

**HUMBERSIDE POLICE AUTHORITY**

**PERFORMANCE COMMITTEE**

**31 JULY 2007**

- PRESENT:-** Mr Southern in the Chair
- Elected Members:-** Councillors De Freitas, Rudd and Uzzell
- Independent Members:-** Mr Doherty and Mr Shipley
- Officers:-** Mr D Griffin, Deputy Chief Constable, C/Supt Paul Cheeseman, Head of Strategic Change Team, C/Supt Paul Davison, Corporate Development Branch Head, C/Insp Mark Johansson, Performance Development, Mr John Ford, Assessment and Review, Mr David Bedford, Corporate Development, Ms Louise Griffiths, Performance Development, Mr P Wainwright, Performance and Resources Manager and Mr R Gray, Performance and Resources Officer

The Committee met at Pacific Exchange, Kingston upon Hull.

- 1 **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.
- 2 **APOLOGIES** – Apologies for absence were received from Mrs Groves.
- 3 **MINUTES** – **Resolved** – That the minutes of the meeting of this Committee held on 1 May 2007, having been printed and circulated amongst the Members, be taken as read and correctly recorded and be signed by the Chair.
- 4 **UPDATE ON THE MINUTES** – Members were advised that the term “Futures Group” referred to at minute 73 was the old term for the Chair’s Strategy Group.  
  
**Resolved** – That the update be noted.
- 5 (1) **ACTION SCHEDULE** – Members received a rolling schedule of actions

arising from previous meetings of the Authority.

Following a Member's request for an update on shift arrangements, the Head of Strategic Change Team advised that all shifts had been implemented and that effectiveness would be measured by activity analysis. He commented that an increase in both productivity and efficiency had been noted and that early indications showed that the new shift system was allowing resources to be distributed more effectively.

**Resolved** – That the action schedule and update be noted.

- 6 **(2) FORCE CORPORATE PLANNING** – The Chief Constable submitted a report that informed Members of issues raised by HMIC around corporate planning, the structure being implemented in force around corporate development and the long term Force plan.

The Head of Strategic Change Team and Corporate Development Branch Head gave presentations on the items within the report.

A Member expressed elected Members' concern at police officer numbers being reduced in line with Workforce Modernisation. The Head of Strategic Change Team explained that the concept of Workforce Modernisation was to ensure that tasks were distributed effectively; employing staff to complete administrative roles previously carried out by police officers would enable officers to spend more time on patrol and making arrests. The Head of Strategic Change Team assured Members that the Force would be watchful of police numbers throughout the process to ensure that the number of warranted police officers would not drop below a certain level. The Deputy Chief Constable added that the ambition of Humberside Police was to expand its overall establishment, perhaps by 10%. He explained that the makeup of the Force would include fewer police officers than the present time but that they would be better placed. He went on to say that there would be no other way to achieve the Force's ambition of good performance and good service and assured that Workforce Modernisation was not about taking away resources.

The Head of Strategic Change Team advised Members that the Corporate Plan was flexible and may have to change prior to 2010 to allow unforeseen circumstances, such as Counter Terrorism, to be factored in as necessary.

In response to a Member's query on the time the Force had taken to implement Workforce Modernisation, the Head of Strategic Change Team informed Members that the Force had initially looked at Workforce Modernisation in December 2006 when the Surrey model had been viewed. He advised that time had been needed for the Force to complete a process mapping exercise and to work on job specifications and recruitment.

Workforce Modernisation had commenced February/March 2007 and it was hoped that A Division would be set up by April 2008. He concluded that to complete this work in a year would be a considerable achievement.

Following a query from a Member on whether there would be an increase in visible front line policing; the Head of Strategic Change Team advised that the challenge would be to ensure warranted police officers were placed where they were needed. He added the importance of the Force and Authority working jointly to develop the three year Strategy Plan and to promote a message of reassurance to the public.

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

- 7 **(3) BUSINESS CHANGE PROGRAMME** – The Chief Constable submitted a report that updated Members on the progress with the Programme of Force Projects.

**Resolved** – (a) That the progress of the three legacy projects be noted; (b) that the development of the new programme of work be noted; (c) that an update on each of the projects within the programme of work be received at the next meeting of this Committee with further updates being submitted as appropriate.

- 8 **(4) PERFORMANCE AGAINST THE POLICING PLAN 2007/08** – The Chief Constable submitted a report that set out the achievements of Humberside Police in meeting the objectives set out in the Policing Plan 2007/08. The report compared data for the period April – June 2007/08 with April - June 2006/07.

Members commented on the number of data points shown within the charts for projections and suggested that fewer points be shown to simplify the charts for Members. It was agreed however that as the reduction in data points may skew the figures, an alternative option would be to attempt to produce future charts in colour.

The Deputy Chief Constable commented on the improvements made within performance adding that the Force would look into Citizen Focus to investigate issues including the reasoning behind why only 38% of people believed the police did a good job.

**Resolved** – (a) That the report be noted, and (b) that reports on actions being taken on exceptional items be received at the next full Police Authority meeting.

- 9 **(5) PRESENTATION – CRIME COMPARISONS 2006/07** – The Corporate Development Research Officer provided Members with a presentation that

compared Humberside's performance to Most Similar Forces for the March to May 2007 compared to the same period in 2006.

The presentation concluded that Humberside had made good progress in reducing crime numbers and that Humberside had started to move up the Most Similar Force (MSF) rankings for several crime types.

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

- 10 **(6) FORCE PERFORMANCE MEETINGS** – The Chief Executive submitted a report that set out the changes made to Authority involvement in Force performance meetings as agreed at the Police Authority AGM and updated Members on key issues from the meetings from the perspective of Police Authority attendees.

The Performance and Resources Manager commended the speed at which issues were being actioned as a result of performance meetings.

**Resolved** – (a) That a report be submitted to the next meeting of this Committee covering the 12 month audit regime developed by the Crime Audit and Inspection Team and, (b) that further updates be received as required at the next meeting of this Committee.

- 11 **(7) CURRENT ARRANGEMENTS FOR CUSTODY** – The Chief Constable submitted a report that sought to update Members on the current custody arrangements for 'C' and 'D' Division following the closure of Priory Road Custody Suite on Monday 25 June 2007.

The Deputy Chief Constable confirmed that a decision had been made to install temporary facilities at Queens Gardens and would be in place over the next few days.

The Deputy Chief Constable updated Members that at this time performance had not been affected by the floods.

The Corporate Development Branch Head referred to paragraph 8 of the report and advised that a further report, "Performance and Custody Arrangements after the closure of Priory Road Custody Suite" had been produced since the circulation of the Committee papers and provided Members with a copy of the report.

**Resolved** – (a) That the report be noted and (b) that an update be provided to this Committee in due course to assess whether the temporary changes made within the custody arrangements should become more permanent.

- 12 **(8) NATIONAL UPDATE** – The Chief Executive submitted a report that

updated Members on a number of national issues in respect of performance information, including (i) changes to Public Service Agreements (PSAs), (ii) details of Her Majesty's Inspectorate of Constabulary (HMIC) inspection activity in the next six months, (iii) development of the Assessment of Policing and Community Safety (APACS) framework by the Home Office, and (iv) Benchmarking Review by the Police and Crime Standards Directorate (PCSD).

A Member referred to paragraph 21 and commented on the confusion that may arise between the role of the Police Authority and the role of CDRPs. He added that tensions may be created with regards to who would set targets. The Chair responded that it would be a matter of debate as to how this would be managed. The Performance and Resources Manager stated that the APACS and benchmarking meetings held at a national level were rarely attended by central local government representatives and queried how this could work locally if it was not seen as important at a national level.

**Resolved** – (a) That the report be noted; (b) that any relevant aspects of the Safer Communities PSA and APACS framework be forwarded to the Communities and Partnerships Committee, and (c) that updates be submitted to this Committee as required.

- 13 **(9) DEVELOPMENT OF THE NATIONAL POLICING IMPROVEMENT AGENCY (NPIA)** – The Chief Executive submitted a report that updated Members on the development of the National Policing Improvement Agency.

The Deputy Chief Constable expressed his disappointment that there were still three agencies – the NPIA, the Inspectorate (HMIC) and the PCSD, commenting that he had hoped for a more streamlined result.

**Resolved** – (a) That a report be submitted to the next meeting of this Committee detailing the support being provided to the NPIA by Humberside Police and, (b) that an update be provided in six months on the latest issues covered by the NPIA.

- 14 **(10) EFFICIENCY PLANS 2006/07 AND 2007/08** - The Chief Constable submitted a report that sought to update Members on the progress with the Force Efficiency Plans for 2006/07 and 2007/08.

The Chair questioned how cashable savings were being invested and requested a report to identify the use of cashable savings.

**Resolved** – That the progress of the 2006/07 and 2007/08 Efficiency Plans be noted.

- 15 **(11) POLICE DATA QUALITY** - The Chief Executive submitted a report that

informed Members of the review of Police Data Quality undertaken by the Audit Commission between October 2006 and March 2007 and highlighted key conclusions from the audit and the issues identified.

The Lead Member for Data Quality requested that he not be restricted to compliance but also to have the capacity to look into corporate data quality and data sharing; this request was granted.

**Resolved** – (a) That a report be received at the next meeting of this Committee outlining the Force commitment to data quality; (b) that progress on the recommendations within the Data Quality Report 2006/07 be monitored; (c) that the Audit Commission recommendations in respect of victim satisfaction issues be received at the Communities and Partnerships Committee, and (d) that a report be submitted to the next meeting of this Committee in respect of progress.

- 16 **(12) NATIONAL STANDARD FOR INCIDENT RECORDING (NSIR): UPDATE REPORT** - The Chief Executive and Chief Constable submitted a joint report that updated Members on developments both nationally and locally in respect of the National Standard for Incident Recording (NSIR).

The Deputy Chief Constable explained that the report submitted was similar to the report that had been submitted to a previous meeting and explained the need for firm management techniques to be introduced to ensure correct qualifier codes were used by all staff. He assured Members that changes would be made prior to the submission of another NSIR Update Report.

**Resolved** – (a) That the report and the issues raised be noted; (b) that a report be submitted to the next meeting of this Committee outlining how the issues raised in the report have been rectified; (c) that a report be submitted to the next meeting of this Committee outlining how NSIR data is used within the Force, and (d) that regular progress reports continue to be submitted.