

**HUMBERSIDE POLICE AUTHORITY**  
**PERFORMANCE SCRUTINY COMMITTEE**

**31 JANUARY 2006**

- PRESENT:-** Councillor Tress in the Chair
- Elected Members:-** Councillors Rudd, Stewart and Uzzell
- Independent Members:-** Mr M Ali.
- Officers:-** Mr P Wainwright, Performance and Resources Manager, Mr D Griffin, Deputy Chief Constable, Mr P Goatley, Assistant Chief Officer (Support), Chief Superintendent S White, Superintendent S Manning, Inspector B Moiser, Mr S Harrison, Holmes Development Manager, Mr D Porter, Performance Development Unit and Mr R Gray, Performance and Resources Officer.

The Committee met at Pacific Exchange, Kingston upon Hull.

- 45**     **DECLARATIONS OF INTEREST/OFFERS OF GIFTS OR HOSPITALITY –**  
The Chair reminded Members of the need to record any personal or prejudicial interests in items on the agenda and to disclose any relevant receipt or offering of gifts or hospitality.
- No interests were declared or disclosures made.
- 46**     **APOLOGIES** – Apologies for absence were received from Councillors Black and De Freitas and Mr Abdul Rahman.
- 47**     **MINUTES** – **Resolved** – That the minutes of the meeting of this Committee held on 25 October 2005, having been printed and circulated amongst the Members, be taken as read and correctly recorded and be signed by the Chair.
- 48**     **UPDATE ON THE MINUTES** – The Performance and Resources Manager referred to minute 37(a) regarding Local Policing Summaries and advised that the guidance was still in draft form. An update report would be submitted to the Police Authority on 21 March 2006. There were some issues regarding costs and there had also been some draft legislation issued regarding CDRPs and their involvement in developing summary information at a local level.

**Resolved** – That the update be noted.

- 49 **(34) ACTION SCHEDULE** – An action schedule detailing the progress of actions requested at previous meetings was submitted.

The Deputy Chief Constable referred to minute 143 regarding the Roads Policing Strategy and advised that a “short, sharp review” of roads policing would be conducted that would involve the roads policing staff.

The Performance and Resources Manager referred to minute 35 and advised that the final draft report on National Crime Recording Standard Audit was still awaited from the Audit Commission.

He referred also to minute 37 and re-iterated that a report on Local Policing Summaries would be submitted to the Police Authority on 21 March.

**Resolved** – That the Action Schedule and updates be noted.

- 50 **(35) BCU INSPECTION – D DIVISION** – The Chief Constable submitted a report that advised that Her Majesty’s Inspectorate of Constabulary (HMIC) had conducted an inspection of D Division in July 2005 and published their report in November 2005. HMIC had made 8 recommendations and, in response, the Division had drawn up an Action Schedule. Attached, at Appendix A to the report, was a copy of the HMIC Inspection Report and attached, at Appendix B, was a copy of the latest version of the Action Schedule.

The Divisional Commander, Chief Superintendent S White, attended the meeting and advised that a copy of the inspection report had been received 3 weeks after the restructuring of the Division. The report provided a fair summary of the Division, however, some things had since moved on.

Members raised the following issues:- (i) page 3 of the report referred to the encouragement across the Force of income generation and it was queried what opportunities there were for income generation: the Divisional Commander referred to sponsorship and to monies accrued from policing certain types of events such as football and Hull Fair; (ii) reference was made to the partnership working within Hull that was mentioned on page 12 of the report, and the Divisional Commander advised that it was not a mature partnership but was developing; (iii) page 10 of the report referred to operational leadership and the visibility and size of the Senior Management Team, the Divisional Commander advised that the Senior Management Team took pride in their level of visibility and that it was anticipated that the size of the Team would be reduced to 9 by the time of re-inspection .

The Divisional Commander referred to the Inspection recommendations and

specifically to:- (i) Recommendation 1 regarding the appointment of a personnel professional to the BCU SMT and advised that a role requirement for the post had been agreed and the person specification and grading were being investigated further; (ii) Recommendation 4 regarding the development of first line supervisors and he advised that there were 95 sergeants in Hull – group briefings had been arranged for 6, 13 and 27 February at the Lawns and Members were welcome to attend if they wished; (iii) Recommendation 6 – regarding call handling and advised that at the time of inspection there were 400 incidents awaiting response, this had now been reduced to on average below 80, and (iv) Recommendation 8 – regarding bail and reported that because of the way that the Criminal Justice System worked bail was now used more than before.

He advised that he was optimistic for future inspections. He referred to a slight delay in obtaining a full complement for neighbourhood policing as officers were currently being used to populate incident handling and volume crime and indicated that this may be an issue of concern at re-inspection.

A Member referred to call handling and the Performance and Resources Manager advised that he would arrange for any interested Members to visit the Command Centre at Grimsby.

A Member also referred to D Division's position in relation to its most similar BCUs and the Divisional Commander reported that appropriate reductions/increases were being made, however, they were not sufficient to meet the targets. He advised that the Division was NCRS compliant, which some other BCUs, who they were being compared against, were not. He stressed the importance of recording ethically and the need to concentrate on local and annual targets. He advised that the Home Office were currently looking at the methodology for crime recording.

Members referred to crimes investigated per officer and to productivity and the Divisional Commander advised that he would provide details.

**Resolved** – (a) That the HMIC Inspection Report and the Division's Action Schedule presentation be noted; (b) that the D Divisional Commander provide details of crimes investigated per officer and productivity levels, and (c) that the Divisional Commander attend the October meeting of this Committee, subject to re-inspection having taken place by then.

- 51 **(36) PERFORMANCE AGAINST THE POLICING PLAN 2005/06** - The Chief Constable submitted a report that set out the achievements of Humberside Police in meeting the objectives set out in the Policing Plan 2005/06. The report compared data for the period April - December 2004/05 with April - December 2005/06.

The Deputy Chief Constable referred specifically to (i) a reduction in violent crime, which went against the national trend; (ii) an increase in productivity; (iii) an increase in sanction detection rates, and (iv) a reduction in sickness absence. He did, however, highlight areas of concern including (i) detecting crime, particularly burglary, but advised that the volume crime model and restructuring were helping towards this, and (ii) Special Constables and advised that although the target number had not been reached a performance indicator was being developed to consider the number of hours worked in addition to raising the numbers.

In response to a query from a Member the Deputy Chief Constable reported that there were 64 Specials in B Division (an increase from 47) and these were used to support officers on public order and also as part of neighbourhood policing teams. It was reported that activity analysis had been undertaken, clearly showing how many hours were being worked and when. The Assistant Chief Officer (Support) also referred to the possibility of submitting a paper to the Police Authority in the future regarding whether to invest further in PCSOs and reduce the target number of Specials.

Members also raised (i) money laundering and the Deputy Chief Constable reported that whilst it was important to research people involved in this sort of crime there was not a lot of time dedicated to it; (ii) complaints and the Deputy Chief Constable reported that recent changes implemented by the IPCC meant that complaints continued to show an increase; (iii) arrest summons and it was reported that a new element of the custody system, due to be implemented in July/August, would ensure that fingerprints and description details would be put onto the system immediately, and (iv) percentage of 999 calls being answered within 10 seconds and it was reported that there was no obvious reason for not achieving the 90% target and that it was necessary to balance resources between emergency and non emergency, however, it was indicated that the average time to answer a 999 call was between 9 and 12 seconds.

**Resolved** – That the report be noted.

- 52** **(37) CURRENT PERFORMANCE ISSUES** – The Performance and Resources Officer gave a presentation on burglary dwelling that specifically considered the issues of performance within the Force and in comparison with the MSF group and other BCU comparators. The Deputy Chief Constable advised that current performance was not acceptable and reported on the establishment of a working group. He advised that a detailed analysis of patterns and trends over 3 years had been conducted and the views of the public/victims had also been sought. He outlined his intention to raise the profile of burglary and make it a key issue for the Force. He reported that there were on average 20 burglaries per day in the Humberside area and these victims should receive a premium service. This would be achieved by

the introduction of a Safer Homes Strategy for Humberside that would entail a prompt response to burglary by a dedicated team of people skilled and trained appropriately. This team would be supported by forensics and any forensic/DNA evidence would be couriered to a lab the same day. Burglary would also be prioritised in the intelligence process. He advised that victims would receive prompt attention, have their statements taken, have a survey of their property conducted and receive a care kit. He advised that this service would be Force wide but Hull may require some support in terms of resources. He advised that the group was in its early stages and it was hoped to introduce the scheme in late spring/early summer and report back to the Autumn meeting of this Committee on progress.

The Performance and Resources Manager gave a presentation on the use of penalty notices for disorder (PND) and advised that recent changes would mean a reduction in the number of PNDs issued, a lower violent crime record and possible resulting lower sanction detections. The Divisional Commander reported that violent crime had reduced by 15% last year so the issue of PNDs, particularly in the early evening preventing more serious violence later, had had an impact. He referred also to a proposal that had been submitted to the Home Office suggesting the introduction of a fixed penalty notice for street fouling that would carry an £80 fine, would not be a crime and would not count as a sanction detection.

**Resolved** – (a) That the presentation on burglary dwelling be noted; (b) that a progress report on the introduction of an improved service for victims of burglary dwelling be submitted to the October meeting of this Committee, and (c) that the presentation on penalty notices for disorder be noted.

53

**BEST VALUE REVIEW – MAJOR INCIDENT INVESTIGATION** – The Holmes Development Manager attended the meeting and gave a presentation outlining the creation of the workforce modernisation project, its implementation and deployment and its impact on the organisation. He reported that the timetable had been:- November 2003 - employment of permanent indexers; December 2003 - application for Home Office funding made for workforce modernisation project; 2004 - planning and recruitment of project staff; by March 2005 - all workforce modernisation project staff recruited and trained; April 2005 - Major Incident Team officially launched; April onwards - onsite training and mentoring, and November - first stage evaluation completed. An interim report had been produced which the Performance and Resources Manager advised he would circulate to Members.

The impact of the MIT had been a vast reduction in abstraction rates on Divisional staff. The financial impact of the project was significant – if the workforce modernisation project roles had been filled by abstracted officers the wage bill for this would have been £486,216, however the cost of the

workforce modernisation project had been £272,550, a saving of £213,666. He reported that current temporary contracts were to be made permanent by 1 April, that there was continued development planned for staff and that a final evaluation report was due July 2006. Current roles would be reviewed and consideration given to any need for growth.

**Resolved** – That the presentation be noted.

- 54 **(38) A DIP SAMPLE OF STOP AND SEARCHES CONDUCTED IN JULY, AUGUST AND SEPTEMBER 2005** – The Chief Constable submitted, in accordance with minute 31, a report giving further details of the resulting actions of stop and searches, in particular those involving individuals from minority ethnic groups. The Deputy Chief Constable reported that it could be possible for Members to dip sample stop and search records. He also advised that a training program regarding stop and searches was being drawn up and would be put through the Independent Advisory Group.

Members referred to the need for Cohesion Officers to be known within the community in order for them to be effective.

**Resolved** – That the report be noted.

- 55 **(39) BUSINESS CHANGE PROGRAMME** – The Chief Constable submitted a report summarising the latest position regarding the Business Change Programme being undertaken by the Force. The report provided an update on the following projects:- Business Continuity; Neighbourhood Policing and Volume Crime Model; Call Handling; Covert Policing; Crime/Intelligence/Domestic Violence (CIS4); Integrated Competency Framework (ICF)/Personal Development Reviews (PDR); Initial Police Learning and Development (IPLD); Quality of Service Commitment (Q of SC).

**Resolved** – That update be noted and further reports on the Programme be submitted, at 6 monthly intervals, to this Committee.

- 56 **(40) NCRS: AUDIT OF RACIALLY AND RELIGIOUSLY AGGRAVATED CRIMES RECORDED BETWEEN 1 OCTOBER AND 30 NOVEMBER 2005** – The Chief Constable submitted, in accordance with minute 36, a report that detailed the follow up audit and updated on the Force's progress in the recording of racially and religiously aggravated crimes. Appendices A-D detailed the crime audited for the Divisions respectively. Appendix E showed a full list of the 12 racially aggravated and the 12 religiously aggravated classifications of crime.

**Resolved** – (a) That the findings of the audit, as shown at Appendices A-D be noted, and (b) that a further report be submitted in 6 months.

- 57        **(41) VANGUARD PROGRAMME BOARD** – The Chief Executive submitted a report that provided details of the Vanguard Programme Board and updated on progress being made.

The Performance and Resources Manager referred to Disengagement Criteria 3 and to the PDR workshop scheduled for 14 February. Reference was also made to sanction detections being removed from the disengagement criteria in respect of ANPR and to the possibility of advertising Crimestoppers more.

**Resolved** – That the report be noted, and (b) that, whilst engaged, reports on progress be submitted quarterly to this Committee.

- 58        **(42) EFFICIENCY PLANS 2005/06 AND 2006/07** – The Chief Constable submitted a report that detailed the progress of the Force Efficiency Plans for 2005/06 and 2006/07.

Members congratulated officers on the compilation of an excellent report.

**Resolved** – That the progress of the 2005/06 and 2006/07 Efficiency Plans be noted.

- 59        **(43) BEST VALUE REVIEW – HATE INCIDENTS** – The Chief Constable submitted a report that outlined the results of this review.

**Resolved** – (a) That the recommendations, products and Strategy Team comments be noted; (b) that the changes suggested by Strategy Team be noted; (c) that the recommendations and products, as amended, be approved, and (d) that the recommendations and products be remitted to the Force for implementation.

- 60        **(44) BEST VALUE REVIEW – SHIFT ARRANGEMENTS** – The Chief Constable submitted a report that outlined the results of this review.

The Deputy Chief Constable advised that a vote would be taken by Police Officers next month on the proposed revised shift arrangements. He also advised that the potential for a Resources Manager function was being further investigated.

**Resolved** – (a) That the recommendations and Strategy Team comments be noted; (b) that the changes suggested by the Strategy Team be noted; (c) that the recommendations, as amended, be approved, and (d) that the recommendations be remitted to the Force for implementation.

- 61        **(45) BEST VALUE REVIEW – LPT OFFICER TIME SPENT IN THE**

**STATION** – The Chief Constable submitted a report that outlined the progress of this review and that the outstanding products were being subsumed by more recent Force projects.

**Resolved** – That the progress with the review be noted and the completion of the products by being subsumed by more recent projects be approved.

62 **(46) BEST VALUE REVIEW – COMMUNICATION AND MARKETING** – The Chief Constable submitted a report that outlined the progress of this review.

**Resolved** – That the progress of the review be noted.

63 **(47) CHANGE TO BEST VALUE REVIEW PROCESS** – The Chief Executive and the Chief Constable submitted a joint report that outlined the proposed change to the Best Value process and areas of review (which included roads policing, dwelling burglary and post review audit and inspection of Major Incident Teams) following discussion at the Best Value Steering Group on 5 January 2006.

The Deputy Chief Constable referred to the implementation of shorter, sharper reviews, lasting only a few weeks and focussing on performance issues. The Performance and Resources Manager referred to draft guidance from the Home Office indicating the possible removal of the requirements for Police Authorities to conduct best value reviews in future.

**Resolved** – (a) That the revised streamlined process be agreed; (b) that the suggested areas for review be agreed, and (c) that progress reports be submitted to each meeting of this Committee.