

HUMBERSIDE POLICE AUTHORITY

24 APRIL 2007

<u>PRESENT:-</u>	Councillor Stroud in the Chair
Elected Members:-	Councillors Black, Brookes, Phillips, Rudd, Tress and Uzzell.
Magistrate Members: -	Mr C Palmerley, Mr A Smith and Mr R Stuart.
Independent Members:-	Mr G Doherty, Mr J Shipley and Mr G Southern.
Officers: -	Ms S Ismail, Chief Executive, Mr J Bates, Director of Performance and Resources, Mr T Hollis, Chief Constable, Mr D Griffin, Deputy Chief Constable, Mr J Crosse, Assistant Chief Constable (OS), Mr A Leaver, Assistant Chief Constable (O), Mr G Dawson, Head of Information Services, Insp D Braysmith, Mobile Data Project Manager, Mr K Priday, ISB Programme Manager, C/Supt P Cheeseman, Strategic Change Unit Manager, D/Insp L Winward, Corporate Development, Sgt I Springett, Federation, Mr J Brown, Unison, Mr N Kingston, Assistant Chief Executive, Mr J Mabbett, Consultation and Partnership Manager and Ms S Blair, Better Times Ltd.

The Authority met at Pacific Exchange, Kingston upon Hull.

The Chairman welcomed Mr Gabriel Doherty to his first meeting of the Police Authority and wished all elected Members well in the forthcoming elections.

The Chairman thanked Cllr Phillips for his contributions to the Police Authority wished him well for the future.

In the absence of the Vice Chair, the Chief Executive and Chief Constable gave warm words of thanks to the Chairman for his contributions to the Authority and Force and wished him well in his retirement.

- 106** **DECLARATIONS OF INTEREST/OFFERS OF GIFTS OR HOSPITALITY** – The Chair reminded Members of the need to record any personal or prejudicial interest in items on the agenda and to disclose any relevant receipt or offering of gifts or hospitality.

No interests were declared or disclosures made.

- 107** **APOLOGIES** – Apologies for absence were received from Ms A Branton MBE, Councillor Brady, Councillor De Freitas and Mrs H Groves.

108 **MINUTES – Resolved** – That the minutes of the meeting of the Authority held on 20 March 2007, having been printed and circulated amongst the Members, be taken as read and correctly recorded and be signed by the Chair.

109 **UPDATE ON MINUTES** – The Director of Performance and Resources referred to minute 102 and updated Members that a response from YPI was awaited. He then referred to minute 104 and Cllr Brookes advised that correspondence seeking assistance to progress the project quickly had been passed to the Chief Executive of North East Lincolnshire Council to ensure that progress would be made.

A Member referred to minute 96 and commented on the cost of calling the 0845 number. He advised of two numbers that were published on the Force website that he had been advised were not to be accessed by the public – he queried the reason for them being on the website. The Chief Constable advised that the website would be corrected.

Resolved – That the updates be noted.

110 (73) **ACTION SCHEDULE** – Members received a rolling schedule of actions arising from previous meetings of the Authority.

Resolved – That the action schedule be noted.

111 **MINUTES** – The minutes of the meetings of the Consultation and Partnership Committee held on 6 March and Audit and Strategy Committee held on 13 March were submitted for approval.

A Member referred to Audit and Strategy Committee minute 79 and advised that it had been requested that further information on the arrangements in place for approval of costs in respect of capital projects which could be abortive if schemes to not progress to completion. The Director of Performance and Resources agreed to take this matter up with the Force.

Referring to Audit and Strategy Committee minute 73, a Member advised that the Committee had requested for the Police Authority to have sight of HANWaG's accounts. The Director of Performance and Resources agreed to action this matter.

Resolved – That the minutes of the above mentioned meetings, subject to the comments referred to above, be taken as read and correctly recorded and be signed by the Chair of the relevant Committee.

112 (74) **YORKSHIRE AND HUMBERSIDE JOINT POLICE AUTHORITIES COMMITTEE – MINUTES** – The minutes of the meeting of the Yorkshire and Humberside Joint Police Authorities Committee held on 15 February 2007 were submitted.

Resolved – That the minutes be noted.

- 113 **(75) PRESENTATION – INFORMATION FACTORY** – The Head of Information Services introduced the Mobile Data Project Manager and the ISB Programme Manager who gave Members a joint presentation on the current Data Warehouse position, the Information Factory “Vision”, Mobile Data and plans to deliver the “Vision”. The Head of Information Services advised Members that further information on this subject would be provided to the Audit and Strategy Committee on 12 June 2007. Members were also provided with a DVD containing additional information. The Chief Constable advised Members that although the options discussed within the presentation were long term and costly, they were important and significant issues when looking to deliver an effective and efficient police service. The Chief Constable advised Members that the work of Management of Policing Information (MOPI) also linked in with the Information Factory presentation and that MOPI had targets that led up to 2010.

In response to a query from a Member, the Head of Information Services advised that system compatibility was an evolving process and that CIS4 had been constructed to allow for the incorporation of national data standards to allow for the extraction and sharing of data.

A Member commented that the key to data input was the reliability of the information inputted and mentioned the importance of resilience. He stressed that the administrative side would need as much work as the technical side to ensure the process was timely and accurate. The Head of Information Service informed Members that he recognised the data quality issue and indicated that two computer suites were being used for back up. He advised Members that the Force had been nominated for an international award for the work on data quality. He also advised on the Force’s Business Continuity plans.

The Chief Constable advised Members of three associated risks with such projects, (i) Cost, (ii) Bureaucracy and (iii) Detrimental impact of police held information – the Chief Constable commented on the misunderstandings that could be made with regards to such information and said that it raised questions on liberty and human rights.

Resolved – That the presentation be noted.

- 114 **(76) HMIC PERFORMANCE IMPROVEMENT INSPECTION – STRATEGIC DIRECTION – PERSONNEL AND LEARNING AND DEVELOPMENT** – The Chief Executive and the Chief Constable submitted a joint report that sought approval for the creation of a new post at ACPO level to lead the Personnel and Training function in line with the recommendations set out by HMIC in their recent inspection of the Force.

The Chief Executive advised on the desirability of an ACPO lead on Human Resources (HR), to be filled by a HR professional.

The Chief Constable referred to paragraph 9 and advised that the cost for the first year would amount to £94,000 with the cost for the second year being £99,000. This would be funded by top slicing police pay budgets.

Resolved - (a) That the creation of a new post at ACPO level to lead the Personnel and Training and Development function be approved; (b) that the proposed funding arrangements for the post be noted; (c) that the Chief Constable be authorised to progress the recruitment process as quickly as possible and (d) that the Chair of Personnel Committee be appointed to sit on the recruitment panel.

115 **(77) HMIC PERFORMANCE IMPROVEMENT INSPECTION ACTION SCHEDULE** – The Chief Constable submitted a report that enclosed a copy of the HMIC Performance Improvement Inspection Action Plan which captured the recommendations and suggestions put forward following HMI’s visit in November and December 2006.

A Member referred to Recommendation 4 and commented that the internal mechanisms for monitoring within the Human Resources Improvement Plan were unclear and queried the Police Authority role in scrutiny oversight. The Deputy Chief Constable advised this would be done through the Personnel Committee. The Member also queried the need for the recent recruitment campaign for five Human Resources Management posts in advance of the appointment of the ACPO Human Resources post. The Deputy Chief Constable advised that in-force arrangements were discussed by the Chief Officer Group (COG). He informed Members that the creation of the five posts had been outstanding for some time and it had been agreed with the Force consultant engaged on the recruitment process.

In response to a Member’s query on the term “lean management principles”, the Deputy Chief Constable advised that this simply referred to the identification of methods to more effectively handle the custody process.

Members noted that the HMIC were now satisfied Fixed Penalty Notices were being issued effectively.

Resolved – (a) That the report be noted and (b) that further progress reports be brought to each future meeting of the Authority.

116 **(78) PROACTIVE CAPABILITY WITHIN PROFESSIONAL STANDARDS BRANCH** – The Chief Constable submitted a report that sought approval for the creation of a professional standards proactive capability with the Professional Standards Branch.

The Chief Constable advised Members that the HMIC had raised the bar nationally and proactive capability was required to deal with professional standards. The Chief Constable highlighted problems and difficulties that arose from investigations being managed internally and the challenges that officers faced when investigating staff from their own force. He now felt that he needed to react positively to the recommendations made by the HMIC in

2005. The Chief Constable confirmed that Members would continue to receive reports through the relevant Committee.

Resolved – (a) That the report be noted, and (b) that the virement and creation of a professional standards proactive capability within the Professional Standards Branch, be approved.

117 (79) WORKFORCE MODERNISATION – The Chief Constable submitted a report that provided information on the Force Workforce Modernisation (WFM) Project as a means of increasing capacity. Attached as appendices to the report were (i) the draft Business and Workforce Modernisation (BWM) Project – Project Initiation Document; (ii) Business Case – Custody Staffing, and (iii) Business Case – Additional Investigative Capacity.

The Deputy Chief Constable introduced the report and advised Members that the project was aimed at ensuring that the Force had the right workforce mix. C/Supt Cheeseman and D/Insp Winward who were leading on the Project were introduced to the meeting.

A Member sought clarity on an apparent dichotomy within the report which talked both of getting officers currently in desk jobs onto the streets yet also of a reduction overall in police officer numbers. The Deputy Chief Constable clarified that whilst overall police numbers would reduce, the recruitment of additional, unsworn staff would release more police officer time to undertake front line police officer duties.

Following a query from a Member on the proposal to employ forty-five agency investigators, the Deputy Chief Constable advised that agencies were in existence that had the capability to provide skilled and up to speed investigators.

The Director of Performance and Resources advised Members to look at the project in terms of the MTFs and that funding difficulties would be more acute if the challenge of Workforce Modernisation was not grasped. He commented that regular reports on this subject must be brought to the Police Authority. The Police Authority must ensure that savings required to balance the base budget were achieved.

The Chief Constable informed Members that Humberside Police were not working in isolation on Workforce Modernisation as it was a process that was being carried out nationally. He advised that the Force would be looking at demonstration projects and it would feature in the Joint Police Authorities Committee (JPAC) work.

The Deputy Chief Constable assured Members that the reasoning behind the employment of temporary staff was to ensure that the positions were filled as soon as possible. He hoped that the permanent staff would be in post around September/October. He went on to say that the process was about reconfiguring the organisation and changing the balance of the roles of police officers and staff. He assured Members that it would not be necessary for a

further report to be submitted in two years requesting more funds; the initial uplift was required to get the posts in place.

Resolved – (a) That the report be noted; (b) that the Director of Performance and Resources represent the Authority on the BWFM Project Board; (c) that a Member be appointed to the BWFM Project Board at the AGM; (d) That in relation to the business case for custody staffing, (i) the release of £348,001 from the WFM Earmarked Reserve be approved for year 1 costs only and (ii) a report be received in 6 months or earlier on the programme for the conversion of police officer warder posts, and (e) That in relation to the business case for additional investigative capacity, (i) the release of £2,453,818 from the WFM Earmarked Reserve in order to employ both permanently recruited police staff as well as temporary staff through an agency as part of the WFM programme for 2007/08 and 2008/09 be approved and (ii) a further report be received within the first year of the programme.

- 118** **(80) COMMITTEE STRUCTURE** – The Chief Executive submitted a report seeking approval for the Police Authority’s vision for policing, associated mission statement and revised committee structure.

The Assistant Chief Executive advised that the structure was a ‘work in progress’ and that the next steps would be to look at the Member Allowance Scheme, Terms of Reference, delegated powers, membership of Committees and the frequency of meetings. He advised that the appointment of Members to the Committees would take place at the AGM on 19 June.

The Chief Constable expressed his full support for the new Committee Structure however stated that the introduction of Thematic Panels should not add another level of bureaucracy by production of additional papers and be seen as a mechanism by which senior officers would be held to account.

A Member commented on the Mission Statement detailed in the report and it was agreed that the Statement be amended to read, “Working with Humberside Police, local people and other partners towards delivering outstanding policing to all communities”.

The Chief Executive advised Members that the Committee Structure detailed within the report was the “bare bones” and stated that as the process progressed, parts of the Structure may need revisiting. She assured Members and the Force that the change to the Structure was to ensure the work of the Authority was streamlined with that of the Force and that the aim was to reduce the levels of bureaucracy, not increase them.

Resolved – That the vision statement, mission statement and revised Committee Structure be approved taking into account the changes set out above.

- 119** **(81) NEIGHBOURHOOD POLICING** – The Chief Constable submitted a report that outlined how Humberside Police was developing neighbourhood policing and how the Force, through neighbourhood policing, would seek to increase the confidence of local people.

The Assistant Chief Constable (O) advised Members that Divisional Reports

received by the Consultation and Partnership Committee and also Project Charts detailing targets and timescales could be made available to Members at their request.

The Chairman referred to a letter of complaint he had received from a member of the public alleging that the police had not responded to complaints of anti social behaviour. The Chairman stressed that attention needed to be paid to reports of problems before situations escalated. He urged the Police to be proactive and to engage partners in the situation. The Chief Constable responded to the comments made and advised Members that the issue of Anti Social Behaviour was not a problem to be addressed solely by the Police. He accepted that a large role had to be played by the police but stressed that they could not tackle the problem alone.

The Consultation and Partnership Manager spoke on the readiness of the Force for the HMIC inspection of Neighbourhood Policing in June 2007.

A Member commented that in his experience members of the public had stopped contacting the police as they did not feel respected or valued. He went on to say that the public should not have to pay to contact the police as many were on low incomes and that Cop Shops were often sited in areas frequented by drug dealers and criminals leaving the public reluctant to attend as they feared they would be targeted. He suggested that some of these practical issues needed revisiting.

The Assistant Chief Constable (O) stated that the Force needed to ensure access to police services generally as well as access to police buildings. The Chairman commented that the public's perception was based on their contact with the police. He passed the letter he had received to the Chief Constable.

Resolved – (a) That the report be noted, and (b) that the Chief Constable be invited to provide a further report on neighbourhood policing to the Consultation and Partnership Committee on 5 June 2007, with an assessment of the readiness for the HMIC inspection of neighbourhood policing.

120 (82) ANTI SOCIAL BEHAVIOUR – NEW RESPONSIBILITIES FOR POLICE AUTHORITIES – The Chief Executive submitted, in accordance with minute 45 of the Consultation and Partnership Committee, a report that outlined the current local Anti-Social Behaviour (ASB) strategies and highlighted future proposals for scrutiny of ASB issues in line with new legislation for Police Authorities to consult with communities on Anti-Social Behaviour.

Following concerns raised by the Assistant Chief Constable (O) that the proposals would require an increase in neighbourhood police officers' time and effort to produce the additional reports, the Chief Executive assured that the information discussed within the report was already produced by the CDRPs and it was hoped this could readily be made available.

Resolved – That the report be noted.

- 121 **(83) GENDER EQUALITY SCHEME 2007-2010** – The Chief Executive submitted a report that provided details of the Humberside Police Authority Gender Equality Scheme 2007-2010 and sought approval for adoption of the scheme, a draft copy of which was attached at Appendix A to the report.

The Chief Executive reminded Members of the statutory duty on Humberside Police to produce a Gender Equality Scheme by 30 April 2007.

Resolved – (a) That the draft Gender Equality Scheme 2007-2010 be approved as the Police Authority's Gender Equality Scheme for publication; (b) that the Chief Executive be authorised in consultation with the Chair and Vice Chair of the Police Authority to produce a supporting action plan and make any necessary amendments to the scheme following consultation and (c) that the Chief Executive be authorised in consultation with the Chair and Vice Chair to approve the Force's Gender Equality Scheme, to be submitted for approval prior to 30 April 2007.

- 122 **(84) POLICE REFORM AND PROTECTIVE SERVICES** – The Chief Executive submitted a report, previously submitted to the Yorkshire and Humberside Joint Police Authorities Committee, that considered the implications for the Yorkshire and the Humber Region arising from the letter by Tony McNulty MP Minister of State dated 14 February 2007.

Resolved – (a) That the report be noted; (b) that the Chief Constable outline to the Police Authority the implications of the issues raised in the Minister's letter and report on the Force approach to the work as outlined in paragraph 3 of the report to the Regional Chief Constables meeting on 16 March 2007 and (c) that the Chief Constable submit to the next Police Authority meeting a proposed response to the letter from Tony McNulty dated 14 February 2007.

- 123 **(85) SECONDMENT** – The Chief Constable submitted a report that requested consideration of an application for the secondment of Police Sergeant PL to the Police Information and Technology Organisation (PITO) to be extended by a further 1 year and 3 months.

Resolved – That the application for extension be approved.

- 124 **(86) OVERSEAS DEPLOYMENTS** – The Chief Constable submitted a report that provided clarity on the issues of officers being deployed overseas and outlined the current protocols and guidance which should be followed when seconding officers overseas.

Members were advised that a further document relating to this report would be circulated following the meeting.

Resolved – (a) That the protocols and processes employed when considering overseas deployment be noted and (b) that the approval of overseas deployments vesting in the Authority, be noted.

- 125 (87) **DECISION RECORD** – A copy of Chief Constable Decision Record 1203 was submitted for information.

Resolved – That Decision Record 1203 be noted.

- 126 **EXCLUSION OF PRESS AND PUBLIC** – **Resolved** - That in accordance with the provisions of Section 100 (A) (4) of the Local Government Act 1972 the public (including the press) be excluded from the meeting for the following items of business, minutes 127 to 129, on the grounds that they involve the likely disclosure of exempt information as defined in paragraphs 3, 5 and 7 of Part 1 of Schedule 12A of the Local Government Act 1972.

- 127 (88) **PROVISION OF CATERING SERVICE** – The Chief Constable submitted a report that outlined the current position regarding the catering service provision within the Force and outlined the basis for the successor arrangement.

Resolved – That the report be noted and a further report be submitted 6 months into the new operation to review progress and prospects for future service provision.

- 128 (89) **GOVERNANCE OF COUNTER TERRORISM – LOCAL OVERSIGHT** – The Chief Executive submitted a report, previously submitted to the Yorkshire and Humberside Joint Police Authorities Committee that detailed the latest proposals in respect of Police Authority oversight of counter-terrorism activity.

Resolved – (a) That the report be noted and (b) that further reports be received when appropriate.

- 129 (90) **INTERIM REPORT SERIOUS AND ORGANISED CRIME – IMPLICATIONS FOR HUMBERSIDE** – The Chief Executive and the Chief Constable submitted a joint report that outlined the progress made on the progress of the 42 recommendations identified by the Regional Chief Constables' Group (RCCG).

Resolved – (a) That the report and the implications for the Humberside Force be noted; (b) that the Chief Constable be asked to progress activity in relation to the 'zero cost' activities; (c) that the Chief Constable be asked to report on the budgetary implications in 2008/09 and later years in relation to our contribution to Operation Reflex, and (d) that further reports be submitted as the project progresses.

The Chairman closed the meeting by thanking Members for their kindness and friendship and added that he hoped he had helped to provide stability to the Force and Authority.