

Report to: Police Authority
Agenda #: 12
Date: 08 December 2016
Subject: Appointments and Remuneration
Committee
Sponsor: Committee Chair
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For: Information

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1. Purpose of paper

- 1.1 This report provides a summary of the highlights from the meeting which took place on 22 November.

2. Chief Officer Group Staff Roles

- 2.1 The Committee approved changes to the job description for the Director of Capability and Resources post. The accountabilities had been amended to reflect the movement of finance to a dedicated Finance Director and the addition of accountabilities in respect leading on transformation, horizon scanning and infrastructure.
- 2.2 The Committee also approved an extension of the post of Force Finance Director until January 2018 whilst decisions were taken about the future executive financial management structure.
- 2.3 The Committee is monitoring the changes to roles, which will be kept under review, as well as clear objectives set and monitored.

3. Chief Officer and staff equivalent mid-year performance reviews

- 3.1 The Committee received a report from the Chief Constable on the performance of his team in the year so far. This was positive with opportunities for development identified.
- 3.2 The Committee noted development areas within the Chief Officer Group as the ability to scope project, prepare detailed specifications and the management and delivery of projects and costs.

3.3 The Chair gave a verbal update on the Chief Constable. Her view was that operationally the Force was very capable and work was in hand to improve its business activity.

3.4 The Committee noted a positive mid-year report on the Chief Executive.

4. Recommendations

4.1 The paper is noted.