

**HUMBERSIDE POLICE AUTHORITY**

**PERFORMANCE COMMITTEE**

**29 JULY 2008**

- PRESENT:-** Mr Southern in the Chair
- Elected Members:-** Councillors Rudd and Uzzell
- Independent Members:-** Mrs Groves and Mr Shipley
- Officers:-** Mr K Sharp, Chief Executive Designate, Mr P Wainwright, Performance and Resources Manager, Mr S Donald, Assistant Chief Constable (Operations), Mr N Kingston, Assistant Chief Executive, Superintendent M Johansson, Ms E Ahern, Strategic Change and Planning Manager, Mr D Porter, Performance Development Unit 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 submitted on behalf of Councillor De Freitas and Mr Doherty.
- 3 **MINUTES** – **Resolved** – That the minutes of the meeting of this Committee held on 29 April 2008, 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** – There were no updates to report.
- 5 (1) **ACTION SCHEDULE** – Members received a rolling schedule of actions arising from previous meetings of the Authority.  
  
**Resolved** – That the action schedule be noted.
- 6 (2) **PRESENTATION – BANDING ANALYSIS** – The Performance and

Resources Manager provided Members with a presentation that reviewed the Force's performance data for the 2007/08 period and advised as to how the information may be interpreted by the Home Office within their October assessment.

Following a discussion on the disparity of data from the British Crime Survey and the Victim Satisfaction survey, the Assistant Chief Constable (O) advised that Chief Superintendent Geenty was scheduled to visit those responsible for the British Crime Survey to identify (i) how people are identified; (ii) the equitable use of postcodes; (iii) how targets are created and (iv) how other Forces compare to us.

The Chair suggested that a report be submitted to this Committee following the visit to the British Crime Survey team to highlight the findings and advise what actions would be taken as a result of them. The Assistant Chief Constable (O) advised that he would submit a report to the next meeting of this Committee to inform of the current activities and work being conducted to address the issues highlighted within the British Crime Survey and to provide information on how the data was collected.

**Resolved** – (a) That the presentation be noted, and (b) that a report be submitted to the next meeting of this Committee to inform of the current activities and work being conducted to address the issues highlighted within the British Crime Survey and to provide information on how the data was collected.

- 7 **(3) PRESENTATION – APACS** – Superintendent Johansson gave a presentation on the progress that had been made with APACS (Assessments of Policing and Community Safety) and the scheduled changes that were to take place. Members were provided with an overview of the Performance Indicators and Key Diagnostic Indicators used within APACS and were informed as to how the indicators were to be measured, the data sources that were to be used and the bodies to be held accountable for them.

Members were advised in response to a query that the performance and accountability throughout the year for those indicators not controlled by the Force would be reported to the Communities and Partnerships Committee however the Chief Executive Designate advised that a review was to be undertaken in Autumn to highlight any issues and to analyse the support being provided to the Force by its partners.

The Performance and Resources Manager presented a report that gave an update on the progress of the APACS (Assessments of Policing and Community Safety) framework. The Performance and Resources Manager advised that the indicator “percentage of the public who think the police in their area are doing a good job” had initially been dropped but had

subsequently been reintroduced on 31 March 2008. Members agreed that a target be set with an aim to meet the MSF average over a three year period, namely 41% current year, 44% year two and 47% year 3, but noted that these targets may require adjustment should the MSF average increase.

**Resolved** – (a) That the presentation and report be noted; (b) that the target for ‘percentage of the public who think the police in their area are doing a good job’ be set at 41% current year, 44% year two and 47% year 3 with a note that these targets may require adjustment should the MSF average increase; and (c) that a further update be submitted to the next meeting of this Committee.

- 8** **(4) PERFORMANCE AGAINST THE POLICING PLAN 2008/09** – The Chief Constable submitted a report that set out the achievements of Humberside Police in meeting the objectives set out in the Policing Plan 2008/09 up to the end of the first quarter of the reporting year (April – June).

The Assistant Chief Constable (O) informed Members that a lot of work had been undertaken in relation to LPI 6a and the “number of anti-social behaviour incidents” and advised that a report would be submitted to the next meeting of the Committee to provide a more detailed briefing of this work.

A discussion took place in relation to the recruitment of staff from ethnic minorities and how performance in this area could be improved. The Chair advised that this matter was being actively considered by the Human Resources Committee.

**Resolved** – (a) That the report be noted; and (b) that a report be submitted to the next meeting of this Committee to provide further information on the work being conducted for PI LPI 6a, the “number of anti-social behaviour incidents”.

- 9** **(5) STRATEGIC CHANGE PROGRAMME** – The Chief Constable submitted a report that updated Members on the progress with the programme of Force Projects.

The Strategic Change and Planning Manager advised that she would liaise with the Chair of the Committee and the Performance and Resources Manager to ensure that future reports of this nature contained all of the information that the Committee required.

In response to a Member’s query on the poor quality of records referred to at paragraph 23, the Assistant Chief Constable (O) assured that this matter was a priority within the Force and advised that Superintendent Summer was conducting a review of the work undertaken to date, ensuring that the operational difficulties experienced with CIS4 were being effectively

managed. The Assistant Chief Constable (O) went on to advise that it was hoped that the work would be conducted by the end of the year. Superintendent Summer would produce a paper reporting his findings and this would be brought to a future meeting of the Performance Committee.

**Resolved** – (a) That the report be noted; and (b) that the findings of the review being undertaken to assess the operational difficulties with CIS4 and the poor quality of records that had resulted from this be submitted to a future meeting of this Committee.

- 10 **(6) PEGASUS UPDATE** - The Director of Performance and Resources submitted a report that updated Members on the issues being discussed and actioned by the Operation Pegasus Group.

**Resolved** – (a) That the report be noted, and (b) that a further update be received at the next meeting of this Committee.

- 11 **(7) PERFORMANCE CHALLENGE MEETINGS: UPDATE REPORT** – The Director of Performance and Resources submitted a report that gave an update on issues raised at the Deputy Chief Constable’s Monthly Performance Meeting and the Divisional Challenge meetings in the past 6 months.

The Performance and Resources Manager advised that a review of officer/Member attendance at these meetings was to be undertaken. The Assistant Chief Constable (O) stressed the importance of officer/Member attendance stating that the Divisions found the representation of the Police Authority both supportive and appropriate.

A Member commented on the lack of commonality between the Divisions of main issues covered at meetings; following a discussion the Assistant Chief Constable (O) agreed to look at the agendas for the meetings however advised that any changes would be to set ‘minimums’ within the agenda stressing the importance of local variation.

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

- 12 **(8) BASELINE REVIEW OF THE NATIONAL STANDARD FOR INCIDENT RECORDING (NSIR)** – The Director of Performance and Resources submitted a report that highlighted this report that had been published by the National Policing Improvement Agency (NPIA).

**Resolved** – (a) That the recommendations in the report relating to Police Authorities be noted; (b) that details of the APA guidance be received when finalised, and (c) that a report be submitted to the next meeting of this Committee identifying what the Force is doing to meet these

recommendations.

- 13** (9) **HMIC UPDATE** - The Director of Performance and Resources submitted a report that informed of the inspection programme by Her Majesty's Inspectorate of Constabulary (HMIC).

The Performance and Resources Manager advised that the dates for the inspection programme may alter slightly due to the changes brought in by the Green Paper.

Following a query from a Member, the Assistant Chief Executive advised that although Humberside had taken part in the pilot for the introduction of the Self Assessment Framework, it would not be used within the pilots for the actual inspections; he advised that he would discuss the possibility of Humberside's inclusion with the Chief Executive Designate following the meeting.

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

- 14** (10) **FORCE CORPORATE PLANNING UPDATE** – The Chief Constable submitted a report that sought to update Members on progress with the Corporate Plan for 2008.

The Strategic Change and Planning Manager advised that a timeline was being compiled to allow the divisional and strategic objectives to be clearly set out ensuring that all plans were aligned as effectively as possible. The Strategic Change and Planning Manager advised that this document would be submitted to the Chief Officer Group the following week and would be brought to the next meeting of this Committee.

**Resolved** – (a) That the report be noted; (b) that details on the timeline being compiled to set out the divisional and strategic objectives be submitted to the next meeting of this Committee.

- 15** (11) **EFFICIENCY PLAN UPDATE** - The Chief Constable submitted a report that updated Members on the progress with the Force Efficiency Plan for 2007/08 and the Efficiency and Productivity Plan 2008/2011.

**Resolved** – (a) That the outcome of the 2007/08 Efficiency Plan be noted, and (b) that the progress of the Efficiency and Productivity Plan 2008-11 be noted.

- 16** (12) **RE-AUDIT OF BEST VALUE REVIEW OF SHIFT ARRANGEMENTS** – The Chief Constable submitted a report that updated on the re-audit of the Best Value Review of shift arrangements.

Members were provided with a copy of a presentation entitled “Matching Resources to Demand” that had been received at the Deputy Chief Constable’s Performance Conference.

The Assistant Chief Constable (O) advised that the six remaining recommendations within the report had been considered the previous week.

Referring to the presentation that had been circulated, the Assistant Chief Constable (O) commented how it outlined the success in D Division following work to more closely align resources to demand. He advised that work was ongoing in the other three Divisions to take advantage of the work conducted.

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

- 17      **(13) LOCAL CRIME INFORMATION** – The Chief Constable submitted a report that updated on the progress of the provision of local crime information by the Force.

The Assistant Chief Constable (O) introduced the report and advised that a further report would be submitted to a future meeting.

**Resolved** – (a) That the report be noted; (b) that a further report be provided to a future meeting of this Committee.