

HUMBERSIDE POLICE AUTHORITY

23 MARCH 2010

<u>PRESENT:-</u>	Ms A Branton MBE, in the Chair.
Elected Members:-	Councillors Beasant, Black, Bunyan, Hull, Jawaid MBE, Matthews, Parsons, Rudd and Uzzell.
Independent Members:-	Mrs H Groves, Mr C Palmerley JP, Mr J Shipley, Mr A Smith JP, Mr G Southern and Mrs R Taylor MBE.
Officers: -	Mr K Sharp, Chief Executive, Mr J Bates, Deputy Chief Executive and Treasurer, Mr T Hollis, Chief Constable, Mr D Griffin, Deputy Chief Constable, Mr P Goatley, Assistant Chief Officer (Support), Mr S Donald, Assistant Chief Constable (OS), Mr I Watson, Assistant Chief Officer (Human Resources), Mr A Leaver, Assistant Chief Constable (O), Mr P Wainwright, Strategic Development Manager (Corporate Business), and Mr D Porter, Principal Research Officer.

The Authority met at Pacific Exchange, Kingston upon Hull.

WELCOME – The Chair welcomed the three new Independent Member candidates who were attending the meeting as observers and Mr Leeming from the Inspection Team. She also congratulated Mr Southern on his success, in seeking re-appointment for a second term as an Independent Member.

63 **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.

Ms Branton MBE advised that she had received a weekend in London at the expense of the Special Constabulary.

Ms Branton MBE also declared a personal and prejudicial interest in minute 82, as Chief Executive of the Humberside Association of Neighbourhood Watch Groups, and left the room during discussion of that item.

64 **APOLOGIES** – There were no apologies for absence.

65 **MINUTES – Resolved** – That the minutes of the meetings of the Authority held on 8 December 2009 and 16 February 2010, having been printed and circulated amongst Members, be taken as read and correctly recorded and be signed by the Chair.

66 **UPDATE ON THE MINUTES** – There were no updates to report.

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

The Chief Executive referred to minute 52 and advised that the Chief Constable would provide updates on call handling and the use of CCTV during his performance report.

The Chief Constable referred to minute 56 and indicated that he would submit a report to the next meeting of the Police Authority regarding Neighbourhood Policing and their involvement with Neighbourhood Watch.

Resolved – That the action schedule and updates be noted.

68 **MINUTES** – The Chair referred to the minutes of the Joint Police Authorities Committee and advised that Mark Wyman had been appointed Deputy Chief Constable on 23 December 2009 and was now in post.

Resolved - (a) That the minutes of the meetings of the Finance Committee held on 15 December 2009, the Standards Committee held on 16 December 2009, the Strategic Policing Committee held on 26 January, the Communities and Partnerships Committee held on 2 February, the Human Resources Committee held on 9 February, the Independent Members Selection Panel held on 4 January, 10 and 22 February and the Appointments Panel held on 9 March 2010, having been printed and circulated amongst Members, be received, and (b) that the minutes of the meeting of the Yorkshire and Humberside Joint Police Authorities Committee held on 19 November 2009 be noted.

69 **(40) OVERVIEW OF FORCE PERFORMANCE** - The Chief Constable submitted a report that outlined the achievements of Humberside Police in meeting the objectives set out in the Policing Plan 2009/10 up to the end of the eleventh month of the reporting year (April to February).

The Chief Constable referred to call handling and advised that the target for answering 999 calls was 90% in 10 seconds. In the 11 month period up to the end of February 2010 the Force had received 129,000 999 calls. The average time taken to answer a call was 3 seconds. 98.7% of 999 calls had been answered within the target time. Regarding non emergency calls, the target for which was to answer 90% in 30 seconds, 231,000 calls had been received over the same period. 93.7% of calls had been answered within the target and the average time taken to answer a call was 8 seconds. He reported that he was proud of this

achievement and advised that Humberside had been contacted by other Forces seeking details regarding how they had made these improvements.

He advised that there had been a 20% reduction in the number of calls regarding anti social behaviour which had reduced from 3,000 last year to 2,500 this year.

He commented on the CCTV systems in the area and on the process for deploying officers as a result of information received via CCTV operatives and on the good working relationship with the local authorities.

He circulated an extract from the HMIC website "My Police" that the public could access to gain performance information for their Force. He commented on the poor grading for public confidence and highlighted that although the grade was disappointing the direction of travel was very positive. He referred to the issue of asset recovery and advised that attempts were being made to get cases heard more quickly.

The Chair congratulated the Force on their achievements in relation to call handling.

Members referred to Sanction Detection Rates and the Deputy Chief Constable informed that these were considered at each of his Performance Conference meetings. He commented on the increase in discretion that had been afforded to police officers when handling minor offences and the subsequent decrease in Sanction Detection Rates. He advised that Sanction Detection Rates were stable within Humberside and were towards the mid to high end of the table compared to Most Similar Forces.

Reference was made to more serious crimes and the Deputy Chief Constable advised that this matter had been discussed at his Performance Conference. There had been an increase, which had now trailed off, which was partly due to changes in recording practices. He advised that the Force were the lowest in terms of an increase but the situation was still being monitored closely. He indicated that the increase related to a small number of offences. The Assistant Chief Constable (OS) advised that the Force was achieving all targets regarding Sanction Detection Rates for serious violent crimes. He referred to the CDRP and advised that more engagement could lead to a greater reduction.

The Chair of the Communities and Partnerships Committee commented on the efforts of the Committee and the Force to achieve improvements in satisfaction, confidence and in relation to anti social behaviour and expressed his disappointment that the "My Police" extract indicated a poor rating. The Strategic Development Manager (Corporate Business) indicated that although the confidence measure for Humberside was red according to the banding analysis, there had been a continual increase in this area since June 2008. He also pointed out that the Most Similar Forces in that category had quite high levels of confidence historically. He reported that he expected to see improvements over

the next 6 months that would place Humberside on a par with other forces in the Group.

A Member referred to the percentage of domestic violence offences that resulted in arrest and commented on the disparity between Divisions. The Deputy Chief Constable advised that he would consider this matter at his Performance Conference.

The Chief Constable advised that he would submit a report to the next meeting on the Police Report Card that was published on the HMIC "My Police" website.

Resolved – (a) That the report be noted, and (b) that a report be submitted to the next meeting on the Police Report Card published on the HMIC "My Police" website.

- 70 **(41) CRIMINAL RECORD BUREAU (CRB) CHECKS** – The Chief Constable submitted a report that gave an update on the Force's position in relation to the number of applications for 'enhanced criminal record certificates' that were currently outstanding and over 60 days old.

The Deputy Chief Constable advised that it was hoped that there would be no cases over 60 days old by the end of May 2010. He advised that it was now the Force's intention to write to all applicants whose checks were nearing 60 days to explain the reason for the delay and to advise when they could expect to have their check completed. He indicated that 80-90% of all applications were now being dealt with in 10 days. He suggested, given the improvements that had been achieved, that he hoped to submit one further report to the Police Authority and then for the Force to monitor the situation.

A Member referred to the use of CIS4 and the Assistant Chief Officer (Support) advised that negotiations were being undertaken with Unisys regarding a timescale and cost which would be submitted to Members.

Members suggested that an increase in volume could be expected and the Deputy Chief Constable reported that an increase in applications would result in an increase in staffing.

A Member suggested that the improvements made by the Force should be well publicised because, as a result of the negative publicity received previously, there could still be an expectation that there would be a delay.

Resolved – (a) That the report be noted, and (b) that further updates be submitted to the Authority.

- 71 **(42) STRATEGIC POLICING PLAN 2010/13 – LOCAL PRIORITIES AND TARGETS** – The Chief Executive submitted a report that (i) gave an update on the small number of areas which were outstanding from the last Police Authority

meeting on 16 February in respect of local indicators and targets and sought agreement to the changes outlined, and (ii) presented the Strategic Policing Plan 2010-13, drafted by the Chief Constable, that had been developed following issues raised at both the Priorities Workshop on 14 January and the Police Authority on 16 February.

A Member requested that a bespoke audit of high risk domestic violence incidents be conducted and the Assistant Chief Constable (OS) advised that he would report to the Communities and Partnerships Committee on this issue. Members indicated that they were pleased to see targets relating to the number of female officers within the Force and it was suggested that the indicator in relation to the number of female police officers who were sergeants should be expanded to include inspectors.

A Member suggested that the document would be more meaningful if actual figures were given rather than “per 1000 population” examples.

Members discussed the indicators and the retention of a criminal damage indicator. A target for the completion of PDRs was discussed and the Assistant Chief Officer (HR) commented on a national review being conducted in this area. It was therefore suggested that the completion of PDRs should be monitored via the Human Resources Committee Scorecard.

Resolved – (a) That the draft Local Priorities 2010/11, as at paragraph 10 of the report, be agreed; (b) that the local indicators and targets, as set out in Appendix B of the report, and the issues raised at paragraphs 21-25 of the report, be agreed with the retention of a criminal damage indicator and the inclusion of a target in relation to PDRs in the Human Resources Committee scorecard; (c) that the Communities and Partnerships Committee be tasked with developing a Lead Member for Anti Social Behaviour (ASB), a process for scrutinising repeat incidents of ASB, and development of a future target when sufficient baseline data is available; (d) that the Lead Member for Domestic Violence (Councillor Uzzell) be tasked with developing a process for scrutinising high-risk incidents of domestic violence on behalf of the Strategic Policing Committee; (e) that the local indicators be included within the relevant Police Authority scorecards and that this process then be used to monitor and challenge progress throughout 2010/11; (f) that the Strategic Policing Plan 2010-13 be approved and that any further amendments prior to 31 March 2010 be made in agreement with the Chair of the Police Authority and that the Plan be placed on both the Force and Police Authority websites; (g) that the Strategic Policing Committee be tasked with consideration and agreement of the targets set by the Humberside Criminal Justice Board (HCJB) when available; (h) that the Business Plan 2010/11 includes involvement in development of the Force objectives for 2011-14 as part of the planning cycle, and (i) that the Equalities and Diversity Officer be tasked with ensuring that the Translation of Publications checklist is adhered to and that the Strategic Policing Plan 2010-13 meets the needs of our diverse communities.

- 72 **(43) PEOPLE STRATEGY 2010/14** – The Chief Constable submitted a report that provided a proposed People Strategy 2010 to 2014 designed specifically for Police Authority Members and Humberside Police Management.

Resolved – That the draft People Strategy (2010-2014) Management document be approved and the high level HRD Branch Delivery Plan be endorsed.

- 73 **(44) BUSINESS AND WORKFORCE MODERNISATION (BWFM) REPORT** – The Chief Constable submitted a report that gave an update on the progress of the Business and Workforce Modernisation project up to 31 January 2010 and provided a summary of the stocktake, undertaken by the Project in December 2009.

Members referred to operational resilience and frontline staffing levels and the Chief Constable advised that the Force were starting to identify predicted demand, exceptional demands and unknown factors which was giving a clearer picture and understanding of the number of police officers needed to meet these. This document would be shared regionally and submitted to Members in due course.

The Chair of the Human Resources Committee advised that the full project stocktake report had been submitted to that Committee and Members had congratulated the author on the report. A Member queried where unintended consequences would be picked up and the Assistant Chief Officer (HR) advised that the stocktake was not a one-off exercise but would evolve to take account of wider changes. He advised that the OGC gateway review had highlighted the issue of unintended consequences and that the Force did reflect, learn and take action.

Resolved – (a) That the current update and progress to date be noted, and (b) that the summarised Stocktake Report and conclusions therein be noted.

- 74 **(45) CHOICES PROJECT UPDATE** – The Chief Constable submitted a report that gave an update on the Choices Project.

The Assistant Chief Officer (Support) reported that the Force had over delivered on the target for 2009/10 and had made a contribution to the 2010/11 target. He commented on changes in governance which meant that the Assistant Chief Officer (HR) would now be the executive for implementation. He commented on the composition of the Implementation Team and advised that the Team had only been funded for 1 year and the situation would then be evaluated through the IBM model to determine whether the staffing level was appropriate.

A Member suggested that it would be useful to have the financial implications, detailed at paragraphs 18-24 of the report, outlined in a table format. Reference was made to the cost of the Implementation Team and the need for Members to be aware of the number of staff and cost involved. The Assistant Chief Officer (Support) advised that £304k had been built into the Medium Term Financial

Strategy.

Resolved – That the report be noted.

- 75 **(46) SPECIAL CONSTABULARY** – The Chief Constable submitted a report that gave an update on the Special Constabulary within Humberside Police.

The Chief Constable re-iterated that he had written to all Special Constables regarding his decision to withdraw the bounty payment, he had spoken to some of the officers and had met with the Specials Chief Commandant.

Members commented on the need to recognise the valuable contribution that Specials made to the Force and a debate took place regarding the possibility of identifying alternative ways of re-instating a payment, however, it was suggested that this would just delay the decision for a year. It was acknowledged that Humberside was one of only 2 Forces nationally that made a payment. In addition the Home Office had suggested that there would be an increase from 14,000 Special Constables nationally to 20,000 Special Constables and this would have an impact on budgets in relation to training, uniforms etc.

The Chief Constable advised that the decision to implement the bounty payment in 2003 had been right at the time but the situation had now changed. 41 Forces were not making payments to their Special Constables. The decision to remove the payment had been a difficult one, however, the responsibility for making it rested with him. He advised that the situation would be monitored closely and advised that he would update Members on the number of Specials who left the Force because of the decision together with details of what expenses were paid to Specials.

Resolved – (a) That the report be noted; (b) that the valuable contribution of the Special Constabulary be noted despite the withdrawal of the bounty payment, and (c) that an update report be submitted to the September meeting of the Police Authority.

- 76 **(47) CITIZEN FOCUS PROJECT UPDATE (INCLUDING POLICING PLEDGE)** – The Chief Constable submitted a report that gave an update on the progress of the Citizen Focus Project, including the Policing Pledge.

Members commented on the need for noticeboards outside police stations and the Assistant Chief Constable (O) advised that a uniform standard including this would be rolled out across the Force. Reference was made to the use of mobile data equipment to make appointments for PCSOs and the Assistant Chief Constable (OS) advised that the NPIA had indicated that Humberside was one of the better performing Forces in relation to mobile data. There had been some disappointing feedback regarding signal strength but this had been attributable to the service provider. Members complimented the work that had been undertaken in C Division and the Assistant Chief Constable (O) advised that the next Project Board would

consider the roll out of Customer Service Desks across the Force.

Resolved – (a) That the report be noted, and (b) that further updates be submitted to the Authority in relation to the progress of the project.

- 77 **(48) CORPORATE AND BUSINESS PLAN** –The Chief Executive submitted a report that sought approval for the Police Authority Corporate Plan (2010 revision) and Business Plan 2010/11.

The Chief Executive advised that he had received some comments from Members and that he would work with the Chairs Co-ordination and Assurance Group to amend the Business Plan as appropriate.

A Member highlighted the need to include any recommendations from the ongoing inspection of the Police Authority into the Action Plan.

Resolved – (a) That the Corporate Plan (2010 revision) be approved; (b) that the actions in the draft Business Plan 2010/11 be considered to ensure that they encompass all areas for improvement necessary to take forward the Corporate Plan over the next 12 months; (c) that the Chief Executive, in consultation with the Chairs Co-ordination and Assurance Group, finalise the Business Plan 2010/11, and (d) that progress reports be submitted to the Chairs Co-ordination and Assurance Group.

- 78 **(49) TREASURY MANAGEMENT POLICY AND TREASURY MANAGEMENT STRATEGY 2010/11 (INCLUDING PRUDENTIAL AND TREASURY MANAGEMENT INDICATORS)** – The Deputy Chief Executive and Treasurer and the Chief Constable submitted a joint report that sought approval for the Treasury Management Policy Statement for the Authority for 2010/11. The report also set out details of the proposed Treasury Management Strategy and proposed Prudential and Treasury Management Indicators for the forthcoming financial year.

The Deputy Chief Executive and Treasurer advised that he would report further to the Finance Committee on 30 March 2010.

Resolved – (a) That the proposed Treasury Management Policy Statement for 2010/11, as shown at Appendix 1, be approved; (b) that the Treasury Management Strategy for 2010/11, as shown at Appendix 2, be approved; (c) that the Prudential and Treasury Management Indicators for 2010/11 and the revisions to the indicators previously agreed for 2009/10 be approved, and (d) that the Assistant Chief Officer (Support) and the Deputy Chief Executive and Treasurer, together with the newly appointed treasury management advisers, SECTOR, be requested to review the documents and report any recommended amendments or improvements to the Finance Committee on 18 May 2010.

- 79 **(50) INDEPENDENT MEMBER APPOINTMENTS** – The Chief Executive submitted a report that sought approval to the recommendations of the Police

Authority's Appointments Panel with regards to the 4 Independent Members to be appointed to the Police Authority.

Resolved – That the appointment, as Independent Members of the Police Authority for a period of 4 years with effect from 17 May 2010, of Mr Gammon, Mr D Smith, Mr Southern and Mrs Spencer be approved.

- 80 **(51) MEMBER DEVELOPMENT WORKING GROUP AND MENTORING SCHEME** – The Chief Executive submitted a report that sought approval to (i) establish a Member Development Working Group; (ii) agree the role profile for Member Development 'Champions'; (iii) agree a Mentoring/Buddying scheme to assist new Members of the Police Authority, and (iv) postpone the Member Review timetable until later in the year, probably May/June time.

Resolved – (a) That the establishment of the Member Development Working Group and its membership be approved; (b) that the Humberside Police Authority Mentoring/Buddying Scheme attached at Appendix A to the report be approved; (c) that the 'champion' role profile, attached at Appendix B to the report, for the Member Learning and Development champion be approved and that this template be adopted by the Authority for other Lead Member areas, following the AGM, and (d) that the proposal at paragraph 14 of the report, that the Authority postpone the impending Member Review Mechanism meetings until a new PDR type scheme has been developed and agreed, be approved.

- 81 **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 82 and 83, on the grounds that they involve the likely disclosure of exempt information as defined in paragraphs 3 and 4 of Part 1 of Schedule 12A of the Local Government Act 1972.

CHAIR – The Chair left the room and the Vice Chair took the Chair for the following item of business, minute 82.

- 82 **(52) SUPPORTING NEIGHBOURHOOD WATCH INTO THE FUTURE** – The Chief Executive submitted a report that presented a proposal for the provision of funding to support neighbourhood watch in 2010/11.

Members noted the work of the User Group and comments made in the company's annual accounts and discussed the funding options.

Resolved – That funding of £100,762 be allocated to HANWaG, to be paid monthly or quarterly, in line with other Partners.

Ms Branton MBE declared a personal and prejudicial interest in the above matter, minute 82, as Chief Executive of the Humberside Association of Neighbourhood Watch Groups and left the room during discussion of this item.

83 (53) CHANGE PROGRAMME – IMPLEMENTATION/TRANSITIONAL COSTS –
The Chief Constable submitted a report that detailed a proposal to set up appropriate provision to cover one-off transitional costs associated with the implementation and delivery of the Force's £15m change programme.

The Assistant Chief Officer (HR) gave a presentation highlighting the specific human resources issues.

Members discussed the process for agreeing to the allocation of funds. The Chief Executive advised that an officer meeting would take place prior to a Special meeting of the Human Resources Committee where potential packages would be discussed. It would only be once these meetings had taken place that financial implications would be known and could be reported to Members. In the meantime the draw down of funds, in principle, was sought. A Member commented on the importance of retaining reserves and suggested that the possibility of capitalising the costs be considered. The Deputy Chief Executive and Treasurer indicated that this would be considered but the implications needed to be clarified.

Resolved – (a) That the setting up of an appropriate draw down fund from the Performance Improvement Reserve to support the transitional costs associated with retraining, redeployment, salary protection, voluntary redundancy and early retirement initiatives be approved in principle, subject to specific business cases being submitted to the Police Authority and the possibility of capitalising the costs being explored; (b) that the appropriate governance and decision making process to access the fund reserve be agreed by the Police Authority, and (c) that, on behalf of the Police Authority, the Human Resources Committee agrees with the Assistant Chief Officer (HR) the details of such support and specifically the package of targeted voluntary redundancy and early retirement with the intent of, subject to the agreement of Members, launching a scheme by the end of April 2010.

MRS HELEN GROVES – The Chair advised that this would be Mrs Groves last meeting of the Police Authority and Members joined her in thanking Mrs Groves for her valuable contribution to the work of the Police Authority during her 4 year term of office.

CHAIR – The Chair reported that it was also her final meeting of the Police Authority as she had now completed two terms of office. She thanked Members and officers for their support during her time with the Police Authority. The Vice Chair gave a speech thanking the Chair for her contribution since she joined the Authority in May 2002 and became Chair in June 2007. The Chief Constable, on behalf of all Chief Officers, also thanked the Chair for her work.