



NOTES FROM THE MANAGEMENT BOARD HELD ON 2 MARCH 2016 IN THE CONFERENCE ROOM, OFFICE OF THE POLICE & CRIME COMMISSIONER, CLEMONDS HEY, WINSFORD.

Present: J Dwyer, Police & Crime Commissioner
S Byrne, Chief Constable

Office of the Police & Crime Commissioner

M Ollerenshaw, Deputy Commissioner
M Sellwood, Chief Executive
L Lunn, Chief Finance Officer
M Eaton, Governance Officer

Cheshire Constabulary

J McCormick, Deputy Chief Constable
J Gill, Assistant Chief Officer
D Bryan, Force Solicitor
W Bebbington, Head of Finance

Part 1 – Public items

The notes of the meeting held on 29 January 2016 were accepted and the action log reviewed.

**2016/302 AUDIT ADVISORY COMMITTEE AND ETHICS ADVISORY PANEL:
TERMS OF REFERENCE AND REMUNERATION**

The Commissioner and the Chief Constable considered the revised terms of reference for the Audit Advisory Committee and the Ethics Advisory Panel and the remuneration for members.

The Commissioner and the Chief Constable approved the terms of reference and the remuneration to be applied to all the independent members of the Audit Advisory Committee and Ethics Advisory Panel from 1 April 2016.

The Commissioner's and the Chief Constable's rationale for this decision was that the revised arrangements would ensure that Cheshire operates in-line with best practice in respect of audit and ethics matters.

2016/303 BEAR SCOTLAND v FULTON

The Commissioner and the Chief Constable considered a report on the implications of the judgement in the Bear Scotland v Fulton case that regular overtime needs to be included in holiday pay calculations to police officers.

The Chief Constable supported the proposals and the Commissioner approved, that:-

- (1) the Constabulary make a one-off back payment of revised holiday pay to officers for a 3 month period at an estimated cost of £107,760, to be funded from the general reserve; and

- (2) ongoing revised payments of holiday pay to officers be paid at the time the “normal payments” are earned with the first payment being made in April 2016, the cost to be absorbed within the existing officer salary budget.

The Commissioner’s rationale for this decision was this would enable the Constabulary to comply with the Employment Appeal Tribunal’s judgement in the case of *Bear Scotland v Fulton*.

2016/304 POLICE PENSIONS CONTROL FRAMEWORK

The Commissioner and the Chief Constable considered the findings of External Audit’s review of the Constabulary’s pension control framework and the Constabulary’s response. The report would also be considered by the Audit & Ethics Committee on 16 March 2016.

The Commissioner and the Chief Constable

- (1) received the report;
- (2) welcomed the External Auditor’s overall findings and noted the actions taken by the Constabulary in response to the recommendations.

The Commissioner’s and the Chief Constable’s rationale for this decision was that the implementation of the External Auditor’s recommendations would further strengthen the pension controls framework and support good corporate governance within the Constabulary.

Part 2 – Private items

2016/305 JOINT STRATEGIC RISK REGISTER

Item withdrawn for amendment and consideration on 30 March 2016.

2016/306 REVENUE AND CAPITAL: THIRD QUARTER REVIEW 2015/16

The Commissioner considered a report on the financial position at 31 December 2015, the projected revenue outturn for 2015/16 and the re-investment of the forecast underspend. The key drivers for the variance were the increase in leavers and the challenges in recruiting to vacancies, the pursuance of value for money and efficiency a project-related contract was cancelled giving rise to in-year and permanent savings. It was proposed to invest in an uplift in Taser capacity through training and additional equipment and an ‘invest to save’ estates scheme to release revenue savings.

The Chief Constable supported the proposals and the Commissioner:-

- (1) noted the forecast financial position and progress against the financial health targets;
- (2) approved the following revenue investments:
 - (a) £1m to fund an ‘invest to save’ estates scheme, subject to a further report to be approved prior to implementation.
 - (b) £70,000 in increased Taser capacity, covering additional equipment, storage and training;
- (3) approved the following capital investments:

- (a) to fund the increased estimated cost of the force incident command vehicle, a budget transfer of £7,000 from the Annual Vehicle Replacement scheme and a revenue contribution to capital of £9,500, funded from in-year underspend in Events & Planning.
 - (b) budget of £19,000 to enable Cheshire Specials to gain access to Crown (DMS) (additional licences required for new system users);
- (4) approved the revised capital financing proposals in Table 5; and
 - (5) approved the deletion of the estates strategy debt scheme, e-commerce scheme and the in-house server hardware support scheme from the capital programme due to no longer being required at this stage.

The Commissioner's rationale for the decision was the strive for efficiency and effectiveness set out in his Police & Crime Plan and made the most effective use of available resources to tackle emerging demands.

Duration of meeting: The meeting commenced at 9.30am and finished at 9.52am.