

## **Devon and Cornwall Police Authority Minutes**

A meeting of **Devon and Cornwall Police Authority** was held on Friday 24<sup>th</sup> June 2011 at Police Headquarters, Middlemoor, Exeter starting at 10:00 hrs.

**Present:**

**Chair:** Mr M Bull

**Members:** Mr M Clayton, Sir Simon Day, Mr B Greenslade, Mr J Hart, Mr M Hicks, Mr D Money, Mrs J Owen, Mrs V Pengally, Mr D Percival, Mr B Preston, Mrs L Price, Ms J Norton, Lady J Stanhope, Mrs L Williams.

**Independent Members of Standards Committee:** Mr M Harvey, Mrs A Mayes

**Officers in Attendance:**

**Police Authority:**

Ms S Howl (Chief Executive), Miss J Norris (Assistant Chief Executive), Mr D Walton (Treasurer), Ms J Hall-Williams (HR Advisor), Mr D Eaton (Meetings Administrator).

**Police Force:**

Chief Constable S.Otter, Mr S Sawyer (Deputy Chief Constable), Mrs S Taylor (Assistant Chief Constable), Ms D Simpson (Assistant Chief Constable), Mrs S Goscomb (Director of Finance and Resources), Mr C Haselden (Director of Human Resources), Mr M Stamp (Director of Legal Services).

### **12. Appointment of Chairman**

The Chief Executive informed the meeting that a statement from Mr Mike Bull requesting to be considered for this position had been received and circulated to Members prior to the meeting.

**RESOLVED that Mr Mike Bull be appointed as Chairman.**

The Chairman thanked Members for their support and informed them that he was fully committed to leading the Authority through what will be challenging times over the coming months.

### **13. Appointment of Vice-Chairman**

The Chief Executive informed the meeting that a statement from Mr Bryan Preston requesting to be considered for this position had been received and circulated to Members prior to the meeting.

**RESOLVED that Mr Bryan Preston be appointed as Vice Chairman**

The Vice Chairman thanked Members for their support and informed the meeting that he would continue to work closely with the Chairman on behalf of the Authority.

### **14. Apologies for Absence**

Apologies for absence were received from Mrs L Dunn, Mr P Netherton, Mr G Oliver, Mrs J Zito.

## **15. Declarations of Interests**

There were no declarations of interest.

## **16. Items Requiring Urgent attention**

The Chairman informed Members that there were two items requiring urgent attention:

- i) Redundancy Procedures.
- ii) New Roles within the Crime Investigation Function.

The Chairman proposed that these items be taken at the meeting due to the urgent need to make decisions in respect of redundancy. For this reason it was necessary to give consideration to these items before the next round of committee meetings. Both items would be taken in Part II.

## **17. Chairman's Announcements**

- The Chairman extended a welcome to Gordon Oliver, recently elected Mayor of Torbay and new Member of the Police Authority.

## **18. Questions from Members raised under Standing Order No.6**

No questions were raised under Standing Order No.6.

## **19. Minutes**

Members were informed that two amendments to typographical errors had been made to the minutes.

**RESOLVED** to accept the minutes, as amended, as a correct record of the meeting of 5<sup>th</sup> May 2011.

## **20. Performance Report**

In introducing the report the Deputy Chief Constable highlighted key aspects of the report, including:

- A strong performance in the highlight areas.
- The visibility measure is above the target.
- In relation to public confidence the Force is in the top ten nationally.
- In relation to BME satisfaction the Force is in first position nationally.
- In relation to total crime Devon and Cornwall are placed ninth nationally, having achieved a 1% reduction in the numbers of total crime.

The Deputy Chief Constable drew attention to concerns at the figures for road traffic accidents. Issues raised by Officers and Members included:

- Members were informed that a report on Road Traffic Accidents had been considered at the meeting of the Protective Services committee on 14 June 2011.
- Attention was drawn to continuing concerns at the figures for serious injuries.
- The extent of the road network within the Force area, and societal factors such as tourism and the influx of visitors with little experience of the south west's road network, were highlighted as possible factors.

- Members were assured that research would be carried out to provide a national comparison, and would be reported to a future meeting.
- The Chair of the Protective Services Committee highlighted key points from the report presented to that Committee, and informed Members that the Committee would receive quarterly update reports.
- The importance of researching any possible connection between the withdrawal of safety cameras and the incidence of accidents near to the locations affected.
- A presentation, to include data in relation to road traffic accidents, would be brought to a future Seminar.
- Clarification was provided concerning the dip in the figures on Positive Outcomes, and Members were assured that there would be an improvement.

## **21. Chief Constable's Report**

The Chief Constable drew attention to key points in the report:

### **Blueprint Update**

- The very positive approach of all police officers and staff in relation to Blueprint was highlighted.
- The first review of the changes would be received in early July. However, monitoring of the implementation had continued on a daily basis from 20 May.
- The visibility of police officers had continued to rise.
- During the period of the Comprehensive Spending Review the Blueprint design will be closely monitored and developed as necessary.

### **Chief Officer Group (COG) Review**

- The Chief Officer Group will be reviewed as part of the organisational change process.
- The Chairman congratulated ACC Simpson on her appointment as Deputy Chief Constable for Dorset and drew attention to the contribution she had made to Devon and Cornwall Police.
- Clarification was provided on the COG review process which would present options in relation to the future structure and roles within the Chief Officers Group in September. This would form the basis for discussion with the Police Authority.

### **Job Evaluation**

- The first stage of the procurement phase has been successfully completed.
- Following the submission of detailed tenders and the selection of a supplier, the supplier will start work on the project early in 2012.

### **The Neyroud Report**

- The key changes as outlined in the report were highlighted, and in particular the impact on individual careers, recruitment, and equality and diversity issues, as the professionalisation of the police service is undertaken.

### **Force Diversion Schemes**

- Members were informed of progress in relation to the innovative diversion schemes reported to the last meeting.
- An interim evaluation of the alcohol diversion course had shown a very positive change in the attitudes and behaviour of the offenders who had participated.

### **Streamlined Process for Prosecutions**

- Members were informed of the national recognition received by the Force in relation to compliance with a streamlined process for prosecutions.
- The Chairman emphasized the importance of providing evidence of reduced bureaucracy to the press and public when opportunities arise.

### **Regional Procurement In-house Shared Service**

- Attention was drawn to the work of the Director of Finance and Resources in helping to bring together the four Authorities and Forces to effect the signing of the Collaboration Agreement.
- The signing of the Collaboration Agreement represented a major step forward in regional collaboration.

### **Trauma Risk Management (TRIM)**

- Members were provided with an update on the success of TRIM.
- Attention was drawn to the recent TRIM awareness week, and to the number of TRIM interventions since 2006.

### **Police Help for Deaf Young People**

- The work of the Force with young signers from Exeter Royal Academy for Deaf Education was highlighted.
- The Force's dedicated youth website, signed for the deaf, was believed to be the first in the country.
- The value of such work, given the difficult financial environment, was emphasized and welcomed by Members.

### **Lifesaving Championships**

- Members were informed of the exceptional success of the Force in the Police National Lifesaving Championships.
- The Chairman offered the congratulations of the Authority to the teams involved.
- Attention was drawn to the national award received in relation to Trauma Risk Management and congratulations were offered to Tim Burton on his award as "National Risk Manager of the Year."

## **22. Revenue and Capital Outturn report**

In presenting the report the Treasurer drew attention to key aspects of the Revenue and Capital outturn, including:

- The Strategic Context was outlined including the savings which had been required, and the success of the Value For Money scrutiny process.
- The Chairman drew attention to the successful achievement of the savings, and the strong financial position which this established for the new financial year.

- Details of the spending and financing for the capital programme were highlighted. Significant reductions had been achieved due to reprioritisation and some slippage on the programme.
- The figures in relation to the Balances and Reserves were highlighted, including the positive outturn position.
- The achievement of a significant underspend on the Treasury Management budgets was highlighted.
- An update was provided for members on the financial environment for investment. This had led to a short term investment strategy until the international financial situation in relation to a possible further bail-out had been clarified.
- The draft statement of accounts would be presented to a Police Authority Statement of Accounts scrutiny meeting on the 28<sup>th</sup> June 2011.

#### **RESOLVED**

- i) to note the revenue, capital outturn and treasury management performance for 2010-11 prior to the signing of the draft accounts by the Treasurer following a meeting of Members to be held at the Police Authority on 28th June 2011.
- ii) to offer the thanks of the Authority to Officers and Staff for their work in helping to achieve a very successful outturn position.

### **23. Regional Collaboration Strategy Update**

The Chairman expressed the thanks of the Authority to Richard Martin, the Strategic Planning Officer for his work in relation to this report. Issues discussed during consideration of this item included:

- Clarification was provided to members on local policing in relation to collaboration.
- It was confirmed that the services of a consultant would be required in relation to procurement, and that the contract would be time limited.

#### **RESOLVED**

- i) to note the update on the process for developing a Regional Collaboration Strategy.
- ii) to note the update from the SWPAJC meeting on 9 May 2011
- iii) to note the update on the HMIC's forthcoming inspection of collaboration.

### **24. Proposal to Introduce an Opportunity for the Public to Ask a Question at Full Authority Meetings**

Issues discussed during consideration of this item included:

- The Chairman would decide which member would answer specific questions put to the meeting.
- The need to avoid individuals using this opportunity to make statements was emphasized.
- The Chief Constable welcomed the opportunity for openness presented by this proposal.
- The Assistant Chief Executive would consider mechanisms, in addition to written submissions, for presenting questions to the Authority.

## **RESOLVED**

- i) that Article 3 of the Authority's Constitution has an additional clause inserted "that a member of the public who lives in Devon, Cornwall or the Isles of Scilly may submit a written question to the Authority Chair which will be answered in full at the full Authority meeting. All such questions will be dealt with in Accordance with the protocol in the appropriate Appendix of the Constitution.
- ii) that the protocol as set out in the Appendix to this report be approved as an appendix to the Constitution.

### **25. National Air Support Strategy Business Case**

This item was withdrawn as the necessary reports had not been received by the Police Authority and the timetable for decisions had been amended to allow this to be fully considered at the September meeting.

### **26. Constabulary Annual Report 2010/11**

The Constabulary Annual Report had already been agreed and circulated to members. Members were informed that the report was available on the website with further copies available at the Police Authority office.

### **27. Police Authority Annual Report 2010/11**

Members were provided with an update report on the production of the Authority's 2010-11 Annual Report.

### **28. Managing Transition**

The Chairman provided members with an update on the Police Reform and Social Responsibility Bill. The Chief Executive of the Authority highlighted some of the practical matters and uncertainties in relation to transition, and drew attention to the significant contribution made by the Police Authority at a national level in relation to transition.

Issues discussed during consideration of this item included:

- Concerns were raised in relation to representation on the new crime panels.
- Attention was drawn to the situation in relation to Cornwall, which would have only one representative on the panel. Confirmation would be provided to members on the proposed situation with regard to representation on the panel.
- Concerns were raised at the lack of guidance from the Home Office with regard to transitional arrangements.
- Members were informed that the views of Police Authorities had been sought in relation to the proposed protocol to determine the operational independence of Chief Constables.
- Attention was drawn to the importance of anticipating important issues in relation to transition and of being prepared to progress transitional arrangements as and when appropriate. Concern was expressed that work undertaken in relation to transition should be proportionate, as should the allocation of resources.

## **RESOLVED**

to note the work being taken forward to manage transition arrangements.

## **29. Dates of Future Police Authority Meetings**

- RESOLVED:**
- i) to note the dates for the Authority meetings and Seminars during the remainder of 2011.
  - ii) to note the dates for the Authority meeting and Seminar in 2012.

## **30. Committee Minute Pack**

The Chairman drew attention to the declaration of interest which he had expressed at the meeting of the Resources Committee on the 8 June 2011.

In relation to the minutes of individual committees, the following points were raised:

- The Chair of the Protective Services Committee drew attention to the minute of the discussion in relation to children and young people which had taken place at the meeting of the Governance Committee on the 5 May 2011. Members were informed that the Protecting Vulnerable People working group had taken responsibility for these issues and had discussed this subject in detail at their last meeting. The Chair of the PSC had subsequently presented a report to that Committee in respect of this. The Protective Services Committee had linked with the Local Policing and Confidence Committee to consult on issues in relation to children and young people later in the year.
- The Chair of the Protective Services Committee drew attention to the minutes of the Local Policing and Confidence Committee held on the 17 May 2011, at which a discussion in relation to MASH had taken place. Members were informed that in response to a request from a Member an oral report had been presented to the Protecting Vulnerable People working group, and that subsequently a written report in respect of MASH had been presented to the Protective Services Committee by the Head of PPU.
- Concern was expressed at the process for notifying individual Members of agenda items which may impact on areas of specific interest to individual Members.
- Members were reminded that agendas were circulated in advance via e-mail, but in relation to the agenda items affecting PALMS it was acknowledged that this could have been highlighted earlier, and the Chair of the Local Policing and Confidence Committee apologised for any difficulties caused to Members.
- The chair of the Local Policing & Confidence Committee outlined the discussion which had taken place at the last meeting of the committee in relation to PALMS.

## **31. Consideration to Exclude the Press and Public**

**RESOLVED** that the press and public be excluded from the meeting for the following items

Agenda Item No	Minute No.	Report Title	Relevant Act	Relevant Section
Urgent Item	31	New Roles within the Crime Investigation Function	Local Government Act 1972 as amended by the Local Government (Access to Information) Act 1985	Schedule 12A, Paragraph 4. Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the Authority or a Minister of the Crown and employees of, or office holders under, the Authority.
Urgent Item	32	Redundancy Procedures	Local Government Act 1972 as amended by the Local Government (Access to Information) Act 1985	Schedule 12A, Paragraph 4. Information relating to any consultations or negotiations, or contemplated consultations or negotiations, in connection with any labour relations matter arising between the Authority or a Minister of the Crown and employees of, or office holders under, the Authority.

### **31. New roles within the Crime Investigation Function: Implications for Civilian Crime Investigators**

The Chairman outlined the background to the report. The report would provide the basis of an item to be considered at the next meeting of the Strategic Planning and Co-ordination Committee on the 28<sup>th</sup> June 2011. The Chairman drew attention to the opportunity for all Members to attend the meeting. Issues raised during consideration of this report included:

- The Chief Constable outlined the financial background to the proposals in the report and highlighted the requirement to make further savings over the next four years.
- The Deputy Chief Constable assured Members that the impact of proposed changes on individuals was considered fully within the approach taken by the Force and throughout each individual review. This was in addition to those considerations required by law including the Equality Impact and Health and Safety implications. In respect of Civilian Investigators there had been detailed consideration within the Blueprint Design and throughout the consultation to date.
- The Assistant Chief Constable for Crime and Justice informed Members of the methodology which lay behind the overall design principle as it related to the crime investigation function. The result of this process had been to ensure that services were maintained and improved whilst the number of posts were reduced.
- Attention was drawn to the existing shortfall identified in the Medium Term Financial Strategy and the likelihood of this being exacerbated should the proposals not be progressed.
- Members highlighted the importance of presenting a sound and lawful business case in support of the proposals.

- The Chief Constable assured Members that careful consideration had been given to the legal position in relation to the proposals in the report.
- The Director of Legal Services clarified the legal position in relation to redundancies and informed Members that greater detail would be provided at the meeting of the Strategic Planning and Co-ordination Committee.

### **RESOLVED**

- i) to note the attached paper which details the Force position in respect of the Crime Investigation function and implications for police staff Crime Investigators.
- ii) to note also the considerations the Force has made as a consequence of views expressed at the outset of formal consultation by the Strategic Planning and Coordination Committee, as well as views expressed during formal consultation by employees and Trades Unions.
- iii) to endorse that Strategic Planning and Coordination Committee, mindful of discussions and views expressed at Full Authority, have delegated decision making in respect of this matter on the 28 June 2011.

### **32. Redundancy Procedures**

The Director of Human Resources outlined the background to this report. Issues raised during consideration of this Item included:

- At present voluntary redundancy has been used for discrete groups as approved by the Authority
- The potential benefits of extending this scheme were outlined
- It was emphasised that any decision to offer voluntary redundancy to individuals would remain with senior managers.
- Members were assured that there was sufficient capacity to ensure the effective management of an extended voluntary redundancy scheme, and that processes were in place to ensure that any peaks in applications could be managed efficiently.

### **RESOLVED**

- i) to endorse the principle of a forcewide voluntary redundancy scheme, subject to detailed consideration by the Redundancy Payments Working Group.
- ii) to exclude specific groups from the forcewide voluntary redundancy scheme as set out in Appendix A.

The meeting ended at 11:30hrs