

HUMBERSIDE POLICE AUTHORITY

23 SEPTEMBER 2008

- PRESENT:-** Ms Branton MBE in the Chair
- Elected Members:-** Councillors Black, Brookes, De Freitas, Hull, Matthews, Parsons, Rudd and Uzzell.
- Magistrate Members: -** Mr Palmerley and Mr Smith.
- Independent Members:-** Mr Doherty, Mrs Groves, Mr Shipley and Mr Southern.
- Officers: -** Mr J Bates, Director of Performance and Resources, Mr T Hollis, Chief Constable, Mr P Goatley, Assistant Chief Officer (Support), Mr S Donald, Assistant Chief Constable (O), Mr N Kingston, Assistant Chief Executive, Mr P Wainwright, Performance and Resources Manager, Mr J Mabbett, Consultation and Partnership Manager, Mr I Watson, Assistant Chief Officer (Human Resources), Mr A Stojkovic, Ms C Elsworthy, DCI P Davies, Mr D Rawding, Mr G Krawiec, Ms S Blair, Better Times Ltd and Mr S Richardson, Police Federation.

The Authority met at Pacific Exchange, Kingston upon Hull.

WELCOME – The Chair referred to the recent recruitment round for Independent Members and welcomed Mrs Taylor MBE who would take up her position from 1 October 2008. The Chair also congratulated Mr Palmerley JP and Mr Smith JP on their re-appointment to the Authority.

The Chair also welcomed Mr Krawiec who had undertaken some work on the Policing Green Paper on behalf of the Authority to the meeting.

- 24 **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.

There were no declarations or disclosures made.

- 25 **APOLOGIES** – Apologies for absence were submitted on behalf of Councillor Jawaid MBE.

- 26 **MINUTES** – **Resolved** – That the minutes of the meetings of the Authority held on 17 and 30 June 2008, having been printed and circulated amongst

the Members, be taken as read and correctly recorded and be signed by the Chair.

27 **UPDATE ON MINUTES** – The Director of Performance and Resources referred to minute 10 regarding the appointment of Members to Committees and advised that the Member attendance criteria would be reviewed following the amendments made to the meeting frequency of some of the Committees.

He referred to minute 11 regarding appointments to Force Boards and advised that officer attendance was currently being reviewed and would be reported back to Members. In relation to Member representation on external organisations he reported that the first meeting of the LGYH, that the Authority would be represented at, would be 25 September. This meeting was to cover the Policing Green Paper and Councillor Parsons would be attending as the Police Authority representative. Mark Burns-Williamson would be representing the Region on this Group.

As the Lead Member for Every Child Matters, Mrs Groves had been offered a place on the North Lincolnshire Children’s Trust Board and approval from the Authority was sought in order to accept this place.

In relation to minute 14, the revised APA structure, he advised that work was underway with colleagues in the Region regarding the Policy Networks. The first meeting of national APA groups was awaited.

He advised that since the noting of Decision Record 1225 regarding a Study Tour to Cork, the date of the Study Tour had been postponed and consequently the delegates had changed, all other details remained unaffected.

He referred to minute 23 regarding the Annual Governance Statement and advised that he had received an Annual Governance Report from the District Auditor who intended to issue a clean audit opinion. A report would be submitted to the Finance Committee on 30 September along with details of any changes to the Annual Accounts.

Resolved – (a) That the updates be noted, and (b) that the offer of a place for Mrs Groves on the North Lincolnshire Children’s Trust Board be accepted.

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

The Director of Performance and Resources referred to minute 109 regarding sponsorship and advised that, following discussions in the Region, a report would be submitted to the December meeting of the Finance Committee on changes to Financial Regulations, which would include the issue of sponsorship and interim guidance issued by the APA on income generation.

He referred to minute 91 regarding allocations from the Partnership Reserve and advised that bids had been received from Divisions and the Finance

Committee would be considering arrangements for allocations at their next meeting.

Resolved – That the action schedule and the updates be noted.

- 29** **MINUTES** – The minutes of the meetings of the Communities and Partnerships Committee held on 3 June, Finance Committee held on 10 June, Protective Services Committee held on 8 July, Human Resources Committee held on 15 July, Finance Committee held on 22 July, Performance Committee held on 29 July, Selection Panel for the Appointment of Independent Members held on 7 and 19 August, Independent Member Appointments Panel held on 3 September and Standards Committee held on 11 February were submitted for information. The minutes of the meetings of the Yorkshire and Humberside Joint Police Authorities Committee held on 21 May and 31 July were also submitted.

The Director of Performance and Resources referred to minute 57 of the Communities and Partnerships minutes and advised that a survey had been undertaken by MRUK and proposals would be drawn up regarding how to disseminate the results.

The Chair referred to minute 4 of the Protective Services Committee and advised that a request from Hull CVS for CRB checks for volunteers had been passed to the Force.

In relation to minute 13 of the Performance Committee, the Director of Performance and Resources informed that Mark Burns-Williamson from West Yorkshire had been involved in national discussions with the Audit Commission and West Yorkshire would be a pilot in the inspection of Police Authorities.

Referring to the minutes of the Yorkshire and Humberside Joint Police Authorities Committee, the Director of Performance and Resources indicated that the Strategic Roads Policing Project had been launched in West Yorkshire and would be rolled out across the Region.

Resolved – That the minutes of the above mentioned meetings be received and noted.

- 30** **(16) PRESENTATION – POLICING GREEN PAPER** – The Performance and Resources Manager and Mr G Krawiec gave a presentation on the recently published Policing Green Paper. Contained within the presentation were a set of recommendations for Members to consider as a potential response to the consultation on the Paper.

Members expressed concerns regarding (i) the lack of information regarding the proposal for Crime and Policing Representatives; (ii) the need to feed in the proposals regarding leadership/development/deployment etc to the Business and Workforce Modernisation Board and the Human Resources Committee; (iii) proposals for a national IT system; (iv) the relationship

between local authorities and police authorities and the need to reflect this in the proposed recommendation 3 set out in the presentation; (v) the resource implications of the proposals; (vi) the need for consideration to be given to other agencies working within the Criminal Justice System and the impact that they had on public confidence, and (vii) the potential impact on diversity that the introduction of Crime and Policing Representatives could have. A Member further suggested that, because of the timescale for consultation, a panel of Members be appointed to consider the Authority's response.

The Chief Constable indicated that the Green Paper contained significant constitutional issues. The Police welcomed some parts of the Green Paper, however, he felt that the current tri-partite arrangement worked well and the independence of the position of Chief Constable was supported and there were therefore concerns regarding any change to this arrangement. The national landscape was confused and unclear and there needed to be a long term vision for policing. He expressed reservations regarding the speed with which the proposals could be implemented and the potential disruption to the partnership working that was currently developing.

The Director of Performance and Resources commented on the issue public confidence and suggested that this should be the subject of a special joint Thematic Panel for Communities and Partnerships and Performance Committees. If agreed, the event would be available for all Members and he urged them to attend.

A Member queried how a regional response could be submitted if the 4 Police Authorities in the region had different viewpoints. The Director of Performance and Resources advised that the 4 Chief Executives would consider the 4 planned responses and only those issues that were agreed by all 4 Police Authorities would be contained in the regional response. Individual Authorities would then submit their own representations.

The Chair thanked the Performance and Resources Manager and Mr Krawiec for their work in considering the Green Paper.

Resolved - (a) That the increased role of the Police Authority be welcomed but further clarification be required within a clearer vision of policing for the future; (b) that the emphasis on Neighbourhood Policing be welcomed but concerns around localism over-dominating key strategic priorities be highlighted; (c) that the introduction of Crime and Policing Representatives be opposed due to the possible negative effect on the improving local partnership working and the confusion around accountabilities at particular localities; (d) that serious concern be expressed around the diminution of local authority representation on the Police Authority and the silo effect this could have on community and partnership working; (e) that clarification be required about the position of CDRPs and who they are accountable to, particularly in respect of the resource implications and secretariat support; (f) that whilst the Police Authority recognises the need to raise public confidence, there is concern around the failure of the Green Paper to reflect the wider aspects of the Criminal Justice System as a whole; (g) that the

Chief Executive, in consultation with the Chair, be authorised to finalise the Authority's response to the Green Paper; (h) that only those points that are agreed by all 4 Police Authorities in the area be included in the regional response; (h) that the Chairs Strategy Group be utilised to consider the issues contained in the Green Paper further, and (i) that a special joint Thematic Panel between the Performance and Communities and Partnerships Committees, with contributions from both the Force and the Authority, be arranged to consider public confidence and attempt to improve this.

- 31 (17) **BUSINESS AND WORKFORCE MODERNISATION** – The Chief Constable submitted a report that outlined (i) progress regarding the 5 year workforce plan, staff movements and the forecast for 2008/09; (ii) progress regarding the BWFM project to date, and (iii) sought approval for the D Division business case.

Ms Elsworthy and DCI Davies gave a presentation outlining in detail the business case for the release of funds for D Division.

Members commented that the return from the BWFM project was lower than had been predicted, it was starting later than predicted and would take longer, however, they were pleased that the review had been undertaken and a clearer picture had been established. They referred to the need for the public to be able to see the benefits of the project and for issues regarding inter-agency working to be considered. Reference was also made to diversity issues and the need to have a more representative workforce and the Chief Constable commented that Home Office figures relating to diversity in the workforce were based on police officers alone. In response to concerns raised regarding highly trained staff leaving the Force, Mr Stojkovic advised that clear career pathways were being developed for police staff so that they would not need to leave the organisation in order to progress their careers.

The Director of Performance and Resources referred to the significant changes in the predicted savings both in terms of quantum and timing. He advised that the initial predictions had only been included in the MTFs on an indicative basis. The impact of the reductions in the potential level of savings and timings would be incorporated into the MTFs when it was refreshed as part of the budget process for 2009/10.

Members thanked the Project Team for their work.

Resolved – (a) That the workforce planning methods, the assumptions and caveats set out in the report be noted; (b) that the amendments to the forecasted cost savings for BWFM as currently configured be noted; (c) that regular updates on the BWFM project and review of the 5 year workforce plan be received at meetings of the Human Resources Committee, and (d) that the D Division business case be agreed and £1,288,670 be drawn down from the Performance Improvement Reserve as detailed in Appendix 3 to the report.

- 32 **(18) CITIZEN FOCUS PROJECT** – The Chief Constable submitted a report concerning the progress of the Force in implementing the Citizen Focus Project.

A Member referred to the pilot scheme which offered a bespoke service to victims of unallocated crimes which had run in B Division for one month and indicated that he hoped it would be possible to roll this out to other Divisions.

Resolved – That the report be noted.

- 33 **(19) HUMBERSIDE POLICE AUTHORITY CORPORATE PLAN** – In accordance with minute 18 of the Human Resources Committee, the Director of Performance and Resources submitted a report that enclosed a copy of the Humberside Police Authority Corporate Plan for 2008/09. The report had been referred to the Police Authority with a suggestion that, in addition to lead officers and Committees, Lead Members be identified against the actions.

Resolved – (a) That the Plan be noted, and (b) that the suggestion for Lead Members be developed.

- 34 **(20) INDEPENDENT MEMBER APPOINTMENTS** – The Director of Performance and Resources submitted a report that sought approval to the recommendations of the Appointments Panel with regards to the 3 Independent Members to be appointed to the Police Authority and minor changes to Committee composition.

A Member thanked the Secretariat Staff for the efficient running of the recruitment process. A Member queried how many applicants there had been from the South Bank and the Assistant Chief Executive advised that roughly one third of applicants came from the South Bank. A detailed breakdown of the applicants would be submitted to the next Human Resources Committee.

Resolved – (a) That the appointment as Independent Members of the Police Authority for a period of 4½ years of Clive Palmerley JP, Andrew Smith JP and Ros Taylor MBE be approved, and (b) that the changes to Member representation on the Police Authority Committees, as outlined in paragraph 6 of the report, be approved.

- 35 **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 36 to 38, on the grounds that they may involve the likely disclosure of exempt information as defined in paragraph 1 of Part 1 of Schedule 12A of the Local Government Act 1972.

- 36 **(21) FINANCIAL SUPPORT FOR OFFICERS** – The Director of Performance and Resources submitted a report that provided an update on the 4 separate

requests for financial assistance for police officers in connection with legal proceedings as detailed to the Police Authority on 18 March 2008 (minute 108 (07/08) refers). The report informed Members on the work undertaken to progress the development of a protocol to cover the process of making requests in the future and submitted details of one of the applications, which had reached the appropriate stage, for a decision whether or not to provide support.

The Police Federation were discussing the protocol with colleagues at national level. It was hoped that local arrangements could be put in place quickly if national agreements should take time to be implemented.

With the agreement of the Chair, Mr S Richardson of the Federation, addressed the Authority in relation to the case submitted for a decision.

Members commented on the wording set out in the protocol regarding claims and requested clarification of the point regarding the use of their discretionary powers in deciding whether or not to provide support.

Resolved – (a) That the current position in connection with the requests for financial assistance in the 3 outstanding cases be noted; (b) that a further update on these cases be submitted to the next meeting of the Authority; (c) that the action that is being taken to try to secure local agreement to the implementation of a protocol in connection with future requests for financial support be noted, and (d) that, in relation to the request submitted to Members for a decision, further clarification be sought regarding their discretionary powers.

- 37** **(22) DECISION RECORDS 1228 AND 1229** – Copies of Decision Records 1228 and 1229 were submitted for information.

The Chair advised that Decision Record 1229 was now withdrawn.

Resolved – That Decision Record 1228 be noted.

- 38** **(23) OVERSEAS VISIT** – The Chief Constable submitted a report that sought approval for an officer to visit Australia for a two week period during October, at no cost to the Authority, on behalf of the Home Office.

Resolved – That the visit be approved