

GWENT POLICE AUTHORITY

REMUNERATION PANEL

31st October 2005

Present: Mrs P E Davies (In the Chair)
Councillor M B Dally and Mrs J Hale
Together With: Mrs S A Bosson – Chief Executive and Clerk
M Tonge – Chief Constable

APOLOGIES FOR ABSENCE

1. Apologies for absence were received from R Leadbeter.

DECLARATIONS OF INTEREST

2. There were no declarations of interest.

EXCLUSION OF THE PRESS AND PUBLIC

3. We resolved to exclude the press and public from the meeting during consideration of the following item of business in accordance with Section 100(A) of the Local Government Act 1972 on the grounds that it involved the likely disclosure of exempt information as defined in Paragraph 1 of Schedule 12 of the said Act.

CHIEF OFFICER BONUS SCHEME

4. We received a report by the Chief Constable regarding the introduction, in February 2005 of a bonus scheme for chief officers.

Under current arrangements, only the Deputy Chief Constable was covered by the scheme, and in March 2005, the Chief Constable set the organisational and operational objectives for the Deputy following consultation with the Chair of the Authority. The issue of a bonus payment would not arise until the Chief Constable's final evaluation at the year end, endorsed by HMIC, and only if the performance merited an exceptional grade would the Remuneration Panel be asked to consider the matter of a bonus payment.

Action

We:

- a. noted the organisational and operational objectives set under the bonus scheme for the Deputy Chief Constable;
- b. agreed that in future, the objectives would be set by the Chief Constable following discussion with this Panel rather than the Chair of the Authority
- c. agreed that there would be benefit in members of the Panel receiving training in performance monitoring and if possible arranged on an All Wales basis in order to try and ensure consistency between authorities in Wales, in any consideration of bonus payments
- d. agreed to reconvene in February/March 2006 to discuss the DCC's objectives for 2006/2007 and to receive an update on performance against the current year's objectives possibly in conjunction with HMIC.

CEX

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