate in future discussions regarding recruitment and training of officers. This was welcomed by the Chief Constable.

The Chief Constable clarified to Members the issue with regard to Special Priority Payments (Recommendation 12) and the funding thereof since the government had removed the SPP grant. He said that the Winsor Review on Pay and Conditions may establish some rules in this regard.

RESOLVED:

That the following recommendations be approved:

Recommendation 1

Members noted the intention to remove the vacancy factor relating to police officers completely. This will therefore reduce the baseline establishment figure to 3600 officers for the commencement of the financial year 2011/12.

Recommendation 2

Members noted the intention to reduce the Police Staff (including PCSOs) vacancy factor to 4% for the commencement of the financial year 2011/12.

Recommendation 3

Members noted that the overall indicative loss of officer numbers is presently set at 400 but that this may vary up or down in the light of the finalised "Blueprint" (including operational and back office models) or other factors.

Recommendation 4

Members noted that, based on current predictions of attrition, a "maintenance" level of recruitment is required. If leavers increase, the recruitment levels may flex accordingly.

Recommendation 5

Members noted the review of the recruitment and selection processes and aspects of student officers' training.

Recommendation 6

- (a) The Force does not apply Regulation A19 at this present time but notes that it may be necessary at any point in the future.
- (b) The Chief Constable will keep under review if there is a need to use Regulation A19 and refer back to the Police Authority if or when the Chief Constable considers it necessary.
- (c) The Police Authority reserves the right to ask the Chief Constable to review the need to apply Regulation A19 at any time.

Recommendation 7

Members noted the intention to civilianise those police officer posts where it is efficient and effective to do so. It is proposed that the detailed work will be led by the Reform Programme in consultation with the associated lead Members.

Recommendation 8

Members noted the need to rely on redundancy in order to achieve the required Police Staff headcount reduction whilst ensuring the correct balance of skills.

Recommendation 9

Members noted the general principle that wherever possible the Adecco staff will be released at the earliest opportunity to allow displaced staff to be redeployed.

Error! No property name supplied.

Recommendation 10

Members noted the proposal to maintain the current policy and procedure in respect of Police Staff over the age of 65 until the legislation changes at which time the Force will comply (April 2011).

Recommendation 11

Members noted that those PCSO posts for which funding is withdrawn will be deleted, subject to consultation, down to the "floor" provided by Government grant.

Recommendation 12

Members noted that in respect of Special Priority Payments for Police Officers, the current version of the Medium Term Financial Strategy includes a proposed saving of £500k per annum for 2012/13.

Recommendation 13

Members noted that there are circumstances when the Force may decide to allow Police Staff to leave during the redundancy notice period. This will be when the Chief Constable decides it is appropriate and necessary to do so.

10. URGENT PART 2 BUSINESS

There was no business at this time.

The meeting ended at 4.30 pm

Chairman